

**IN THE EMPLOYMENT RELATIONS AUTHORITY
CHRISTCHURCH**

**I TE RATONGA AHUMANA TAIMAHI
OTAUTAHI ROHE**

[2024] NZERA 240
3159481

BETWEEN A LABOUR INSPECTOR
Applicant

AND RURAL PRACTICE LIMITED
First Respondent

AND REZA ABDUL-JABBAR
Second Respondent

 SILVIA ABDUL-JABBAR
Third Respondent

Member of Authority: Andrew Dallas

Representatives: Amy Webster, counsel for the Applicant
Mark Hammond, counsel for the Respondent

Investigation Meeting On the papers

Date of the Determination 24 April 2024

CONSENT DETERMINATION OF THE AUTHORITY

Employment Relationship Problem

[1] On 7 February 2024, the Authority ordered the First Respondent to pay arrears in the amount of \$52,056.33¹; together with interest from 16 September 2021 until paid in full.²

[2] While this amount currently remains unpaid, the parties have reached an agreement in respect of the payment.

Payment of arrears

[3] By consent and by this determination the following orders are made:

¹*A Labour Inspector v Rural Practice Limited* [2024] NZERA 66 at [370]

² Above n 1 [372]

- (a) The parties have agreed to the First Respondent satisfying the Authority's order by making payments according to the following schedule:

Payment Schedule		
Incurring Date	Final Date	Incurring Amount
16/09/2021	20/09/2024	\$ 52,056.33

Based on the information you have provided

Date	Scheduled amount	Debt remaining
19/04/2024	\$ 25.80	\$ 57,010.88
20/05/2024	\$ 11,500.00	\$ 45,801.37
20/06/2024	\$ 11,500.00	\$ 34,534.73
20/07/2024	\$ 11,500.00	\$ 23,205.01
20/08/2024	\$ 11,500.00	\$ 11,823.24
20/09/2024	\$ 11,883.48	\$ 0.00
20/09/2024		\$ 0.00

- (b) The First Respondent agrees to notify the Labour Inspector when each payment is made, by providing a screenshot to the Labour Inspector on the same date the payment is made.
- (c) The Labour Inspector will attend to the distribution of the Arrears to the employees, including deduction and payment of tax, as appropriate.
- (d) The First Respondent agrees that if any payment in the above schedule is received more than 3 working days late (**Default Situation**), the entire amount of arrears and interest still owing will become payable immediately.
- (e) The Second Respondent agrees that should a Default Situation arise, he will become immediately jointly and severally liable for payment of the outstanding arrears and interest.

[4] This determination is enforceable under s 137(1)(b) of the Employment Relations Act 2000.

Costs

[5] There is no order as to costs.

Andrew Dallas
Chief of the Employment Relations Authority