

**IN THE EMPLOYMENT RELATIONS AUTHORITY
CHRISTCHURCH**

**I TE RATONGA AHUMANA TAIMAHI
ŌTAUTAHI ROHE**

[2025] NZERA 723
3262839

BETWEEN	HONE NGAPERERA Applicant
AND	FREESTYLE CONCRETE AND LANDSCAPING LIMITED Respondent

Member of Authority:	Philip Cheyne
Representatives:	No appearance by the Applicant Graeme Nelson, advocate for the Respondent
Investigation Meeting:	11 November 2025
Date of Determination:	11 November 2025

ORAL DETERMINATION OF THE AUTHORITY

Employment relationship problem

[1] Hone Ngapera was employed by Freestyle Concrete and Landscaping Limited from April 2021. He says that he was dismissed in March 2023 and raised his personal grievance with Freestyle Concrete and Landscaping Limited (Freestyle Concrete). Matters were not resolved directly between representatives and Mr Ngapera lodged this application in the Authority.

[2] Freestyle Concrete says that it did not terminate Mr Ngapera's employment.

The Authority's Investigation

[3] As usual, there was a case management conference with representatives for both parties. Arrangements were made for an investigation meeting, but the parties were also directed to mediation.

[4] Matters were not resolved. Mr Ngapera's representative advised the Authority that they were no longer instructed. Mr Ngapera did not lodge a statement of evidence and he did not respond to the Authority's attempts to contact him.

[5] I excused the respondent from lodging statements of evidence and directed that its evidence could be provided orally today if Mr Ngapera did attend. The respondent provided some documents in advance, as directed.

No appearance

[6] I am satisfied that Mr Ngapera has had notice of the Investigation Meeting through his representative while they were still engaged. However, Mr Ngapera did not appear this morning.

[7] The Authority has power to proceed if a party fails to attend, without good cause being shown.

[8] It is not necessary to hear evidence from Freestyle Concrete.

Conclusion

[9] Mr Ngapera's claim is dismissed.

[10] Freestyle Concrete does not seek costs.

Philip Cheyne
Member of the Employment Relations Authority