

**IN THE EMPLOYMENT RELATIONS AUTHORITY
WELLINGTON**

**I TE RATONGA AHUMANA TAIMAHI
TE WHANGANUI-A-TARA ROHE**

[2026] NZERA 315
3399204

BETWEEN TIMOTHY RYDER
Applicant

AND LEOPARD LIME LIMITED
Respondent

Member of Authority: Geoff O’Sullivan

Representatives: Dave Cain, Advocate for the Applicant
No appearance for the Respondent

Investigation Meeting: On the papers

Submissions and other Up to and including 12 May 2026.
information Received:

Determination: 22 May 2026

DETERMINATION OF THE AUTHORITY

[1] The Applicant, Mr Ryder, has applied to the Authority for an order requiring Leopard Lime Limited (LL) to comply with the terms of the Determinations issued by the Authority on 13 May 2025 and 27 August 2025.¹

[2] Mr Ryder also seeks an order requiring Gordon James Eade LL’s Director, to ensure LL meets its obligations by arranging to collect sufficient funds to pay the outstanding amounts ordered under the above Determinations.

[3] There has been no engagement by LL. Mr Ryder has filed an affidavit sworn on 13 April 2026 confirming the outstanding amounts.

¹ [2025] NZERA 266 and [2025] NZERA 530.

[4] In the Determinations LL was ordered to pay Mr Ryder, within 28 days of the date of the Determination:

- (a) \$20,000 compensation under s 123(1)(c)(i) of the Employment Relations Act 2000 (the Act); and
- (b) The sum of \$3,920 for lost wages under s 123(1)(b) and 128 of the Act.
- (c) a further \$5,625 plus a filing fee of \$71.55 as a contribution towards costs.

Compliance Order

[5] I am satisfied that Leopard Lime Limited has not complied with the Authority's determinations. It is just in the circumstances for an order to be made requiring Leopard Lime Limited to comply with those determinations.

[6] Gordon James Eade is the sole director of Leopard Lime Limited (trading as Browns Quality Lime). As the sole director and shareholder, he has complete control over Leopard Lime Limited and if the company is owed money, whether through a shareholder's account or through other means, it is within his power to put the company in a position where it can pay the monies owed to Mr Ryder.

[7] Accordingly, in reliance on *Northern Clerical Workers Union v Lawrence Publishers Co of New Zealand*,² Mr Eade must identify any monies owing to the company (including any overdrawn shareholder account) and ensure they are paid back to the company to ensure it has the necessary funds to meet the Applicant's claims.

Orders

[8] Mr Eade is to take the necessary steps (which may include the sale of company assets) to ensure any monies owing to Leopard Lime Limited, either by him or others, are paid back to the company to ensure Leopard Lime Limited has the necessary funds to pay Mr Ryder. Leopard Lime Limited is ordered to pay Mr Ryder within 28 days of the date of this Determination the total sum of \$29,616.55 in respect of the compensation ordered under s 123(1)(c)(i) of the Act, lost wages, costs, and disbursements.

² [1990] NZLR 717

Costs

[9] Leopard Lime Limited is ordered to pay a sum of \$750 to Mr Ryder as a contribution towards the legal costs incurred in this application.

Geoff O'Sullivan
Member of the Employment Relations Authority