

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

**I TE RATONGA AHUMANA TAIMAHI
TĀMAKI MAKĀURAU ROHE**

[2026] NZERA 348
3380823

BETWEEN	DEVON HARRIS Applicant
AND	ASTRA CONSTRUCTION GROUP LIMITED Respondent

Member of Authority:	Matthew Piper
Representatives:	Claudia Serra, advocate for the Applicant Doreen Wu, for the Respondent
Information Received:	12 May 2026
Determination:	4 June 2026

COSTS DETERMINATION OF THE AUTHORITY

[1] On 29 April 2026 the Authority determined Mr Harris had established a personal grievance for unjustified dismissal.¹ Awards were made in his favour, and a penalty was imposed on Astra Construction Group Limited. Costs were reserved and the parties were encouraged to resolve matters directly.

[2] By joint memorandum dated 12 May 2026, the parties informed the Authority they had agreed the issue of costs and sought a consent determination.

[3] Mr Harris, as the successful party and by consent is entitled to a cost award of \$4,500.00.

¹ *Devon Harris v Astra Construction Group Limited* [2026] NZERA 276

[4] Accordingly, by not later than 19 June 2026 Astra Construction Group Limited is ordered to pay Mr Harris \$4,500.00 as a contribution to his costs of representation.

Matthew Piper
Member of the Employment Relations Authority