

Sherridan Cook discusses hurt and humiliation penalties

Sherridan Cook

14 November 2017

Sherridan Cook, partner at Buddle Findlay was interviewed by the [NBR](#). The Chief Judge of the Employment Court has proposed new guidelines for awarding compensation for humiliation, loss of dignity and injury to feelings (under s123(1)(i) (c) of the Employment Relations Act 2000), which signals a move towards greater compensation awards to employees.

In a recent case, the Chief Judge doubled a pay-out for a former Waikato District Health Board worker, who received this on top of her redundancy compensation. The Chief Judge was satisfied after hearing from the worker that she has "experienced a deep sense of hurt." If an employer is found to be acting unjustifiably, Sherridan says "you don't really have much control as an employer over what is awarded by the Authority or the Court to the employee. That will depend upon the evidence from the employee on how badly the dismissal has affected them."

Listen to the full interview below.

Auckland

PwC Tower
188 Quay Street
Auckland 1010

PO Box 1433
Auckland 1140
New Zealand

P: +64 9 358 2555
F: +64 9 358 2055

Wellington

Aon Centre
1 Willis Street
Wellington 6011

PO Box 2694
Wellington 6140
New Zealand

P: +64 4 499 4242
F: +64 4 499 4141

Christchurch

83 Victoria Street
Christchurch 8013

PO Box 322
Christchurch 8140
New Zealand

P: +64 3 379 1747
F: +64 3 379 5659