

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

[2017] NZERA Auckland 345
5641323

BETWEEN ANGELA CULLEN & SIX
OTHERS
Applicant

A N D THE BOARD OF TRUSTEES OF
THE TONGAN HEALTH
SOCIETY INCORPORATED
Respondent

Member of Authority: T G Tetitaha

Representatives: S Mitchell, Counsel for the Applicants
B Webster, Counsel for the Respondent

Investigation Meeting: On the papers

Date of Determination: 7 November 2017

**CONSENT DETERMINATION
OF THE EMPLOYMENT RELATIONS AUTHORITY**

[1] The applicants have raised personal grievances for unjustified disadvantage stemming from a complaint that the respondent failed to promptly address the applicants' concerns about their place of work.

[2] The parties have been able to resolve matters between them and have requested that the Authority make consent orders in respect of their agreement, as set out in confidential records of settlement as agreed by the parties.

[3] By consent and by this determination, the parties have agreed as follows:

- a) The respondent acknowledges that while it took the complaints seriously, it did not address the complaints within an appropriate timeframe;

- b) The respondent will develop and introduce work policies to address bullying, harassment and discrimination;
- c) The respondent will develop a more comprehensive staff complaints policy and will work with all staff to ensure that they understand that policy;
- d) The respondent will arrange refresher training for senior management and the Board on how to deal with staff complaints; and
- e) The respondent will promptly and appropriately investigate any complaints made against management.

[4] The parties have agreed that the remaining terms of settlement will remain confidential to the parties.

[5] The parties have agreed costs between themselves and it is not necessary for me to make any orders in this regard.

T G Tetitaha
Member of the Employment Relations Authority