

**Attention is drawn to the order prohibiting publication of certain information in this determination**

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
AUCKLAND**

[2019] NZERA 213

3046312

BETWEEN

ZENIFF HAIKA  
Applicant

AND

THE SECRETARY OF THE  
MINISTRY OF JUSTICE  
Respondent

Member of Authority: Anna Fitzgibbon

Representatives: Peter Cranney and Caroline Mayston, Counsel for the  
Applicant

Samantha Turner and Alice Milne, Counsel for the  
Respondent

Determination: 10 April 2019

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**CONSENT DETERMINATION OF THE AUTHORITY**

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[1] During the Authority's investigation in to this matter, the parties informed the Authority that they had reached a settlement of all issues between them.

[2] The terms and conditions of their agreed settlement are recorded in a confidential settlement agreement signed by both parties on 10 April 2019, ("the Settlement").

[3] The parties have asked the Authority to issue;

- A consent determination recording the terms of the Settlement;
- A non-publication order to preserve the confidentiality of the Settlement.

[4] By consent the terms of the Settlement signed by the parties become consent orders of the Authority. These consent orders are final, binding and enforceable.

[5] The parties have agreed that the terms of the Settlement, are to remain confidential. For the purposes of preserving confidentiality I make a further order pursuant to clause 10 of the Second Schedule of the Employment Relations Act 2000 prohibiting the publication of the agreed terms of the Settlement.

[6] The original terms of the Settlement agreed by the parties are therefore not attached to this determination but will instead be held on the Authority's file. Each party has been provided with a copy of the Settlement for their reference.

**Anna Fitzgibbon**

**Member of the Employment Relations Authority**