

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
WELLINGTON**

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

[2020] NZERA 81  
3069112

BETWEEN CYNTHIA GAIKEMA-HUNEFELD  
Applicant

AND FUNCTIONAL AND  
INTEGRATIVE MEDICINE  
LIMITED  
Respondent

Member of Authority: Geoff O'Sullivan

Representatives: Niels Hunefeld representative for the applicant  
Gary Tayler advocate for the respondent

Investigation Meeting: 20 February 2020

Date of Determination: 21 February 2020

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**CONSENT DETERMINATION OF THE AUTHORITY**

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**Employment Relationship Problem**

[1] During the Authority's investigation into 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 Amal Karl for Functional and Integrative Medicine Limited and Cynthia Gaikema-Hunefeld as applicant.

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

- (a) A consent determination recording the terms of settlement;
- (b) 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 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 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 their settlement for their reference.

**Geoff O'Sullivan**  
**Member of the Employment Relations Authority**