

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

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

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

[2022] NZERA 286
3146244

BETWEEN SHD
Applicant

AND GLT
Respondent

3148121

BETWEEN GLT
Applicant

AND SHD
Respondent

Member of Authority: Rachel Larmer

Representatives: Applicant in Person and Respondent in Person for the counterclaim
Daniel Church, counsel for Respondent and Applicant in the counterclaim

Date of Investigation Meeting: 28, 29 and 30 June 2022 at Auckland

Date of Determination: 30 June 2022

ORAL CONSENT DETERMINATION OF THE AUTHORITY

Non-publication order

[1] Paragraph [7] of this determination contains a non-publication order.

Employment relationship problem

[2] During the last day of the Authority's investigation into this originating claim and counter claim, the parties advised the Authority that they had reached a settlement of all issues between them relating to their employment relationship and employment relationship problems.

[3] The terms and conditions of the parties' settlement are recorded in a confidential 'Terms of Settlement' email dated 30 June 2022 that was sent by Mr Church to the Authority. This email was signed by all parties today to acknowledge their agreement to the settlement terms recorded in that email ("the Settlement").

[4] The Authority confirms that took the parties through each term of the agreed settlement and was satisfied that the terms of settlement were fair, appropriate and were understood by all involved.

[5] By consent, the terms recorded in the Settlement, that were agreed to and signed by the parties today, now become orders of the Authority. As orders of the Authority, the terms of the Settlement are therefore final, binding and enforceable.

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

[7] The original signed Settlement is therefore not attached to this determination but will instead be held on the Authority's file and may not be accessed without the Authority's authorisation.

[8] The Authority notes that it has elected to refer to the parties by using three randomised letters, that bear no relation to the parties' names, because of the sensitive nature of the claims/evidence and in the interests of supporting the parties to achieve a final settlement of all issues between them.

Rachel Larmer
Member of the Employment Relations Authority