

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
CHRISTCHURCH**

**I TE RATONGA AHUMANA TAIMAHI  
ŌTAUTAHI ROHE**

[2022] NZERA 494  
3175403

BETWEEN

THOMAS OWEN STEWARD  
Applicant

AND

COGITO LIMITED  
First Respondent

JOHN LACHLAN  
LAWRENCE  
Second Respondent

Member of Authority: Antoinette Baker

Representatives: John Farrow, counsel for the Applicant  
Andrew Marsh, counsel for the Respondent

Investigation Meeting: On the papers

Determination: 29 September 2022

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**CONSENT DETERMINATION OF THE AUTHORITY**

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[1] The parties have resolved this matter themselves and by consent request the terms of their resolution be also in this determination the orders of the Authority. A record of those terms is held on the Authority file being an email dated 27 September 2022 sent by Mr Farrow to the Authority and copied to Mr Marsh.

[2] The parties agreed the terms of their resolution would remain confidential to them. Under clause 10(2) of the second schedule of the Employment Relations Act 2000, and except where necessary for enforcement purposes, I prohibit publication of all those terms.

Antoinette Baker  
Member of the Employment Relations Authority