

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
WELLINGTON**

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

[2023] NZERA 318  
3147164

BETWEEN CROMBIE LOCKWOOD  
(NZ) LIMITED  
Applicant

AND WAYNE WIFFEN  
First Respondent

AND ICIB LIMITED  
Second Respondent

Member of Authority: Sarah Kennedy-Martin

Representatives: Gillian Service and Kate Allan, counsel for the  
Applicant  
Simon Gaines, counsel for the First Respondent  
John Rooney and Darren Gunasekara, counsel for the  
Second Respondent

Determination: 19 June 2023

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**CONSENT DETERMINATION OF THE AUTHORITY**

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[1] The parties have resolved this matter on their own terms.

[2] Crombie Lockwood, Wayne Wiffen and ICIB acknowledge the importance of restraints of trade in the insurance industry and the importance of such restraints being respected. The parties also agree that a mutually respectful and professional reputation in the regions they serve is highly important.

[3] Proceedings brought by Crombie Lockwood have been resolved with ICIB and Mr Wiffen initiating an offer and making a payment of an agreed sum to Crombie Lockwood. At their request those terms are now, by consent and by this determination, also the orders of the Authority in this matter. A record of those terms, signed by parties, is held on the Authority file.

[4] The parties agreed the terms of their resolution would remain confidential to them. For that purpose, under clause 10 of the second schedule of the Employment Relations Act 2000, and except where necessary for enforcement purposes, I prohibit publication of all or any part of those terms.

Sarah Kennedy-Martin  
Member of the Employment Relations Authority