

**IN THE EMPLOYMENT RELATIONS AUTHORITY
WELLINGTON**

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

[2023] NZERA 515
3214639

BETWEEN MASSEY UNIVERSITY
STUDENT ASSOCIATION
INCORPORATED
Applicant

AND DEAN HYDE
Respondent

Member of Authority: Shane Kinley

Representatives: Charles McGuinness, counsel for the Applicant
Respondent in person

Investigation Meeting: On the papers

Record of Determination: 11 September 2023

CONSENT DETERMINATION OF THE AUTHORITY

[1] Prior to the investigation meeting for this matter the parties resolved their employment relationship problem and asked that I record their settlement as a consent determination.

[2] I accept the request and order the parties' agreement (recorded in a separate memorandum) be incorporated into this determination.

[3] The parties asked that this consent determination record the following:

a. The respondent apologises for:

- i. Any unintended disruption caused to the applicant's amalgamation process through signing a collective agreement on behalf of the applicant without explicit authorisation by the Board; and

- ii. Any unintended distress caused to the applicant's staff through signing a collective agreement on behalf of the applicant without explicit authorisation by the Board.
- b. The respondent has made a payment to the applicant; and
- c. Proceedings in the Authority are withdrawn by the applicant and the parties agree costs will lie where they fall.

[4] The full terms of settlement, which remain confidential to the parties, have the status of and are enforceable as an order of the Authority. A record of those terms, signed by the parties, is held on the Authority file.

[5] The parties are to be commended for settling this matter on their own terms.

Shane Kinley
Member of the Employment Relations Authority