

**NOTE: This determination contains an order in paragraph [7] prohibiting publication of certain information**

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
AUCKLAND**

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

[2024] NZERA 182  
3200539

BETWEEN ARANPREET RANDHAWA  
Applicant

AND GILL FUEL LIMITED T/A  
CALTEX OREWA  
Respondent

Member of Authority: Rachel Larmer

Representatives: May Moncur, advocate for the Applicant  
Garry Pollak, counsel for the Respondent

Investigation Meeting: 26 and 27 March 2024 in Auckland

Date of Determination: 28 March 2024

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**CONSENT DETERMINATION OF THE AUTHORITY**

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**Non-publication order**

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

**Employment relationship problem**

[2] The Authority held an investigation meeting in Auckland on 26 and 27 March 2024.

[3] As a result of that, the parties advised the Authority that they had reached a settlement of all issues between them relating to their employment relationship and associated employment based issues. They asked the Authority to issue a consent determination.

[4] The terms and conditions of the parties' settlement are recorded in a confidential Settlement Agreement that was signed by the parties on 27 March 2024 ("*the Settlement*").

### **Orders**

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

[6] Failure to comply with the terms of Settlement and/or this consent determination may be addressed by way of a compliance order application.

### **Non-publication order**

[7] 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 to clause 10 of the Second Schedule of the Employment Relations Act 2000 prohibiting the publication of the terms of Settlement.

[8] 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.

Rachel Larmer  
Member of the Employment Relations Authority