

**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 MAKAURAU ROHE**

[2024] NZERA 329
3250159

BETWEEN	CHUANG ZHAO Applicant
AND	POHUTUKAWA CLEANING LIMITED First Respondent
AND	MINFEI (SELINA) JIN Second Respondent

Member of Authority:	Rachel Larmer
Representatives:	Applicant in person Minfei (Selina) Jin for the Respondents
Investigation Meeting:	6 June 2024 in Auckland
Date of Determination:	6 June 2024

ORAL CONSENT DETERMINATION OF THE AUTHORITY

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 6 June 2024.

[3] At the conclusion of the investigation meeting the Authority provided the parties with a preliminary indication of its findings. 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 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 6 June 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 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 in the Authority's case management system.

Rachel Larmer
Member of the Employment Relations Authority