

**Attention is drawn to
the order prohibiting
publication of certain
information in this
determination**

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

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

[2025] NZERA 190
3302840

BETWEEN	QI (LEO) QI Applicant
AND	MARS MANAGEMENT PROPERTY MANAGEMENT LIMITED Respondent

Member of Authority:	Rachel Larmer
Representatives:	Jack Wu, advocate for the Applicant Amy De-La Cruz, advocate for the Respondents
Investigation Meeting:	1 April 2025 in Auckland
Oral Determination:	1 April 2025
Written Record Issued:	2 April 2025

ORAL DETERMINATION OF THE AUTHORITY

Non-publication order

[1] Paragraph [7] of this determination contains a non-publication order, to preserve the confidentiality of the parties' settlement.

Employment relationship problem

[2] During the course of the Authority's in-person investigation meeting held on 1 April 2025, the parties advised they had resolved their issues by agreement. They asked the Authority to issue consent orders for the settlement terms they had agreed.

[3] The Authority issued an oral determination at the conclusion of its investigation meeting on 1 April 2025, which reflected the consent orders that parties had requested.

Orders

[4] By consent, the terms of settlement, as recorded in the "Agreed Terms of Settlement" signed by the parties on 1 April 2025 (the Settlement), now become consent orders of the Authority. As orders of the Authority, the terms of the Settlement are therefore final, binding and enforceable.

[5] Failure to comply with the terms of the Settlement and/or this determination may be addressed by way of a compliance order application, but no other action may be taken regarding the particular employment relationship problem that was addressed in the Settlement.

Non-publication order

[6] The parties asked that the terms of their Settlement remain confidential to them and their professional advisors. It was in the overall interests of justice for that to occur. There was also no countervailing public interest that required publication of the Settlement details.

[7] Accordingly, for the purposes of preserving that confidentiality, the Authority has made an order pursuant clause 10 of the Second Schedule of the Employment Relations Act 2000 prohibiting the publication of the terms of the Settlement, which are therefore not attached to this determination.

Rachel Larmer
Member of the Employment Relations Authority