

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

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

[2025] NZERA 685
3332880

BETWEEN	SOUNDHOMES NZ LIMITED Applicant
AND	PHILIP CARL DOUGHTY First Respondent
AND	PROCLADD EXTERIOR SOLUTIONS LIMITED Second Respondent
AND	BLACKDOG FINISHES LIMITED Third Respondent
AND	PREVENT SERVICES LIMITED Fourth Respondent

Member of Authority: Sarah Blick

Representatives: Julia Leenoh and Matt Bouzaid, counsel for the
applicant
Mark Donovan and Dino Montepara, counsel for the
respondents

Investigation Meeting: On the papers

Determination: 28 October 2025

CONSENT DETERMINATION OF THE AUTHORITY

[1] In a joint memorandum dated 24 October 2025, the parties advised they have reached a full and final settlement of all matters between them in relation to the applicant's application in the Authority.

[2] The parties have requested that the Authority issue a determination by consent with orders that:

(a) The proceeding in the Authority is discontinued and the investigation meeting set down for 3 to 5 December 2025 is vacated; and

(b) Costs are to lie where they fall.

[3] These terms, by consent and by this determination, become the orders of the Authority in this matter.

[4] I commend the parties for resolving this employment problem between themselves.

Sarah Blick
Member of the Employment Relations Authority