

**IN THE EMPLOYMENT RELATIONS AUTHORITY
CHRISTCHURCH**

**I TE RATONGA AHUMANA TAIMAHI
ŌTAUTAHI ROHE**

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

[2025] NZERA 743
3390464

BETWEEN THE VICE CHANCELLOR OF
THE UNIVERSITY OF OTAGO
Applicant

AND DUNCAN CONNORS
Respondent

3401184

BETWEEN DUNCAN CONNORS
Applicant

AND THE VICE CHANCELLOR OF
THE UNIVERSITY OF OTAGO
Respondent

Member of Authority: Peter van Keulen

Representatives: Malcolm Couling, counsel for the Vice Chancellor of the
University of Otago
Duncan Connors, in person

Investigation Meeting: On the papers

Submissions received: 31 October 2025, from both parties

Date of Determination: 17 November 2025

CONSENT DETERMINATION OF THE AUTHORITY

Employment relationship problem

[1] The parties attended mediation on 31 October 2025 and were able to resolve their employment relationship problem.

[2] The resolution of the employment relationship problem is recorded in two records of settlement:

- a. A record of settlement between the parties dated 18 September 2024 (the Original Settlement).
- b. A second record of settlement between the parties dated 31 October 2025 (the Second Settlement).

[3] Dr Duncan Connors concedes that he breached the Original Settlement, but his breaches were inadvertent. Dr Connors has apologised to the University of Otago for his actions; the University has accepted Dr Connors' apology.

[4] In addition to the terms of settlement contained in the Original Settlement and the Second Settlement the following orders are made, by consent:

- a. Pursuant to s 137(2) of the Employment Relations Act 2000 Dr Connors is to comply and continue to comply with the terms of the Original Settlement, specifically clauses 1, 2 and 6 of the Original Settlement.
- b. Pursuant to s 137(2) of the Employment Relations Act 2000 Dr Connors is to comply and continue to comply with the terms of the Second Settlement.
- c. Pursuant to clause 10 of the Second Schedule of the Employment Relations Act 2000, the contents of the both the Original Settlement and the Second Settlement are subject to a non-publication order. Copies of both records of settlement are held on the Authority file but are not published with this determination.

- d. File 3390464 and file 3401184 shall be withdrawn.
- e. Costs in respect of both file 3390464 and file 3401184 are to lie where they fall.

Peter van Keulen
Member of the Employment Relations Authority