

**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**

[2026] NZERA 135
3379083
3379123
3379103

BETWEEN	SSD Applicant in 3379083
AND	VNP Applicant in 3379123
AND	CFE Applicant in 3379103
AND	HYG Respondent

Member of Authority: Sarah Blick

Representatives: Applicants in person
Josh Nyika, counsel for the respondent

Investigation Meeting: 4 March 2026 in Hamilton

Date of Determination: 5 March 2026

CONSENT DETERMINATION OF THE AUTHORITY

Employment relationship problem

[1] The Authority commenced an investigation meeting in this matter on 4 March 2026.

[2] Prior to evidence being heard, two of the applicants expressed a wish to withdraw their claims. After discussion between the parties and with the Authority, the third applicant, CFE, also expressed their wish to withdraw their claim, on the basis

costs would lie where they fall. The meeting was concluded on the basis CFE would confirm their position in writing.

[3] CFE has now confirmed by email correspondence to the Authority that they are withdrawing their claim.

[4] The parties have agreed to the Authority issuing a consent determination recording this outcome.

Non-publication order

[5] I am satisfied given the circumstances of the parties and the outcome in this matter, it is appropriate that non-publication orders are granted in respect of the parties' names pursuant to clause 10 of Schedule 2 to the Employment Relations Act 2000.

Outcome

[6] The Authority confirms these matters are withdrawn and costs are to lie where they fall. A permanent non-publication order is made prohibiting the publication of the parties' names.

Sarah Blick
Member of the Employment Relations Authority