

**IN THE EMPLOYMENT RELATIONS AUTHORITY
WELLINGTON**

**I TE RATONGA AHUMANA TAIMAHI
TE WHANGANUI-A-TARA ROHE**

[2026] NZERA 141
3422006

BETWEEN	PROFESSIONAL PROPERTY & CLEANING SERVICES LIMITED Applicant
AND	PRAJWAL ALE Respondent

Member of Authority: Claire English

Representatives: Pieter Venter & Chris Eggleston, counsel for the Applicant
Viv d'Or & Max Hickling, counsel for the Respondent

Investigation Meeting: On the Papers

Determination: 6 March 2026

CONSENT DETERMINATION OF THE AUTHORITY

[1] The parties have resolved this matter on their own terms by way of a settlement agreement, and are to be congratulated for doing so. At their request those terms are now, by consent and by this determination, also the orders of the Authority in this matter.

Orders

[2] The following compliance orders under section 137(1)(a)(i) and section 137(2) of the Employment Relations Act 2000 (the Act) are made against the respondent, Mr Ale, with his consent.

[3] Mr Ale is required to:

- a. Return all information and property belonging to the applicant (PPCS) immediately;
- b. Identify all third parties to which he has shared or disclosed any information or property belonging to PPCS;
- c. Not use any confidential information relating to PPCS's business, or the information gained through his employment, to his own benefit;
- d. Not use or attempt to use any confidential information belonging to PPCS in any manner which may injure or cause loss, whether directly or indirectly, to PPCS;
- e. For six months after his termination on 29 September 2025, not to directly or indirectly, alone or with any other person, approach or solicit any of PPCS's clients, suppliers or customers, or try to persuade them to end or limit their relationships with PPCS.

[4] The above orders are made accordingly.

Costs

[5] The parties have agreed that, on the issuing of these consent orders, the Authority proceeding is to be withdrawn with no issue as to costs.

Claire English
Member of the Employment Relations Authority