

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

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

[2026] NZERA 162
3312900

BETWEEN	WILSON PARKING NEW ZEALAND LIMITED Applicant
AND	MPA Respondent

Member of Authority: Sarah Blick

Representatives: Mary O’Sullivan, counsel for the applicant
MPA, in person

Investigation Meeting: On the papers

Determination: 18 March 2026

CONSENT DETERMINATION OF THE AUTHORITY

[1] The parties have reached a full and final settlement of all matters between them relating to an application in the Authority by Wilson Parking New Zealand Limited (Wilson Parking), brought against the respondent, a former employee (MPA).

[2] The terms and conditions of their settlement have been recorded in a settlement agreement signed by the parties (the Settlement). The parties request that the terms of the Settlement now become orders of the Authority.

[3] The parties state the following as part of their agreement to resolve this matter:

- (a) Wilson Parking commenced proceedings against MPA, alleging that he had breached his good faith and contractual obligations by failing to disclose that he had taken up employment with a direct competitor.
- (b) MPA concedes that he breached his obligations and was dishonest about his future intentions when he resigned. MPA’s misrepresentation prevented

Wilson Parking from taking protective steps to protect its proprietary interests.

Orders

[4] The Authority has not issued a compliance order in respect of clauses 29 and 30 of the parties' employment agreement in this determination, as requested by the parties. However, the Authority makes clear MPA remains bound by obligations in those clauses, which remain enforceable by way of a compliance order in the event of breach.

[5] The remainder of the terms of the Settlement are full, final and binding in respect of all employment related matters between the parties, and by this determination now become the orders of the Authority.

[6] The parties have requested confidentiality apply to the terms of the Settlement. The original signed version of the Settlement is therefore not attached to this determination but is held on the Authority's file.

Non-publication orders

[7] A randomly-generated string of three letters has been used to refer to MPA. These letters have no resemblance to MPA's actual name. Grounds previously advanced by MPA in support of non-publication orders have been considered. Given MPA's circumstances, it is appropriate that the orders sought are granted pursuant to clause 10 of Schedule 2 to the Employment Relations Act 2000.

[8] I accordingly make an order prohibiting the publication of MPA's name and information which may lead to his identification, and the names of any business ventures or projects associated with MPA, together with an order prohibiting the publication of the terms and content of the Settlement.

[9] Having made these orders, the matter is deemed withdrawn from the Authority with no issues as to costs between the parties.

Sarah Blick
Member of the Employment Relations Authority