

**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 173
3334440

BETWEEN ASP
Applicant

AND JBL LIMITED
Respondent

3399504

AND JBL LIMITED
Applicant

AND ASP
Respondent

Member of Authority: Rachel Larmer

Representatives: Leilua (Lou) Pulotu Alofa, advocate for AS
PTony Sung, counsel for JBL Limited

Investigation Meeting: 23 March 2026 at Auckland

Date of Determination: 24 March 2026

CONSENT DETERMINATION OF THE AUTHORITY

Non-publication order

[1] Paragraph [8] of this determination contains a non-publication order, so three random letters have been used instead of the parties' names.

Employment relationship problems

[2] The Authority held an in-person investigation meeting on 23 March 2026. During the course of the investigation the parties informed the Authority that they had settled all issues arising out of their employment relationship problem on agreed terms. This included all claims the parties had, currently have or may have in future including those not known at this time in order to bring all of the problems in their relationship to a final conclusion.

[3] The parties asked the Authority to issue a consent determination that recorded the parties' agreed terms of settlement, which were set out in the Terms of Settlement document the parties signed today (the Settlement). This settlement resolves all claims whatsoever, including ASP's original claims, JBL Ltd's counterclaims against ASP, along with any civil claims JBL Limited may have about ASP's travel costs and any other loans that may have existed between the parties or ASP and/or JBL Ltd's director (Z).

[4] JBL Ltd's director (Z) has voluntarily agreed to be bound by the terms of Settlement, as per s 142Y of the Employment Relations Act 2000, to the extent that ASP can recover from him personally any wage arrears and other money JBL Ltd defaults on paying him.

Orders

[5] By consent, the agreed terms recorded in the Settlement now become orders of the Authority. As orders of the Authority, the terms of the Settlement are therefore final, binding and enforceable.

[6] Failure to comply with the terms of the Settlement and/or this consent determination may be addressed by way of a compliance order application, but no other action may be taken regarding any matters connected to the parties' employment relationship.

Non-publication order

[7] The parties have agreed that the terms of their Settlement are to remain confidential to them and their professional advisors. The Authority was satisfied there was no countervailing public interest that required publication of the terms of Settlement, the parties' names or ASP's medical information.

[8] For the purposes of preserving that confidentiality, the Authority has made an order pursuant to clause 10 of the Second Schedule of the Employment Relations Act 2000 prohibiting the publication of the terms of the Settlement, the parties' names and ASP's medical information, subject to the condition that it does not apply to the employment institutions.

Rachel Larmer
Member of the Employment Relations Authority