

**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 200  
3362543

BETWEEN AMANDEEP BHARDWAJ  
Applicant

AND ACE LOGISTICS LIMITED  
First Respondent

AND MICHAEL PRASAD  
Second Respondent

Member of Authority: Rachel Larmer

Representatives: John Wood and Susanne Lass, advocates for the  
Applicant  
Arvind Nair and Michelle Delegat, counsel for the  
Respondents

Investigation Meeting: 1 April 2026 at Auckland

Date of Oral Determination: 1 April 2026

Written Record of Oral Determination: 2 April 2026

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**ORAL DETERMINATION OF THE AUTHORITY**

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**Non-publication order**

[1] Paragraph [9] of this consent determination contains a non-publication order, to preserve the confidentiality of the parties' terms of settlement.

**Employment relationship problems**

[2] The Authority held an in-person investigation meeting in Auckland on 1 April 2026. During the course of the investigation meeting, the parties informed the Authority that they had settled all issues arising out of their employment relationship problems on agreed terms.

[3] The parties informed the Authority that their settlement covered all claims the parties had, currently have, or may have in future (including those not yet known at this time) in order to bring all of the problems between these parties to a final conclusion.

[4] The parties asked the Authority to issue a consent determination that recorded their agreed terms of settlement, which were set out in the Terms of Settlement document the parties signed on 1 April 2026 (the Settlement).

[5] The Settlement resolves all claims whatsoever, including Mr Bhardwaj's original claims, and any potential counterclaims the Respondents may have against him (known and unknown) arising from Mr Bhardwaj's employment by Ace Logistics Ltd.

**Orders**

[6] 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.

[7] 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, including potential claims, connected to the parties' employment relationship.

**Non-publication order**

[8] The parties have agreed the terms of the 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 the Settlement.

[9] For the purposes of preserving that confidentiality, the Authority has made an order pursuant to clause 10 of the Second Schedule of the Act prohibiting the publication of the terms of the Settlement, subject to the condition that it does not apply to the employment institutions.

Rachel Larmer  
Member of the Employment Relations Authority