

NOTE: This determination contains an order prohibiting publication of certain information at [5]

**IN THE EMPLOYMENT RELATIONS AUTHORITY
WELLINGTON**

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

[2026] NZERA 245
3373585

BETWEEN HJK
Applicant

AND CNM LIMITED
Respondent

Member of Authority: Geoff O’Sullivan

Representatives: Tim Vogel, advocate for the applicant
XEI, representative for the respondent

Investigation Meeting: 23 April 2026

Date of Determination: 23 April 2026

CONSENT DETERMINATION OF THE AUTHORITY

Employment Relationship Problem

[1] During the Authority’s investigation into this matter, the parties informed the Authority that they had reached a settlement of all issues between them.

[2] The terms and conditions of their agreed settlement are recorded in a confidential settlement agreement signed by the parties.

[3] I congratulate the parties on their achievement. By consent, the terms of the settlement signed by the parties become consent orders of the Authority. These consent orders are final, binding, and enforceable.

[4] The parties have agreed that the terms of settlement are to remain confidential. For the purposes of preserving confidentiality, I make a further order pursuant to clause 10 of schedule 2 of the Employment Relations Act 2000 prohibiting publication of the agreed terms of the settlement. The parties also asked that their identities and the fact of their involvement in this matter be suppressed. The rationale warranted acceptance. I therefore order a prohibition on publishing anything which identifies the parties, their witnesses and their links to this settlement.

[5] The original terms of the settlement agreed by the parties are therefore not attached to this determination but will instead be held on the Authority's file. Each party has been provided with a copy of their settlement for their reference.

Geoff O'Sullivan
Member of the Employment Relations Authority