

Attention is drawn to an order prohibiting publication of certain information in this determination

**IN THE EMPLOYMENT RELATIONS AUTHORITY
CHRISTCHURCH**

**I TE RATONGA AHUMANA TAIMAHI
ŌTAUTAHI ROHE**

[2026] NZERA 311
3419964

BETWEEN A LABOUR INSPECTOR OF THE
MINISTRY OF BUSINESS,
INNOVATION AND
EMPLOYMENT
Applicant

A N D BIG SKY FOOD LIMITED (IN
LIQUIDATION)
First Respondent

AND EDWARD MARK MILLER
Second Respondent

AND CHANG XI
Third Respondent

AND BAOLIN BAO
Fourth Respondent

Member of Authority: David G Beck

Representatives: Amy Webster, counsel for the Applicant
Chang Chi, advocate for the Respondent

Investigation Meeting: 12 - 15 May 2026 at Christchurch

Date of Determination: 20 May 2026

CONSENT DETERMINATION OF THE AUTHORITY

Employment relationship problem

[1] During the Authority's management of this matter, the parties were able to partially resolve their employment relationship problem.

[2] They have requested the Authority issue a determination by consent recording the terms of their settlement agreement (schedule attached for the parties). By consent and by this determination, the terms contained in the parties' attached settlement agreement become orders of the Authority.

[3] Pursuant to clause 10 of the Second Schedule of the Employment Relations Act 2000, the contents of the attached settlement agreement are subject to a non-publication order.

[4] This determination is enforceable under s 237(1)(b) of the Employment Relations Act 2000.

David G Beck
Member of the Employment Relations Authority