

**IN THE EMPLOYMENT RELATIONS AUTHORITY
WELLINGTON**

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

[2026] NZERA 331
3404764 & 3412404

BETWEEN	AIR WHANGANUI LIMITED Applicant 3404764
AND	BRENTON KNIGHT Respondent 3404764
AND	BRENTON KNIGHT Applicant 3412404
AND	AIR WHANGANI LIMITED Respondent 3412404

Member of Authority: Claire English

Representatives: Phillip Drummond, counsel for the Applicant
Scott Doolan, counsel for the Respondent

Investigation Meeting: 12 May 2026 in Palmerston North

Determination: 29 May 2026

CONSENT DETERMINATION OF THE AUTHORITY

[1] Following a scheduled investigation meeting, the parties have resolved the matters between them on their own terms and are to be congratulated for doing so. At their request those terms are now, by consent and by this determination, also the orders of the Authority.

Orders

[2] I order as follows:

- a. Pursuant to section 137(1)(a)(iii) and 151 of the Employment Relations Act 2000, Mr Knight is ordered to comply with the 149 settlement agreement entered into by the parties and signed by a MBIE mediator on the 1 August 2025.
- b. Pursuant to section 137(1)(a)(i) Mr Knight is to comply with clause 13 (confidentiality) of his individual employment agreement with Air Whanganui.
- c. Mr Knight is to permanently delete and not to retain any intellectual property or confidential information pertaining to the Air Whanganui that may be contained on any personal electronic storing devices or any paper copies. Mr Knight is not to retain a copy of such information.
- d. Mr Knight is not to use any intellectual property and confidential information of Air Whanganui.
- e. Costs are to lie where they fall.

[3] By consent, the agreed terms recorded in this Consent Determination now become orders of the Authority which are final, binding and enforceable.

Claire English
Member of the Employment Relations Authority