

**NOTE: This determination contains an order prohibiting publication of certain information**

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
AUCKLAND**

**I TE RATONGA AHUMANA TAIMAHI  
TĀMAKI MAKĀURAU ROHE**

**[2026] NZERA 401  
3388644**

BETWEEN	MZL Applicant
AND	VOB Respondent

Member of Authority:	Eleanor Robinson
Representatives:	David Watson, advocate for the Applicant Russell Drake, advocate for the Respondent
Determination:	23 June 2026

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**CONSENT DETERMINATION OF THE AUTHORITY**

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[1] During the Investigation Meeting the parties successfully resolved their problem and have requested the Authority make consent orders in respect of their agreement, as set out in a Record of Settlement signed by the parties. The original signed version of the Record of Settlement is not attached to this determination but will instead be held on the Authority's file.

[2] By consent and by this determination, the terms set out in the Record of Settlement are made the order of the Authority to resolve this matter and are enforceable as an order of the Authority. These terms are full, final and binding in respect of all employment related matters between the parties.

[3] The parties are in agreement that the terms of settlement cover any issue as to costs incurred in the Employment Relations Authority proceedings.

[4] The parties agreed that the names of the parties and terms of their resolution would remain confidential to them. I am satisfied on the information before me that such an order should be made.

[5] For that purpose, under Schedule 2 clause 10(1) of the Employment Relations Act 2000, and except where necessary for enforcement purposes, I prohibit publication of the names of the parties and the Record of Settlement, and access to it on the registry file is restricted.

**Eleanor Robinson**  
**Member of the Employment Relations Authority**