

**IN THE EMPLOYMENT COURT OF NEW ZEALAND  
WELLINGTON**

**I TE KŌTI TAKE MAHI O AOTEAROA  
TE WHANGANUI-A-TARA**

**[2025] NZEmpC 125  
EMPC 72/2025**

IN THE MATTER OF a challenge to a determination of the  
Employment Relations Authority

BETWEEN IDEA SERVICES LIMITED  
Plaintiff

AND ANDREA DENT  
Defendant

**EMPC 76/2025**

IN THE MATTER OF a challenge to a determination of the  
Employment Relations Authority

BETWEEN ANDREA DENT  
Plaintiff

AND IDEA SERVICES LIMITED  
Defendant

Hearing: 26 June 2025

Appearances: G Ballara and S Radcliffe, counsel for IDEA Services Limited  
M Belesky, counsel for Andrea Dent

Judgment: 26 June 2025

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**CONSENT JUDGMENT OF JUDGE K G SMITH**

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[1] These proceedings involve a challenge to a determination of the Employment Relations Authority.<sup>1</sup>

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<sup>1</sup> *Dent v IDEA Services Ltd* [2024] NZERA 41.

[2] The parties have reached a full and final settlement on all matters between them in relation to this challenge and have requested that their agreement be recorded in a judgment.

[3] The following orders are made by consent:

- (a) the proceedings are discontinued and there is no issue as to costs;
- (b) the terms and conditions of settlement are confidential to the parties;
- (c) the Employment Relations Authority determination is set aside;<sup>2</sup>
- (d) for the avoidance of doubt, the non-publication orders made in these proceedings continue to apply.

K G Smith  
Judge

Judgment signed at 3.20 pm on 26 June 2025

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<sup>2</sup> Above, n 1.