

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

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

[2025] NZERA 755
3385103

BETWEEN

ABC
First Applicant

DEF
Second Applicant

GHI
Third Applicant

JKL
Fourth Applicant

AND

MNO
Respondent

Member of Authority: Marija Urlich

Representatives: Andrew McKenzie, counsel for the Applicants
June Hardacre and Hamish Rossie, counsel for the Respondent

Investigation Meeting: On the papers

Determination: 24 November 2025

DETERMINATION OF THE AUTHORITY

[1] The respondent has applied for rescission of the interim order of the Authority dated 1 August 2025.¹ The grounds on which rescission is sought is set out in a supporting affidavit. The applicants do not oppose rescission of the order.

¹ *ABC & Ors v MNO* [2025] NZERA 468.

[2] It is accepted the circumstances between the parties have changed to such a degree that it is appropriate to rescind the interim order, and I do so pursuant to s 127(6) of the Act.

[3] The applicants are released from the undertakings as to damages provided in support of the application for interim orders.

[4] The interim non-publication order remains unchanged.

[5] The investigation meeting scheduled for 25 – 26 November 2025 is vacated.

[5] The parties are directed to mediation.

Marija Urlich
Member of the Employment Relations Authority