

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

**IN THE EMPLOYMENT RELATIONS AUTHORITY
WELLINGTON**

[2015] NZERA Wellington 123
5515235

BETWEEN ISAAC CALLAHAN
 Applicant

AND BIDVEST NEW ZEALAND
 LIMITED
 Respondent

Member of Authority: Trish MacKinnon

Representatives: Gayaal Iddamalgoda, counsel for Applicant
 Jeff Goldstein and Linda Ryder, counsel for Respondent

Investigation Meeting: 8 and 9 December 2015 at Wellington

Determination: 14 December 2015

CONSENT DETERMINATION OF THE AUTHORITY

- [1] Following the completion of the investigation meeting the parties have advised they have successfully resolved all matters between them. I congratulate them on this achievement.
- [2] The terms of settlement reached by the parties are full, final and binding in respect of the employment relationship problem between them. By consent, the terms set out in their agreement are also the orders of the Authority in this matter, subject to two amendments which have been sanctioned by the parties.
- [3] The first amendment is to record that the existence of the terms of settlement shall not be confidential as stated. The contents of the terms of settlement, as recorded in a separate document dated 13 December 2015, are confidential to the parties.

- [4] The second amendment is to record that the settlement is not entered into pursuant to s. 149 of the Employment Relations Act 2000 as stated. Instead, its provisions, recorded under the heading "Agreed Terms of Settlement to Employment Relationship Problem" have the status of, and are enforceable as, an order of the Authority.
- [5] For the avoidance of doubt and for the purpose of preserving the confidentiality agreed by the parties, I make a further order, pursuant to Clause 10 of the Second Schedule to the Employment Relations Act 2000, prohibiting the publication of all the contents of the terms of settlement.

Trish MacKinnon
Member of the Employment Relations Authority