

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

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

[2026] NZERA 44
3373943

BETWEEN DQJ
 Applicant

AND KSW
 Respondent

Member of Authority: Jeremy Lynch

Representatives: Aimee Cai, advocate for the Applicant
 May Moncur, advocate for the Respondent

Investigation Meeting: 27 January 2026, in Auckland

Date of Determination: 28 January 2026

CONSENT DETERMINATION OF THE AUTHORITY

Employment Relationship Problem

[1] During the course of yesterday’s investigation meeting of an application by DQJ, the parties advised they had reached settlement in respect of this matter on agreed terms. The terms and conditions of their settlement have been recorded in a settlement agreement signed by the parties (the Settlement).

[2] The terms of the Settlement are full, final and binding in respect of all employment related matters between the parties.

[3] At the parties’ request, the terms of the Settlement, by consent and by this determination, now become orders of the Authority in this matter.

[4] The parties have requested confidentiality apply to the terms of the Settlement. The original signed version of the Settlement is therefore not attached to this determination, but is held on the Authority’s file.

[5] A randomly-generated string of three letters has been used in this consent determination to refer to the applicant and the respondent. These letters have no resemblance to the parties' actual names.

Non-publication order

[6] Grounds advanced by the parties in support of non-publication orders have been considered. Given the parties' circumstances, it is appropriate that the orders sought are granted.

[7] For the purposes of preserving confidentiality, pursuant to clause 10 of Schedule 2 to the Employment Relations Act 2000, I make an order prohibiting the publication of the parties' names, witness names, and/or information which may lead to their identification, together with an order prohibiting the publication of the terms and content of the Settlement.

[8] The parties are commended for resolving this matter.

Jeremy Lynch
Member of the Employment Relations Authority