

**IN THE EMPLOYMENT RELATIONS AUTHORITY
WELLINGTON**

**I TE RATONGA AHUMANA TAIMAHI
TE WHANGANUI-Ā-TARA ROHE**

[2020] NZERA 422
3101797

BETWEEN EDC
 Applicant

AND UJM
 Respondent

Member of Authority: Michael Loftus

Representatives: Amy De-La-Cruz and Adam Mapu, advocates for the
 Applicant
 Kay Chapman, advocate for the Respondent

Investigation Meeting: 13 October 2020 at Blenheim

Record of Determination: 14 October 2020

CONSENT DETERMINATION OF THE AUTHORITY

[1] During the investigation meeting the parties adjourned to discuss their differences. These were resolved and the parties ask I record their settlement as a consent determination.

[2] I accept and as a result make the following orders:

- a. The respondent shall pay the applicant a compensatory sum of \$7,500 (seven thousand, five hundred dollars) pursuant to s 123(1)(c)(i) of the Employment Relations Act 2000 with payment to be made no later than 16 October 2020; and
- b. The respondent shall pay \$8,500 (eight thousand, five hundred dollars) plus GST as a contribution toward the applicant's costs with payment to be made within three working days of receipt of an invoice from bossed; and
- c. The respondent shall provide the applicant with two written references on company letterhead, the terms of which have already been agreed

and the content of which will be supported verbally should there be an inquiry. These shall be provided no later than 16 October 2020.

[3] These terms shall remain confidential to the parties.

[4] The parties also asked their identities and the fact of their involvement in this matter be suppressed. The rationale warranted acceptance. I therefore order a prohibition on publishing anything which identifies the parties, their witnesses and anything which links them to the settlement.¹

[5] The parties are to be commended for settling this matter on their own terms.

Michael Loftus
Member of the Employment Relations Authority

¹ Clause 10 of schedule 2 of the Employment Relations Act 2000