

**ATTENTION IS DRAWN TO THE ORDER
PROHIBITING PUBLICATION OF
CERTAIN INFORMATION IN THIS
DETERMINATION**

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

[2014] NZERA Auckland 378
5447218

BETWEEN RAYMOND FLETCHER
Applicant

AND SILVERADO FARMS LIMITED AND
OTHERS (AMENDED STATEMENT
OF PROBLEM)
Respondent

Member of Authority: P R Stapp

Representatives: Graham McKinstry and Rachel Rolston for Applicant
Mark Hammond Counsel for Respondent

Investigation Meeting: 9 September 2014 at Tauranga

Determination: 9 September 2014

CONSENT DETERMINATION OF THE AUTHORITY

[1] Before the commencement of the Authority's investigation meeting the parties' representatives met with the Authority and narrowed the issues in the employment relationship problem and discussed in general terms possible outcomes that could influence a settlement. Subsequently the representatives privately met with their parties to manage and achieve a settlement. The parties advised that they had successfully resolved all matters between themselves and requested the terms and conditions of settlement be incorporated into a consent order of the Authority.

[2] The parties have agreed to a confidential record of settlement, including a matter that has been reserved for any future attention by the Authority if necessary. The parties signing off the settlement satisfied me that the employment relationship

problem had been resolved save for one matter that has been reserved. A copy of the signed off settlement is held on the Authority's file. By consent, the terms set out in the signed of settlement are also the orders of the Authority in this matter.

[3] The parties have agreed that the terms of settlement will remain confidential to the parties.

[4] For the purpose of preserving the confidentiality, I make a further order, pursuant to Clause 10 of the Second Schedule to the Act, prohibiting the publication of all the contents of the terms of settlement.

P R Stapp
Member of the Employment Relations Authority