

Attention is drawn to orders prohibiting publication of certain information in this determination

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

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

[2025] NZERA 461
3288760

BETWEEN GKM
 Applicant

AND EPC
 Respondent

Member of Authority: Jeremy Lynch

Representatives: Kam Kaur Andrews, advocate for the Applicant
 VEA for the Respondent

Investigation Meeting: 30 July 2025 in Whakatāne

Date of Determination: 31 July 2025

CONSENT DETERMINATION OF THE AUTHORITY

Employment Relationship Problem

[1] During the course of yesterday’s investigation meeting of an application by GKM, 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 computer-generated string of three letters has been used in this consent determination to refer to the applicant, the respondent, and the representative for 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