

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

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
AUCKLAND**

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

[2025] NZERA 725  
3344560

BETWEEN            HBY  
                                 Applicant  
  
AND                    ZWF  
                                 Respondent

Member of Authority:    Sarah Blick  
  
Representatives:        Persia Templeton, counsel for the Applicant  
                                 Mauro Barsi and Tilly Smith, counsel for the  
                                 Respondent  
  
Investigation Meeting:    11 November 2025 in Auckland  
  
Date of Determination:    11 November 2025

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**CONSENT DETERMINATION OF THE AUTHORITY**

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**Employment relationship problem**

[1]     The Authority was to hold an in-person investigation meeting today. Prior to evidence being heard, the parties informed the Authority that they had settled their employment relationship problems on agreed terms.

[2]     The parties asked the Authority to issue a consent determination that recorded the parties' agreed terms of settlement, which were set out in the Terms of Settlement document the parties signed today (the Settlement).

**Orders**

[3] By consent, the agreed terms recorded in the Settlement now become orders of the Authority. As orders of the Authority, the terms of the Settlement are therefore final, binding and enforceable. The Settlement will be held on the Authority's file.

[4] Failure to comply with the terms of the Settlement and/or this consent determination may be addressed by way of a compliance order application, but no other action may be taken regarding any matters connected to the parties' employment relationship, subject to clause 10 of the terms of Settlement.

**Non-publication order**

[5] The parties have agreed that the terms of their Settlement are to remain confidential. The Authority is satisfied there was no countervailing public interest that required publication of the terms of Settlement.

[6] For the purposes of preserving that confidentiality, the Authority has made an order pursuant clause 10 of the Second Schedule of the Employment Relations Act 2000 prohibiting the publication of the terms of the Settlement and that extends to the names of the parties that are denoted by randomised letters.



Sarah Blick  
Member of the Employment Relations Authority