

Attention is drawn to an order prohibiting publication of the parties' names and identifying details

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

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

**[2025] NZERA 407
3295039**

BETWEEN HVJ
Applicant
AND LMD
Respondent

Member of Authority: Peter Fuiava
Representatives: Applicant in person
Respondent in person
Investigation Meeting: 8-9 July 2025 in Auckland
Determination: 9 July 2025

CONSENT DETERMINATION OF THE AUTHORITY

[1] At the end of the second day of my investigation the parties advised that they have successfully resolved all matters between them as follows:

- (i) LMD to pay HVJ \$2,000 by Monday 14 July 2025;
- (ii) LMD to pay HVJ a further \$2,000 by Monday 28 July 2025; and
- (iii) LMD to pay HVJ \$16,000 by instalment payments of no less than \$1,000 per month with the first of these payments occurring on Friday 29 August 2025.

[2] LMD to make successive payments of \$1,000 per month on the 29th of every subsequent month until the abovementioned amount of \$16,000 is paid in full.

[3] Payment is to be made by way of direct credit into HVJ's bank account which was emailed to LMD and the Authority this afternoon.

[4] The monetary sums above are in payment of legal costs, lost wages, and compensation for hurt and humiliation.

[5] The above terms are full, final and binding in respect of all employment-related matters between the parties. At their request those terms are now, by consent and by this determination, also the orders of the Authority in this matter. If the terms of this consent determination are breached, HVJ may enforce this determination by applying for a compliance order under s 137 of the Employment Relations Act 2000 (the Act).

[6] In reaching their own agreement, the parties have requested that their names and identifying details remain confidential. For the purposes of preserving confidentiality, I make a non-publication to that effect pursuant to clause 10 of the Second Schedule to the Act.

[7] The parties are to be commended for resolving all matters between them.

Peter Fuiava
Member of the Employment Relations Authority