



Employment Court of New Zealand

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Idea Services Limited v Dent [2025] NZEmpC 125 (12 March 2025)

Last Updated: 30 June 2025

IN THE EMPLOYMENT COURT OF NEW ZEALAND WELLINGTON

I TE KŌTI TAKE MAHI O AOTEAROA TE WHANGANUI-A-TARA

[\[2025\] NZEmpC 125](#)

EMPC 72/2025

IN THE MATTER OF a challenge to a determination of
the Employment Relations
Authority
BETWEEN IDEA SERVICES LIMITED
Plaintiff
AND ANDREA DENT
Defendant

EMPC 76/2025

IN THE MATTER OF a challenge to a determination of the
Employment Relations Authority
BETWEEN ANDREA DENT
Plaintiff
AND IDEA SERVICES LIMITED
Defendant

Hearing: 26 June 2025
Appearances: G Ballara and S Radcliffe, counsel for IDEA Services
Limited M Belesky, counsel for Andrea Dent
Judgment: 12 March 2025

CONSENT JUDGMENT OF JUDGE K G SMITH

[1] These proceedings involve a challenge to a determination of the Employment Relations Authority.¹

¹ *Dent v IDEA Services Ltd* [\[2024\] NZERA 41](#).

IDEA SERVICES LIMITED v ANDREA DENT [\[2025\] NZEmpC 125](#) [26 June 2025]

[2] The parties have reached a full and final settlement on all matters between them in relation to this challenge and have requested that their agreement be recorded in a judgment.

[3] The following orders are made by consent:

- (a) the proceedings are discontinued and there is no issue as to costs;
- (b) the terms and conditions of settlement are confidential to the parties;
- (c) the Employment Relations Authority determination is set aside;²
- (d) for the avoidance of doubt, the non-publication orders made in these proceedings continue to apply.

K G Smith Judge

Judgment signed at 3.20 pm on 26 June 2025

