

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
AUCKLAND**

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

[2025] NZERA 559  
3273559

BETWEEN	NYJ Applicant
AND	RZM First Respondent
AND	VPK Second Respondent

Member of Authority:	Nicola Craig
Representatives:	Lennon Xi, advocate for the applicant VPK on behalf of himself and the first respondent
Investigation Meeting:	20, 21 and 22 November 2024 and 29 July 2025
Submissions (and other material) received:	1 and 19 August and 7 September 2025 for the applicant 18 August and 7 September 2025 for the respondents
Determination:	11 September 2025

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**CONSENT DETERMINATION OF THE AUTHORITY**

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[1] In late 2024 an investigation meeting into this matter between an employee, identified by randomly generated letters as NYJ, and an employer, identified as RZM, commenced. Further time was needed. There were difficulties identifying dates all were available. The Authority directed the parties to attend further mediation but they were unable to resolve the matter. The investigation meeting resumed on 29 July 2025.

[2] During the day the parties advised that they had been able to resolve all the issues between them. RZM's sole director during the time NYJ was an employee, identified as VPK, also took on obligations. Later the Authority was provided by NYJ's representative with written terms of settlement. It took some time to contact VPK for confirmation

regarding the terms and then a question was raised by VPK. He subsequently confirmed acceptance of the terms on behalf of RZM and himself.

[3] The parties have provided a written signed record setting out the terms and conditions of their confidential settlement (the Settlement). They ask the Authority to issue a consent determination regarding the terms of the Settlement and grant a non-publication order regarding the terms and their identities.

[4] To effect orders relating to VPK, he is joined as second respondent to this proceeding.<sup>1</sup>

[5] By consent, the terms of the Settlement now become orders of the Authority which are final, binding and enforceable. The Settlement will be held on the Authority's file.

[6] There are reasons why a non-publication order is justified. For the purposes of preserving confidentiality, under clause 10 of Schedule 2 of the Employment Relations Act 2000, I order that the terms of the Settlement and the names of the parties shall not be published except for the purposes of enforcement.

Nicola Craig

Member of the Employment Relations Authority

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<sup>1</sup> Employment Relations Act 2000, s 221(a).