

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
WELLINGTON**

WA 162/07  
File Number: 5084532

BETWEEN            Kyosuke Okada  
                                 Applicant

AND                    Mark Hardy  
                                 First Respondent

AND                    HTS Management Company  
                                 Limited  
                                 Second Respondent

AND                    Hardy Trade Supply Co Limited  
                                 Third Respondent

Member of Authority:    Denis Asher

Representatives:        Alan Cressey for Mr Okada  
                                 Charlie Clayton for the Company

Investigation Meeting    Wellington, 6 December 2007

Determination:            6 December 2007

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**CONSENT DETERMINATION OF THE AUTHORITY**

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**Employment Relationship Problem**

- [1] During this investigation the parties advised they had reached a settlement. One of the terms of the settlement is that they ask the Authority to record it as a consent determination and prohibit publication of details. I accepted the parties' request.
  
- [2] I hereby determine that the parties' agreement, the original of which is held by the Authority and a copy of which is attached to this determination, is incorporated into this consent determination.
  
- [3] The parties are to be commended for this outcome.

**Denis Asher**

**Member of the Employment Relations Authority**