

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
AUCKLAND**

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

[2023] NZERA 339  
3124014

BETWEEN PHILLIP PAGE  
Applicant

AND TEDDY AND FRIENDS  
LIMITED  
Respondent

Member of Authority: Marija Urlich

Representatives: Applicant in person  
Andrew Schirnack and Emma Crowley, counsel for  
Respondent

Investigation Meeting: 27 June 2023

Determination: 27 June 2023

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**CONSENT DETERMINATION OF THE AUTHORITY**

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[1] During the course of today's investigation meeting the parties advised they have reached settlement in respect of this matter on the following terms:

- (i) Teddy and Friends Limited apologises for unjustifiably dismissing Mr Page and circulating incorrect comments about him; and
- (ii) all matters in dispute between the parties are now resolved and neither party will make any comment about such matters, including about this consent determination to any third party.

[2] These terms, by consent and by this determination, become the orders of the Authority in this matter.

Marija Urlich  
Member of the Employment Relations Authority