



[4] By consent the terms of the Settlement signed by the parties become consent orders of the Authority. These consent orders are final, binding and enforceable.

[5] The original terms of the Settlement agreed by the parties are therefore not attached to this determination but will instead be held on the Authority's file. Each party has been provided with a copy of the Settlement for their reference.

[6] For the purposes of preserving confidentiality I order, pursuant clause 10 of Schedule Two of the Employment Relations Act 2000, that the identities of the parties and the agreed terms of the Settlement shall not be published except for the purposes of enforcement.

Nicola Craig

Member of the Employment Relations Authority