

**IN THE EMPLOYMENT RELATIONS AUTHORITY
WELLINGTON**

**I TE RATONGA AHUMANA TAIMAHI
TE WHANGANUI-Ā-TARA ROHE**

[2019] NZERA 430
3052613

BETWEEN SGK
 Applicant

AND WTI
 Respondent

Member of Authority: Michael Loftus

Representatives: Alex Kersjes, advocate for the Applicant
 Kylie Pascoe, counsel for the Respondent

Investigation Meeting: 17 July 2019 at New Plymouth

Date of Determination: 19 July 2019

CONSENT DETERMINATION OF THE AUTHORITY

[1] During the investigation meeting the parties adjourned to discuss their differences. These were resolved and the parties ask I record their settlement as a consent determination. I accept and make the following orders.

[2] The respondent is to pay, by direct credit to one or more accounts nominated by the applicant, the following sums:

- a. \$1,000 (one thousand dollars) for hurt and humiliation pursuant to s 123(1)(c)(i) of the Employment Relations Act 2000 with payment to be made no later than 5 August 2019; and
- b. A further \$4,000 (four thousand dollars) for hurt and humiliation pursuant to s 123(1)(c)(i) of the Employment Relations Act 2000 with payment to be made

by weekly instalments of \$25.00 (twenty five dollars) with the first instalment to be made on 19 August 2019; and

- c. Upon the proffering of an invoice from the applicant's representative a further \$2,000 (two thousand dollars), being a contribution toward the applicant's costs, with payment to be made via weekly instalments of \$15.00 (fifteen dollars) with the first instalment to be made on 19 August 2019.

[3] Neither party shall speak despairingly of the other.

[4] The applicant shall not, in future, enter the respondent's premises.

[5] The terms of settlement shall remain confidential to the parties which means, given the public nature of this document, there is a prohibition on the publication of anything which identifies the parties.¹

Michael Loftus
Member of the Employment Relations Authority

¹ Clause 10 of schedule 2 of the Employment Relations Act 2000