

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
AUCKLAND**

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

[2019] NZERA 411  
3060632

BETWEEN KANE SCOTT  
Applicant

AND SYNCRONICITY LIMITED  
Respondent

Member of Authority: Rachel Larmer

Representatives: Applicant in person  
No appearance by the Respondent

Investigation Meeting: 15 July 2019 at Tauranga

Written Record of Oral Determination of the Authority: 22 July 2019

---

**CONSENT DETERMINATION OF THE AUTHORITY**

---

**Employment relationship problem**

[1] At the conclusion of today's investigation meeting the parties advised the Authority that had reached a settlement of all issues between them, on the terms and conditions recorded in a confidential settlement agreement ("the Settlement").

[2] By consent the terms of the Settlement signed by the parties today now become the orders of the Authority and as such are final, binding and enforceable.

[3] The parties have agreed that the terms of terms of the Settlement are to remain confidential.

[4] For the purposes of preserving confidentiality, it is appropriate for the Authority to exercise its discretion under clause 10 of the Second Schedule of the Employment Relations

Act 2000 to make a non-publication order prohibiting publication of the terms of the Settlement.

[5] The original signed terms of the Settlement of are therefore not attached to this determination but will instead be held on the Authority's file.

**Rachel Larmer**  
**Member of the Employment Relations Authority**