

Determination Number; WA 108/05

File Number: WEA 71/05

ATTENTION IS DRAWN TO THE
ORDER PROHIBITING PUBLICATION
OF CERTAIN INFORMATION REFERRED
TO IN THIS DETERMINATION

Under the Employment Relations Act 2000

**BEFORE THE EMPLOYMENT RELATIONS AUTHORITY
WELLINGTON BRANCH**

BETWEEN	John (Anton) Smith (applicant)
AND	Meal Innovations Limited (respondent)
REPRESENTATIVES	John Reardon for the applicant David Patten for the respondent
MEMBER OF THE AUTHORITY	Denis Asher
INVESTIGATION MEETING	Palmerston North, 6 July 2005
DATE OF DETERMINATION	7 July 2005

CONSENT DETERMINATION OF AUTHORITY

Employment Relationship Problem

1. Mr Anton Smith said he was unjustifiably constructively dismissed by the Company – statement of problem received on 14 March 2005. He also claimed arrears of wages and holiday pay.
2. The Company rejected Mr Smith's claims – statement in reply received on 31 March.

3. The parties underwent mediation but their employment relationship problem remained. The parties subsequently agreed to a one-day investigation in Palmerston North on 6 July. The parties usefully provided witness statements in advance of the investigation.

Settlement Reached

4. During today's investigation the parties arrived at a settlement that they asked be recorded by way of a consent determination. I agreed to that request. The Authority has the original settlement on its file. The settlement is confidential. The parties asked that the detail of the settlement be prohibited from publication. I agreed to that request also: Clause 10(2) of Schedule 2 of the Act applied.
5. The parties are to be commended for this outcome.

Denis Asher

Member of Employment Relations Authority