

Attention is drawn to an order prohibiting publication of certain information in this determination

**IN THE EMPLOYMENT RELATIONS AUTHORITY
CHRISTCHURCH**

**I TE RATONGA AHUMANA TAIMAHI
ŌTAUTAHI ROHE**

[2024] NZERA 536
3277599

BETWEEN TVS
Applicant

AND LANE GROUP LIMITED
Respondent

3281699

BETWEEN LANE GROUP LIMITED
Applicant

AND TVS
Respondent

Member of Authority: David G Beck

Representatives: Jessica Higgins and John Farrow, counsel for the Applicant
John Dustow, advocate for the Respondent

Investigation Meeting: 4 September 2024

Date of Determination: 6 September 2024

CONSENT DETERMINATION OF THE AUTHORITY

Employment relationship problem

[1] Following an Authority investigation of this matter, the parties were able to resolve the issues between them. They have requested the Authority issue a determination by consent recording the terms of their settlement agreement as follows:

- a. TVS withdraws their claims of unjustified disadvantage, unjustified dismissal and breaches of good faith against their former employer, Lane Group Limited;
- b. TVS is liable to pay to Lane Group Limited the following:
 - i. \$377.28 being the amount owing on their staff account;
 - ii. \$216.55 to account for discrepancies between items taken or provided to customers, and what was paid for or charged by the employee;
 - iii. \$804.42 in damages in relation to the costs incurred by Lane Group Limited of viewing video footage relating to the employee; and
 - iv. \$2250 contribution towards Lane Group Limited's costs.
 - v. The total amounts owing will be paid by TVS in instalments of \$50 per fortnight commencing Friday 6 September 2024.

[2] The parties agree that all proceedings currently before the Authority are to be discontinued as a result of the above orders.

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

[4] Pursuant to clause 10 of the Second Schedule of the Employment Relations Act 2000, the name of the employee party is subject to a non-publication order.

David G Beck
Member of the Employment Relations Authority