

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

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

[2016] NZERA Auckland 160
5605234

BETWEEN

CHARMAINE TAKAI
Applicant

A N D

AFFCO NEW ZEALAND
LIMITED
Respondent

Member of Authority: Rachel Larmer

Representatives: Garry Pollak, Counsel for Applicant
Christine Piddick, Counsel for Respondent

Investigation Meeting: 23 May 2016 at Tauranga

Date of Written Record of Oral Determination: 24 May 2016

**WRITTEN RECORD OF ORAL CONSENT DETERMINATION OF THE
EMPLOYMENT RELATIONS AUTHORITY**

Employment relationship problem

[1] During today's investigation meeting the parties advised the Authority that they had reached a settlement of all issues between them.

[2] The terms and conditions of their agreed settlement are recorded in a confidential Settlement Agreement signed by both parties today ("the Settlement").

[3] The parties have asked the Authority to issue a;

- a. consent determination recording the terms of the Settlement;

b. non-publication order to preserve the confidentiality of the Settlement.

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

[5] The parties have agreed that the terms of terms of the Settlement are to remain confidential. For the purposes of preserving confidentiality I make a further order pursuant clause 10 of the Second Schedule of the Employment Relations Act 2000 prohibiting the publication of the agreed terms of the Settlement.

[6] 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.

[7] The parties advised the Authority that there is no issue as to costs because it has been agreed that costs will lie where they fall.

Rachel Larmer
Member of the Employment Relations Authority