

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

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

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

[2025] NZERA 13
3265179

BETWEEN WEH
 Applicant

AND JOD
 Respondent

Member of Authority: Rachel Larmer

Representatives: Marie Whisker, counsel for the Applicant
 Chris Eggleston, counsel for the Respondent

Investigation: On the papers

Information received: 16 January 2025

Date of Determination: 16 January 2025

CONSENT DETERMINATION OF THE AUTHORITY

Non-publication order

[1] Paragraph [7] of this determination contains a non-publication order, so three random letters have been used instead of the parties' names.

Employment relationship problem

[2] The Authority has been informed by the parties that they had settled their employment relationship problems on agreed terms. The parties asked for a consent determination that recorded the agreed terms of settlement, which were set out in the joint memorandum of counsel dated 15 January 2025.

Orders

[3] By consent, the agreed settlement terms recorded in paragraph 4 of the joint memorandum of counsel dated 15 January 2025 (“the Settlement”) now become orders of the Authority. As orders of the Authority, the terms of the Settlement are therefore final, binding and enforceable.

[4] Failure to comply with the terms of the Settlement and/or this consent determination may be addressed by way of a compliance order application, but no other action may be taken regarding the employment relationship.

Non-publication order

[5] The parties have agreed that the terms of the Settlement, their names and any identifying information and the nature of the claims (including the statement of problem and statement in reply) are to remain confidential.

[6] The Authority was satisfied in the particular circumstances of this matter that the parties’ joint confidentiality request was appropriate, and that it was in the overall interests of justice for that to occur. There was also no countervailing public interest that required publication of such information.

[7] For the purposes of preserving that confidentiality, the Authority has made an order pursuant clause 10 of the Second Schedule of the Employment Relations Act 2000 prohibiting the publication of the terms of the Settlement, the parties’ names and identifying information, the pleadings lodged in this matter, the nature of the claims and the joint memorandum of counsel dated 15 January 2025.

Rachel Larmer
Member of the Employment Relations Authority