

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
CHRISTCHURCH**

**I TE RATONGA AHUMANA TAIMAHI  
ŌTAUTAHI ROHE**

[2019] NZERA 601  
5644196

BETWEEN                      ADVANCED PERSONNEL  
   SERVICES LIMITED  
   Applicant

AND                              GRAHAM PITMAN  
   Respondent

Member of Authority:      Helen Doyle

Representatives:            Jeff Goldstein and Linda Ryder, counsel for the  
   Applicant  
   Steven Zindel, counsel for the Respondent

Date of Determination:    21 October 2019

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**DETERMINATION OF THE AUTHORITY  
TO VARY NON-PUBLICATION ORDERS**

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[1]     The Authority in a determination dated 8 December 2017 resolved issues of quantum of damages, costs and a penalty.

[2]     In the determination the Authority made a blanket order prohibiting publication of the determination.<sup>1</sup> There is also an order prohibiting from publication details of the applicant's personal finances to the extent they are not set out in the determination.<sup>2</sup>

[3]     The Employment Court has issued a judgment in respect of challenges to the determination by both the applicant and respondent.<sup>3</sup>

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<sup>1</sup> *Advanced Personnel Services Limited v Graham Pitman* [2017] NZERA Christchurch 213 at [1] and [2]

<sup>2</sup> Above n 1 at [3]

<sup>3</sup> *Graham Pitman v Advanced Personnel Services Limited and Advanced Personnel Services Limited v Pitman* [2019] NZEmpC 83

[4] In light of the judgment of the Employment Court, and in consultation with the parties about release to an external party, the Authority intends to vary the non-publication orders made in the determination by rescinding the blanket prohibition from publication enabling the determination to be published.

[5] Except to the extent set out in the determination the prohibition from publication of details of the applicant's personal finances placed before the Authority remains.

[6] A copy of this determination is to sit alongside the earlier determination of the Authority to clarify that the blanket prohibition from publication has been rescinded and that the limited prohibition from publication about personal finances remains.

Helen Doyle  
Member of the Employment Relations Authority