

Under the Employment Relations Act 2000

**BEFORE THE EMPLOYMENT RELATIONS AUTHORITY
CHRISTCHURCH OFFICE**

BETWEEN Ali's Home Help Limited (Applicant)

AND Sunny Panapa (Respondent)

REPRESENTATIVES Phil Butler, advocate for the applicant
Karina Tifaga, counsel for respondent

MEMBER OF AUTHORITY Philip Cheyne

DATE OF DETERMINATION 20 December 2005

DETERMINATION OF THE AUTHORITY

- [1] The applicant lodged an application with the Authority on 19 December 2005 seeking a consent order in terms contained in the application.
- [2] Counsel for the respondent has confirmed to the Authority the terms of the order sought.
- [3] Therefore by consent the terms agreed by the parties become the orders of the Authority:

The parties have entered into discussions resulting in an outcome that was entirely by consent. There will accordingly be orders as follows:

1. Ms Panapa agrees that, contrary to what Ms Panapa alleged, she was not disadvantaged in her employment and, in particular, was not subjected to behaviour from her employer that made her work environment culturally unsafe.
2. The parties will bear their own costs of this application.

Philip Cheyne
Member of Employment Relations Authority