

Under the Employment Relations Act 2000

**BEFORE THE EMPLOYMENT RELATIONS AUTHORITY
WELLINGTON BRANCH**

BETWEEN	Garry Belsham (applicant)
AND	The Hampton Family Trust (first respondent)
AND	Kelvin Gray (second respondent)
REPRESENTATIVES	Russell Wilson for the applicant Barry Henderson for the respondents
MEMBER OF THE AUTHORITY	Denis Asher
INVESTIGATION MEETING	New Plymouth, 8 March 2005
DATE OF DETERMINATION	9 March 2005

CONSENT DETERMINATION OF AUTHORITY

Employment Relationship Problem

1. The applicant, Garry Belsham, said that he was unjustifiably dismissed by the first and/or the second respondents – statement of problem received on 30 September

2004. He sought compensation for humiliation, etc, lost wages and expected commission and costs.

2. The respondents denied Mr Belsham's claims – statement in reply received on 18 October.
3. The parties underwent mediation but their employment relationship problem remained unresolved.
4. The parties agreed to a one-day investigation in New Plymouth on 8 March 2005, commencing at 9.30 a.m. They usefully supplied in advance of the investigation written statements and relevant documents.

Settlement Reached

5. During the investigation the parties reached a settlement and asked the Authority to issue a consent determination that recorded that settlement. A copy of the settlement is attached. I have no difficulty in accepting the parties' request and recording their settlement by way of a consent order determination.
6. The parties are to be commended for the positive manner in which they lent themselves to the investigation and for settling this matter on their own terms.

Denis Asher

Member of Employment Relations Authority