

**ATTENTION IS DRAWN TO THE
ORDER PROHIBITING PUBLICATION
OF CERTAIN INFORMATION REFERRED
TO IN THIS DETERMINATION**

**IN THE EMPLOYMENT RELATIONS AUTHORITY
WELLINGTON**

WA 105/09
5141582

BETWEEN

TIMOTHY BOWDEN
Applicant

AND

KAEFER INTEGRATED
SERVICES PTY LIMITED
Respondent

Member of Authority: P R Stapp

Representatives: Barry Henderson for Applicant
Ian Mathieson for Respondent

Investigation Meeting: 5 August 2009 at New Plymouth

Determination: 5 August 2009

DETERMINATION OF THE AUTHORITY

Employment Relationship Problem

[1] Mr Bowden was employed by Kaefer Integrated Services Pty Limited (Kaefer) on 14 January 2008 as a scaffolder. The employment arrangements were covered by employment agreements. Mr Bowden worked for Kaefer at the New Plymouth power station site. His employment ended with Kaefer on 20 July 2008 due to redundancy.

[2] After the luncheon adjournment, during the Authority's investigation meeting, the parties entered into talks, and with the assistance of their representatives reached a settlement to resolve their employment relationship problem. They have asked for an order of the Authority and requested the terms of the settlement to be prohibited from publication.

[3] I was satisfied that the parties have resolved the employment relationship problem. By consent the terms of the parties' confidential settlement become an order of the Authority.

[4] Also, I order, by consent that the terms of settlement be prohibited from publication under clause 10 of Schedule 2 of the Employment Relations Act to protect the confidentiality of the terms as agreed.

P R Stapp
Member of the Employment Relations Authority