

**Attention is drawn to the order  
prohibiting public disclosure of  
the settlement terms**

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
AUCKLAND**

[2012] NZERA Auckland 461  
5391641

BETWEEN

DANIEL COCKS  
Applicant

AND

DLG DANKS LIMITED  
Respondent

Member of Authority: James Crichton

Representatives: Daniel Cocks, (the Applicant) in person  
Clive Bennett, Advocate for Respondent

Investigation: 17 December 2012

Determination: 17 December 2012

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**CONSENT DETERMINATION OF THE AUTHORITY**

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[1] At the commencement of the investigation meeting this morning, the parties agreed to explore whether there was a basis for finalising an agreement between them, building on work already done before the investigation meeting.

[2] In the result they were successful in resolving matters on their own terms and the agreement they have reached becomes the determination of the Authority by consent. The parties are to be commended for resolving matters on their own terms.

[3] The terms of the settlement are confidential to the parties and those terms may not be publicly disclosed save for enforcement purposes, should that be necessary.

**James Crichton**  
**Member of the Employment Relations Authority**