

*Under the Employment Relations Act 2000*

**BEFORE THE EMPLOYMENT RELATIONS AUTHORITY  
AUCKLAND OFFICE**

**BETWEEN** Anuj Dhawan (Applicant)

**AND** Paul Siulepa (First respondent), Kirk Jarman  
(Second respondent) and International People  
Solutions Limited (Third respondent)

**REPRESENTATIVES** Mark Nutsford, Advocate for Applicant  
Paul Siulepa and Kirk Jarman in person

**MEMBER OF AUTHORITY** Robin Arthur

**INVESTIGATION MEETING** 2 May 2006

**DATE OF DETERMINATION** 3 May 2006

**CONSENT DETERMINATION OF THE AUTHORITY**

[1] The statement of problem filed by the applicant identified his previous employer as Logic Soft (NZ) Limited. Having heard from Mr Dhawan, Mr Jarman and Mr Siulepa, I am satisfied that Logic Soft (NZ) Limited was not the applicant's employer at the time of the termination of his employment or for the period for which he seeks to recover wages and holiday pay. In order to more effectually dispose of the matter according to the substantial merits and equities of the case, and having heard from the witnesses as to the arrangements for Mr Dhawan to do certain software and web design work, I directed under s221 of the Employment Relations Act 2000 ("the Act") that Logic Soft (NZ) Limited be struck out as a party and the following parties be joined to this matter: Paul Siulepa, of 10 Mountfield Terrace, Mount Albert, Auckland; Kirk Jarman, of 39 Oakleigh Avenue, Takanini, Papakura District; and International People Solutions Limited (Company no 1170983).

[2] During the investigation meeting the parties successfully resolved the employment relationship problem and asked the Authority to record their agreement in this determination.

[3] Mr Siulepa and Mr Jarman are to pay to Mr Dhawan the sum of \$5600 nett for wages and holiday pay owed and a further sum of \$1400 towards Mr Dhawan's costs of bringing his claim in the Authority.

[4] The payments are to be made by direct credit to Mr Dhawan's bank account. He is to supply the bank account number to Mr Siulepa and Mr Jarman.

[5] Mr Siulepa and Mr Jarman are each to personally pay half of the total sum of \$7000. Mr Siulepa and Mr Jarman are each to pay instalments of \$1000 on the 20<sup>th</sup> day of May, June and July and a final instalment of \$500 on the 20<sup>th</sup> day of August 2006.

[6] The terms of settlement are in respect of all employment related matters between the parties and full, final and binding on the parties.

[7] No other relief is sought and the order is made by way of final determination of the proceedings.

Robin Arthur  
Member of Employment Relations Authority