

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

Determination Number: WA 104/06  
File Number: 5037034

*Under the Employment Relations Act 2000*

**BEFORE THE EMPLOYMENT RELATIONS AUTHORITY  
WELLINGTON OFFICE**

**BETWEEN** Alan Downes  
**AND** Masta Maintenance Services (NZ) Ltd  
**REPRESENTATIVES** Alan Cressey for the Applicant  
Brenda Van der Veen for the Respondent  
**MEMBER OF AUTHORITY** G J Wood  
**INVESTIGATION MEETING** 11 July 2006  
**DATE OF DETERMINATION** 11 July 2006

**CONSENT DETERMINATION OF THE AUTHORITY**

1. Following discussions held at my initiative the parties advised that they have successfully resolved all matters between themselves and requested the terms and conditions of settlement to be incorporated into a consent order of the Authority. I congratulate them on reaching this agreement.
2. The parties have signed a confidential record of settlement.
3. By consent, the terms set out in the confidential record of settlement are also the orders of the Authority in this matter.
4. The parties have agreed that the terms of settlement will remain confidential to the parties. For the purpose of preserving the confidentiality, I make a further order, pursuant to Clause 10 of the Second Schedule to the Act, prohibiting the publication of all the contents of the terms of settlement.

**G J Wood**  
**Member of Employment Relations Authority**