

Attention is drawn to the  
non-publication order  
at paragraph [4]

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
WELLINGTON**

**I TE RATONGA AHUMANA TAIMAHI  
TE WHANGANUI-Ā-TARA ROHE**

[2022] NZERA 134  
3146122

BETWEEN            HJK  
                                 Applicant

AND                    CNM LIMITED  
                                 Respondent

Member of Authority:    Geoff O’Sullivan

Representatives:        Dave Cain, advocate for the Applicant  
                                 Beatrix Woodhouse, counsel for the Respondents

Investigation Meeting:    8 April 2022 at Wellington

Date of Determination:    8 April 2022

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**CONSENT DETERMINATION OF THE AUTHORITY**

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[1]     During the Authority’s investigation into this matter, the parties informed the Authority that they had reached a settlement of all issues between them.

[2]     The terms and conditions of their agreed settlement are recorded in a confidential settlement agreement signed by the parties.

[3]     I congratulate the parties on their achievement. By consent, the terms of the settlement signed by the parties become consent orders of the Authority. These consent orders are final, binding, and enforceable.

[4]     The parties have agreed that the terms of settlement are to remain confidential. For the purposes of preserving confidentiality, I make a further order pursuant to clause 10 of the second schedule of the Employment Relations Act 2000 prohibiting publication of the agreed

terms of the settlement. The parties also asked that their identities and the fact of their involvement in this matter be suppressed. The rationale warranted acceptance. I therefore order a prohibition on publishing anything which identifies the parties, their witnesses and their links to this settlement.

[5] The original terms of the settlement agreed by the parties are therefore not attached to this determination but will instead be held on the Authority's file. Each party has been provided with a copy of their settlement for their reference.

**Geoff O'Sullivan**  
**Member of the Employment Relations Authority**