

**Attention is drawn to the  
order prohibiting publication  
of certain information in this  
determination**

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
WELLINGTON**

[2016] NZERA Wellington 44  
5546611

BETWEEN            STEWART JEFFERIES  
                                 Applicant  
  
AND                    EARTHCARE ENVIRONMENTAL  
                                 LIMITED  
                                 Respondent

Member of Authority:    Trish MacKinnon  
  
Representatives:        Greg Lloyd, Counsel for Applicant  
                                 Rod Lingard, Advocate for Respondent  
  
Investigation Meeting:    3 February 2016 at Masterton  
  
Determination:            11 April 2016

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**CONSENT DETERMINATION OF THE AUTHORITY**

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1. Following discussions held after the conclusion of the investigation meeting the parties have advised they have successfully resolved all matters between them. They have asked that the terms and conditions of settlement 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 Employment Relations Act 2000, prohibiting the publication of all the contents of the terms of settlement.

Trish MacKinnon  
Member of the Employment Relations Authority