

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

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
AUCKLAND**

**I TE RATONGA AHUMANA TAIMAHI  
TAMAKI MAKAUROHE**

[2019] NZERA 161  
3032711

BETWEEN	KELETIOLA MOLIA Applicant
AND	HANES NEW ZEALAND LIMITED Respondent

Member of Authority: Rachel Larmer

Representatives: Oliver Christeller counsel for Applicant  
Chris Baldock & Danielle Findlay counsel for Respondent

Investigation Meeting: 20 March 2019

Date of Determination: 20 March 2019

**CONSENT DETERMINATION OF THE EMPLOYMENT RELATIONS  
AUTHORITY**

**Employment relationship problem**

[1] During the course of today's investigation meeting, the parties advised the Authority that they had reached an agreed settlement of all employment relationship issues between them.

[2] The terms and conditions of the parties' settlement are recorded in a confidential Terms of Settlement agreement which was signed by both parties ("the Settlement").

[3] The parties have asked the Authority to issue a consent determination on the agreed terms and a non-publication order to keep these confidential.

[4] By consent, the agreed terms recorded in the Settlement, now become orders of the Authority. As orders of the Authority, the terms of the Settlement are final, binding and enforceable.

[5] For the purposes of preserving confidentiality of the Settlement the Authority now issues a further order pursuant clause 10 of the Second Schedule of the Employment Relations Act 2000 prohibiting the publication of the terms of Settlement.

[6] The original signed Settlement is therefore not attached to this determination but will instead be held on the Authority's file and may not be accessed without the Authority's authorisation.

**Rachel Larmer**  
**Member of the Employment Relations**  
**Authority**