

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
WELLINGTON**

[2011] NZERA Wellington 140  
5340781

**There is a Prohibition on  
Publication contained in  
this determination. See  
paragraphs [4] and [5].**

BETWEEN	DUNCAN NORFOLK Applicant
AND	BERMUDA LIFESTYLE (1996) LIMITED Respondent

Member of Authority:	P R Stapp
Representatives:	Alan Cressey for Applicant Doug Abraham for Respondent
Investigation Meeting:	5 September 2011 at Napier
Determination:	7 September 2011

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**CONSENT DETERMINATION OF THE AUTHORITY**

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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.
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 that apply within the Authority's jurisdiction and applying between the parties for any enforcement.
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.
5. In addition and to complete the closure of this matter I record that the Respondent produced evidence in documents and statements of the financial

position of the company. I prohibited the publication of the information to protect the privacy of the company for commercial reasons.

6. The Authority's investigation has been closed and the documents subject to prohibition of publication are sealed on the Authority's file.

P R Stapp  
Member of the Authority