

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

Determination Number: WA 63/05

File Number: WEA 484/04

*Under the Employment Relations Act 2000*

**BEFORE THE EMPLOYMENT RELATIONS AUTHORITY  
WELLINGTON BRANCH**

<b>BETWEEN</b>	Michael Quinn (applicant)
<b>AND</b>	Goodman Fielder Milling and Baking NZ Ltd (respondent)
<b>REPRESENTATIVES</b>	Andrew Isac for the applicant Emma Butcher for the respondent
<b>MEMBER OF THE AUTHORITY</b>	Denis Asher
<b>INVESTIGATION</b>	Palmerston North, 21 April 2005
<b>DATE OF DETERMINATION</b>	22 April 2005

**CONSENT DETERMINATION OF AUTHORITY**

**Employment Relationship Problem**

1. Michael Quinn said the Company had unjustifiably disadvantaged him and unjustifiably dismissed him – statement of problem received on 24 December 2004.
2. The Company denied the allegations – statement in reply received on 20 January 2005.

3. The parties underwent mediation but the employment relationship problem remained. A one-day investigation in Palmerston North on 21 April was agreed to.

### **Settlement**

4. During the investigation the parties reached an agreement. That agreement is set out in writing and has been signed off by them. The original is held by the Authority on its file. A term of the settlement is a request by the parties that the Authority record their settlement by way of a consent order determination. They also asked that the detail of their settlement not be published, under clause 10(2) of Schedule 2 of the Act. I had no difficulty in accepting the parties' requests and record their settlement by way of a consent order determination.
5. The parties are to be commended for the manner in which they went about settling this matter on their own terms.

**Denis Asher**

**Member of Employment Relations Authority**

