

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

**IN THE EMPLOYMENT RELATIONS AUTHORITY
WELLINGTON**

WA 164/08
5136679

BETWEEN RECON PROFESSIONAL
SERVICES LIMITED
Applicant
AND ANDY CHAPMAN
Respondent

Member of Authority: G J Wood
Representatives: Blair Malcolm for the Applicant
Graeme Ogilvie for the Respondent
Investigation Meeting: 11 December 2008 at Wellington
Determination: 11 December 2008

CONSENT DETERMINATION OF THE AUTHORITY

[1] Following discussions held at my initiative, the parties have advised that they have successfully resolved all matters between themselves and have requested the terms and conditions of settlement to be incorporated in a consent order of the Authority. I congratulate the parties on reaching this agreement.

[2] The parties have signed a record of settlement for which all terms but one are confidential.

[3] By consent, the terms set out in the record of settlement are also the orders of the Authority in this matter.

[4] For the purposes of preserving those terms that are confidential, I make a further order, pursuant to clause 10 of the Second Schedule of the Employment

Relations Act 2000, prohibiting the publication of all the contents of the terms of settlement except the following clause:

Andy Chapman acknowledges that he pursued employment with a client while employed by Recon, that he did not realise he was in breach of his employment agreement with Recon, and regrets any difficulties that have arisen from this.

G J Wood
Member of the Employment Relations Authority