

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
WELLINGTON**

WA 70 /09  
File Number 5133470

BETWEEN                      Robert Russell  
   Applicant

AND                              PGG Wrightson Limited  
   Respondent

Member of Authority:        Denis Asher

Representatives:              Peter Kiely for Mr Russell  
   Andrew Shaw for the Company

Investigation Meeting        Napier, Tuesday 26 May 2009

Submissions Received        Not required

Determination:                26 May 2009

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**CONSENT DETERMINATION OF THE AUTHORITY**

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**Employment Relationship Problem**

[1]      Following the completion of the first session of this investigations the parties took the opportunity to discuss settling this employment problem on their own terms. I am pleased to record they were successful.

[2]      In addition to finding a resolution on their own, confidential terms the parties asked the Authority – and I agreed – to issue a consent determination confirming the same and recording the following, public statement:

*The parties are pleased to have settled this matter on their own terms.*

*They reiterate their mutual respect and best wishes for the future. In particular, PGG Wrightson Ltd repeats its views as set out in the reference dated 15 September 2008, that Mr Russell was a key link between the Company's livestock representatives and the Meat Industry, in which he ensured competitive pricing, supply logistics and grew the Company's market share in the highly competitive area of livestock slaughter processing. Mr Russell's position was disestablished following a review of organisational structure and was in no way related to his performance.*

*PGG Wrightson has no hesitation in recommending Mr Russell to any future employer.*

*The two parties look forward to a constructive and productive future.*

[3] The parties are to be commended for this outcome.

**Denis Asher**  
**Member of the Employment Relations Authority**