

**IN THE EMPLOYMENT RELATIONS AUTHORITY
WELLINGTON**

**I TE RATONGA AHUMANA TAIMAHI
TE WHANGANUI-Ā-TARA ROHE**

[2022] NZERA 546
3162281

BETWEEN

RONGO RUSSELL
Applicant

AND

SCAPE GOATS LIMITED
Respondent

Member of Authority: Claire English

Representatives: Kirsten Westwood, advocate for the Applicant
Joshua Pietras, counsel for the Respondent

Investigation Meeting: 26 October 2022

Determination: 26 October 2022

CONSENT DETERMINATION OF THE AUTHORITY

[1] The parties have resolved this matter on their own terms. The parties are to be congratulated for reaching resolution.

[2] At their request those terms are now, by consent and by this determination, also the orders of the Authority in this matter.

[3] Accordingly, I make the following orders:

- a. Scape Goats Limited is to pay to Mr Rongo Russell within 7 days the sum of \$4,000 without deduction, as compensation for hurt and humiliation in accordance with section 123(1)(c)(i) of the Employment Relations Act 2000;

- b. Scape Goats Limited is to pay a contribution to Mr Rongo Russell's costs of \$4,000 plus GST on receipt of a GST invoice, which invoice is to be issued within 7 days;
- c. Both parties agree not to speak ill of each other.

Claire English
Member of the Employment Relations Authority