

**Attention is drawn to
the order prohibiting
publication of certain
information in this
determination**

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

**I TE RATONGA AHUMANA TAIMAHI
TĀMAKI MAKĀURAU ROHE**

[2025] NZERA 490
3358123

BETWEEN SVP
First Applicant

AND KLM
Second Applicant

AND BUJ
Respondent

Member of Authority: Matthew Piper

Representatives: Ashley Fechny, advocate for the First and Second
Applicants
FIJ, for the Respondent

Investigation Meeting: 13 August 2025 at Auckland

Date of Determination: 14 August 2025

ORAL CONSENT DETERMINATION OF THE AUTHORITY

Non-publication order

[1] Paragraph [4] of this determination contains a non-publication order. In accordance with that order three random letters have been used instead of the parties' names.

Employment relationship problem

[2] During the Authority's in-person investigation meeting yesterday, SVP and KLM advised the Authority that they had reached a full and final settlement in respect of all issues arising from their employment relationship with BUJ.

[3] The terms of the parties' settlement were provided to the Authority. By consent, oral orders were made that the terms of settlement became orders of the Authority. This determination records those oral orders.

[4] The parties have agreed that the terms on which they agreed to settle their employment relationship problem and their names are to remain confidential. For the purposes of preserving that confidentiality, the Authority makes a further order pursuant clause 10 of the Second Schedule of the Employment Relations Act 2000 prohibiting the publication of the terms of settlement or of the names of the parties in respect of this matter.

[5] The terms of settlement are recorded in a Terms of Settlement document held by the Authority.

Matthew Piper
Member of the Employment Relations Authority