

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

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
AUCKLAND**

[2018] NZERA Auckland 199  
3024402

BETWEEN                      SEGER ROADING LIMITED  
Applicant

A N D                         JACOB PROCTOR  
Respondent

Member of Authority:      Rachel Larmer

Representatives:           Blair Edwards and Anna Jackman, Counsel for  
Applicant  
Michael Black, Counsel for Respondent

Investigation Meeting:     21 June 2018 at Tauranga

Date of Determination:    25 June 2018

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**CONSENT DETERMINATION OF THE EMPLOYMENT RELATIONS  
AUTHORITY**

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**Employment relationship problem**

[1]     At the conclusion of the first day of this two day investigation meeting the parties advised the Authority that they had reached an agreed settlement of all employment relationship issues between them.

[2]     The terms and conditions of the parties' settlement are recorded in a confidential Terms of Settlement agreement which was signed by both parties today ("the Settlement").

[3]     By consent, the terms recorded in the Settlement now become the orders of the Authority which are final binding and enforceable.

[4] The parties have agreed that the terms of the Settlement are to remain confidential.

[5] For the purposes of preserving confidentiality I make a further order pursuant clause 10 of the Second Schedule of the Employment Relations Act 2000 prohibiting the publication of the Settlement.

[6] The original signed Settlement is therefore not attached to this determination but will instead be held on the Authority's file and may not be accessed without the Authority's written authorisation.

**Rachel Larmer**  
**Member of the Employment Relations Authority**