

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
CHRISTCHURCH OFFICE**

[2014] NZERA Christchurch 145  
5460597

BETWEEN KEITH ROBERT YOUNG  
Applicant

AND LEON GEDDES, LJ's  
CONTRACTORS  
Respondent

Member of Authority: M B Loftus  
Representatives: Keith Young on his own behalf  
Leon Geddes for the Respondent  
Investigation Meeting: 11 September 2014 at Timaru  
Determination: 12 September 2014

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**CONSENT DETERMINATION OF THE AUTHORITY**

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[1] The applicant, Keith Young, raised various grievances (unjustified disadvantage and unjustified dismissal) along with a wage arrears claim. Mr Geddes denies the claims have validity.

[2] Toward the end of the investigation meeting the parties discussed their differences. In doing so, and notwithstanding a question over the correct identity of the respondent, they chose to conclude an agreement and resolve their differences.

[3] They ask I record their agreement in, and make it enforceable as, a determination of the Authority. I accept the request and make the following orders.

[4] Mr Leon Geddes is to ensure Mr Young is paid the sum of \$2,500.00 (two thousand, five hundred dollars). Payment will be made under section 123(1)(c)(i) of the Employment Relations Act 2000 and no later than 18 September 2014.

[5] The payment is made in full and final settlement of all issues arising from Mr Young's employment with Mr Geddes or one of the companies of which he is or was a director and the cessation there-of.

[6] The parties are to be commended for settling this matter on their own terms.

M B Loftus  
Member of the Employment Relations Authority