

**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 286
3336981

BETWEEN JIARU (CLARA) ZHANG
Applicant

AND WISEWAY LOGISTICS
LIMITED
Respondent

Member of Authority: Rachel Larmer

Representatives: Aimee Cai, advocate for the Applicant
William Buckley, counsel for the Respondent

Investigation Meeting: 21 May 2025 at Auckland

Date of Determination: 21 May 2025

CONSENT DETERMINATION OF THE AUTHORITY

Non-publication order

[1] Paragraph [7] of this determination contains a non-publication order, so three random letters have been used instead of the parties' names.

Employment relationship problem

[2] The Authority held an in-person investigation meeting today. During the course of the investigation the parties informed the Authority that they had settled their employment relationship problems on agreed terms.

[3] The parties asked the Authority to issue a consent determination that recorded the parties' agreed terms of settlement, which were set out in the Terms of Settlement document the parties signed today (the Settlement).

Orders

[4] By consent, the agreed terms recorded in the Settlement now become orders of the Authority. As orders of the Authority, the terms of the Settlement are therefore final, binding and enforceable.

[5] Failure to comply with the terms of the Settlement and/or this consent determination may be addressed by way of a compliance order application, but no other action may be taken regarding the any matters connected to the parties' employment relationship.

Non-publication order

[6] The parties have agreed that the terms of their Settlement are to remain confidential to them and their professional advisors. The Authority was satisfied there was no countervailing public interest that required publication of the terms of Settlement.

[7] For the purposes of preserving that confidentiality, the Authority has made an order pursuant clause 10 of the Second Schedule of the Employment Relations Act 2000 prohibiting the publication of the terms of the Settlement.

Rachel Larmer
Member of the Employment Relations Authority