

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

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

[2025] NZERA 534
3352880

BETWEEN	HIMANSHU KAUSHIK Applicant
AND	TAJ NEXUS LIMITED Respondent

Member of Authority:	Sarah Blick
Representatives:	Himanshu Kaushik, in person Jimmy Singh, for the respondent
Investigation Meeting:	On the papers
Determination:	28 August 2025

CONSENT DETERMINATION OF THE AUTHORITY

[1] An investigation meeting was due to be held in this matter today, but the parties have been able to resolve the issues between them shortly prior to the meeting.

[2] They have requested the Authority issue a determination by consent recording the terms of their agreement as follows. Accordingly, Taj Nexus Limited is to pay Himanshu Kaushik within 14 days of the date of this determination:

- (a) \$14,649.18 (after tax) as arrears of wages; and
- (b) \$415.10 as interest on that amount.¹

[3] Taj Nexus Limited is responsible for paying relevant taxes in relation to the payments.

¹ Calculated from the date of service of the Authority application on 24 January 2025 to today's date, using the Civil Debt Interest Calculator: <https://www.justice.govt.nz/finances/civil-debt-interest-calculator/>.

[4] Mr Kaushik is to provide Taj Nexus Limited with the relevant bank account name and number into which payments are to be deposited.

[5] Neither party have advised they have incurred recoverable legal or representative costs in relation to the Authority application, so I make no order for costs.

[6] The parties agree that all proceedings currently before the Authority are to be discontinued as a result of the above orders.

[7] These terms, by consent and by this determination, become the orders of the Authority in this matter.

Sarah Blick
Member of the Employment Relations Authority