

**IN THE EMPLOYMENT RELATIONS AUTHORITY  
AUCKLAND**

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

[2025] NZERA 786  
3386584

BETWEEN	GURWINDER SINGH First Applicant
AND	PARMINDER SINGH Second Applicant
AND	ROHIT RANA Respondent

Member of Authority:	Robin Arthur
Representatives:	Susanne Lass, advocate for the Applicant None for the Respondent
Investigation:	On the papers
Determination:	4 December 2025

---

**DETERMINATION OF THE AUTHORITY**

---

**Employment relationship problem**

[1] Gurwinder Singh and Parminder Singh sought orders requiring Rohit Rana to pay amounts which an Authority determination, issued on 19 May 2025, had found were due to them.<sup>1</sup>

[2] Those amounts comprised arrears of wages and holiday pay, interest on those amounts, a penalty and costs.

[3] The arrears were due for work done for their former employer, Roadstar Transport Limited (RTL), which had been placed in liquidation in February 2025.

[4] The earlier determination gave Gurwinder Singh and Parminder Singh leave to pursue RTL's director Rohit Rana for personal payment of those arrears if RTL (in

---

<sup>1</sup> *Gurwinder Singh & Parminder Singh v Rohit Rana* [2025] NZERA 281.

liquidation) was unable to do so. Mr Rana's potential liability arose because, as the determination found, he was a person involved in breach of employment standards committed by RTL when it failed to pay the wages and holiday pay owed to Gurwinder Singh and Parminder Singh.<sup>2</sup>

[5] Mr Rana was also ordered to pay a penalty for aiding and abetting the company's breaches of the employment agreements of the two workers.

[6] Mr Rana did not take part in the Authority process over the application for orders requiring payment by him. He did, in response to a query from an Authority Officer, confirm his email address for service of this application but he did not lodge a reply or respond to a later message reminding him when the statement in reply was due. As Mr Rana had not responded or otherwise engaged with the Authority process, this application has been resolved by use of the Authority's discretion to exercise its powers to determine a matter in the absence of a party.<sup>3</sup>

[7] A six-monthly report of the liquidator for Roadstar Transport Limited (in liquidation), lodged in the Companies Office in September 2025, disclosed that currently realised assets were less than \$2,000 while identified debts and liabilities totalled more than \$1.3 million.

[8] In those circumstances there was no prospect the company in liquidation could pay the arrears due to Gurwinder Singh and Parminder Singh. This meant orders could now be made, under s 142Y of the Act, requiring Mr Rana to pay those amounts, including the interest ordered on them. He is also still liable for the penalty and costs ordered, against him personally, in the earlier determination.

[9] Accordingly, Mr Rana must pay the following amounts to Gurwinder Singh and Parminder Singh within 28 days of the date of this determination:

- (i) \$18,232.87 to Gurwinder Singh for arrears of wages and holiday pay, with interest on that amount to be calculated from 3 August 2024 until it is paid in full;<sup>4</sup>

---

<sup>2</sup> Employment Relations Act 2000, s 142W.

<sup>3</sup> Section 173(2).

<sup>4</sup> [www.justice.govt.nz/fines/civil-debt-interest-calculator](http://www.justice.govt.nz/fines/civil-debt-interest-calculator)

- (ii) \$16,782.52 to Parminder Singh for arrears of wages and holiday pay, with interest on that amount to be calculated from 3 August 2024 until it is paid in full;
- (iii) \$1,500 to Gurwinder Singh and \$1,500 to Parminder Singh as a penalty for aiding and abetting breaches of their employment agreements;
- (iv) \$3,518.10 as costs and expenses due, jointly, to Gurwinder Singh and Parminder Singh in respect of the earlier determination; and
- (v) \$571.55 as further costs and expenses, jointly, to Gurwinder Singh and Parminder Singh for the application seeking the orders made in this determination.

Robin Arthur  
Member of the Employment Relations Authority