

To the extent any personal information contained within this table about an identifiable individual is not publically available information, it is published under section 223AAA(a)(iv) of the Employment Relations Act 2000, and in accordance with section 7 of the Privacy Act 1993. The 'stand down period' information contained in this table is maintained by the Labour Inspectorate for use by Immigration New Zealand, Licensed Immigration Advisors, employers, and migrants. The Labour Inspectorate does not determine the stand down period that applies as a result of an employer's breach of employment standards; this is set in immigration instructions.

- Stand down periods do not apply to employers that received infringement notices or penalties prior to 1 April 2017.
- Immigration instructions require that a visa applicant's employment be with an employer who is compliant with New Zealand employment and immigration law and has a history of compliance.
- Employers who have challenged their sanctions will remain on the published stand down list until the outcome of the challenge is known.
- The published stand down list is updated every Wednesday.

Released under the Official Information Act 1982

Published Stand Down List

4 March 2020

Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Japan Power Limited NZBN: 9429035823971		[2018] NZERA Christchurch 44	Holidays Act 2003	12/04/2018	12/04/2020
Pegasus Energy Limited NZBN: 9429030476899		[2018] NZERA Wellington 26	Minimum Wage Act 1983 Holidays Act 2003	3/04/2018	3/04/2020
Victoria 88 Limited NZBN: 9429037517717	Watershed Bar and Restaurant	[2018] NZEmpC 26	Holidays Act 2003	26/03/2018	26/03/2020
Gordon Leslie Freeman		[2018] NZEmpC 26	Holidays Act 2003	26/03/2018	26/03/2020
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Sampan Restaurant Limited NZBN: 9429030713949		[2018] NZERA Christchurch 149	Holidays Act 2003	11/10/2018	11/04/2020

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Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020

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Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
G2 Ventures Limited NZBN: 9429041861677		[2019] NZERA 169	Employment Relations Act 2000 Wages Protection Act 1983	21/03/2019	21/03/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Family Care 7 Day Pharmacy Limited NZBN: 9429032315745		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Mangere Community Pharmacy Limited NZBN: 9429032209945		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Otara Community Pharmacy Limited NZBN: 9429031894685		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020

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Takanini Community Pharmacy Limited NZBN: 9429031108140		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Waiora Community Pharmacy Limited NZBN: 9429031089333		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Akina Trading Limited NZBN: 9429030451469		[2019] NZERA 280	Holidays Act 2003	20/05/2019	20/05/2020
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020

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Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
PP Hawera Limited NZBN: 9429030367364		[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020

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Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
New Zealand International Culture and Trade (2012) Limited NZBN: 9429030536418		4272	Employment Relations Act 2000	17/09/2019	17/03/2020
Phat Hung Le	Hobsonville Bakery	4273	Employment Relations Act 2000	24/09/2019	24/03/2020
SPM Contracting Limited NZBN: 9429041021354		4274	Employment Relations Act 2000	24/09/2019	24/03/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021

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Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
Hille Vineyard Limited NZBN: 9429042225126		4275	Employment Relations Act 2000	24/09/2019	24/03/2020
Tincan Cows Limited NZBN: 9429041824726		4276	Employment Relations Act 2000	1/10/2019	1/04/2020
Trisha NZ Limited NZBN: 9429046033796	Sumit Superette Dairy Shop	4277	Employment Relations Act 2000	8/10/2019	8/04/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
Notun Jibon Limited NZBN: 9429042369325	Nobanno	4278	Holidays Act 2003	15/10/2019	15/04/2020

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New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
J T Catering Limited NZBN: 9429042557685	Parker Polynesian Catering	4279	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
TP Meadowland Limited NZBN: 9429046338181	Tai Ping Howick	4280	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
Raj Infotech NZ Limited NZBN: 9429042555414		[2019] NZERA 589	Holidays Act 2003	15/10/2019	15/04/2020

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Aroy Limited NZBN: 9429030808140	Aroy Thai Restaurant	4282	Employment Relations Act 2000	29/10/2019	29/04/2020
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Smartlift Systems Limited NZBN: 9429030533066		[2019] NZERA 592	Employment Relations Act 2000	16/10/2019	16/04/2020
Haji Baba (2008) Limited NZBN: 9429032886108	Abrakebabra	4281	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021

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Toni Skellon	Baked On Alexandra	[2019] NZERA 622	Employment Relations Act 2000	31/10/2019	30/04/2020
Bitwiz Education Limited NZBN: 9429046326560		[2019] NZERA 628	Employment Relations Act 2000	1/11/2019	1/05/2020
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
ICOM Corporation (NZ) Limited NZBN: 9429032714173		[2019] NZERA 630	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020

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ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
T & C Chen Limited NZBN: 9429046180780	Golden Rice Thai Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020
Bossman Limited NZBN: 9429047256699	Red Crab Thai Cuisine	4286	Holidays Act 2003	26/11/2019	26/05/2020
Munn's Joinery & Kitchens Limited NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020

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Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020

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Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020

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The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020

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De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020
New Zealand Police		4301	Employment Relations Act 2003	28/01/2020	28/07/2020

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Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020

- * In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.
- ** In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.

¹ Information about the Stand Down Policy can be found on the Employment New Zealand website: <https://www.employment.govt.nz/resolving-problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/>.

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Victoria 88 Limited NZBN: 9429037517717	Watershed Bar and Restaurant	[2018] NZEmpC 26	Holidays Act 2003	26/03/2018	26/03/2020
Gordon Leslie Freeman		[2018] NZEmpC 26	Holidays Act 2003	26/03/2018	26/03/2020
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Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Sampan Restaurant Limited NZBN: 9429030713949		[2018] NZERA Christchurch 149	Holidays Act 2003	11/10/2018	11/04/2020

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Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
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Mangere Community Pharmacy Limited NZBN: 9429032209945		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
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Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
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SPM Contracting Limited NZBN: 9429041021354		4274	Employment Relations Act 2000	24/09/2019	24/03/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Grockeryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020

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Hille Vineyard Limited NZBN: 9429042225126		4275	Employment Relations Act 2000	24/09/2019	24/03/2020
Tincan Cows Limited NZBN: 9429041824726		4276	Employment Relations Act 2000	1/10/2019	1/04/2020
Trisha NZ Limited NZBN: 9429046033796	Sumit Superette Dairy Shop	4277	Employment Relations Act 2000	8/10/2019	8/04/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
Notun Jibon Limited NZBN: 9429042369325	Nobanno	4278	Holidays Act 2003	15/10/2019	15/04/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
J T Catering Limited NZBN: 9429042557685	Parker Polynesian Catering	4279	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
TP Meadowland Limited NZBN: 9429046338181	Tai Ping Howick	4280	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
Raj Infotech NZ Limited NZBN: 9429042555414		[2019] NZERA 589	Holidays Act 2003	15/10/2019	15/04/2020
Aroy Limited NZBN: 9429030808140	Aroy Thai Restaurant	4282	Employment Relations Act 2000	29/10/2019	29/04/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Smartlift Systems Limited NZBN: 9429030533066		[2019] NZERA 592	Employment Relations Act 2000	16/10/2019	16/04/2020
Haji Baba (2008) Limited NZBN: 9429032886108	Abrakebabra	4281	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Toni Skellon	Baked On Alexandra	[2019] NZERA 622	Employment Relations Act 2000	31/10/2019	30/04/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Bitwiz Education Limited NZBN: 9429046326560		[2019] NZERA 628	Employment Relations Act 2000	1/11/2019	1/05/2020
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
ICOM Corporation (NZ) Limited NZBN: 9429032714173		[2019] NZERA 630	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
T & C Chen Limited NZBN: 9429046180780	Golden Rice Thai Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020
Bossman Limited NZBN: 9429047256699	Red Crab Thai Cuisine	4286	Holidays Act 2003	26/11/2019	26/05/2020
Munn's Joinery & Kitchens Limited NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020
Helix Limited NZBN: 9429047099388	Grindz Cafe	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Cafe	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020

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Employer <i>(Subject of the stand down period)</i>	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020
New Zealand Police		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Level Eighteen Limited	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
Project Worx 2020 Limited		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited		4304	Holidays Act 2003	11/02/2020	11/08/2020

* In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.

** In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.

¹ Information about the Stand Down Policy can be found on the Employment New Zealand website: <https://www.employment.govt.nz/resolving-problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/>.

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Japan Power Limited NZBN: 9429035823971		[2018] NZERA Christchurch 44	Holidays Act 2003	12/04/2018	12/04/2020
Pegasus Energy Limited NZBN: 9429030476899		[2018] NZERA Wellington 26	Minimum Wage Act 1983 Holidays Act 2003	3/04/2018	3/04/2020
Victoria 88 Limited NZBN: 9429037517717	Watershed Bar and Restaurant	[2018] NZEmpC 26	Holidays Act 2003	26/03/2018	26/03/2020
Gordon Leslie Freeman		[2018] NZEmpC 26	Holidays Act 2003	26/03/2018	26/03/2020
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Sampan Restaurant Limited NZBN: 9429030713949		[2018] NZERA Christchurch 149	Holidays Act 2003	11/10/2018	11/04/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Jagran Property Services Limited NZBN: 9429031350839		[2018] NZERA Auckland 331	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	29/10/2018	29/04/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Family Care 7 Day Pharmacy Limited NZBN: 9429032315745		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Mangere Community Pharmacy Limited NZBN: 9429032209945		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Otara Community Pharmacy Limited NZBN: 9429031894685		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Ratanui Community Pharmacy Limited NZBN: 9429030442795		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Takanini Community Pharmacy Limited NZBN: 9429031108140		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Waiora Community Pharmacy Limited NZBN: 9429031089333		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Akina Trading Limited NZBN: 9429030451469		[2019] NZERA 280	Holidays Act 2003	20/05/2019	20/05/2020
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
PP Hawera Limited NZBN: 9429030367364		[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
Tincan Cows Limited NZBN: 9429041824726		4276	Employment Relations Act 2000	1/10/2019	1/04/2020
Trisha NZ Limited NZBN: 9429046033796	Sumit Superette Dairy Shop	4277	Employment Relations Act 2000	8/10/2019	8/04/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Notun Jibon Limited NZBN: 9429042369325	Nobanno	4278	Holidays Act 2003	15/10/2019	15/04/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
J T Catering Limited NZBN: 9429042557685	Parker Polynesian Catering	4279	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
TP Meadowland Limited NZBN: 9429046338181	Tai Ping Howick	4280	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Raj Infotech NZ Limited NZBN: 9429042555414		[2019] NZERA 589	Holidays Act 2003	15/10/2019	15/04/2020
Aroy Limited NZBN: 9429030808140	Aroy Thai Restaurant	4282	Employment Relations Act 2000	29/10/2019	29/04/2020
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Smartlift Systems Limited NZBN: 9429030533066		[2019] NZERA 592	Employment Relations Act 2000	16/10/2019	16/04/2020
Haji Baba (2008) Limited NZBN: 9429032886108	Abrakebabra	4281	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Toni Skellon	Baked On Alexandra	[2019] NZERA 622	Employment Relations Act 2000	31/10/2019	30/04/2020
Bitwiz Education Limited NZBN: 9429046326560		[2019] NZERA 628	Employment Relations Act 2000	1/11/2019	1/05/2020
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
ICOM Corporation (NZ) Limited NZBN: 9429032714173		[2019] NZERA 630	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
T & C Chen Limited NZBN: 9429046180780	Golden Rice Thai Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020
Bossman Limited NZBN: 9429047256699	Red Crab Thai Cuisine	4286	Holidays Act 2003	26/11/2019	26/05/2020
Munn's Joinery & Kitchens Limited NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
New Zealand Police		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
Project Worx 2020 Limited		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited		4304	Holidays Act 2003	11/02/2020	11/08/2020

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- * In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.
- ** In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.

¹ Information about the Stand Down Policy can be found on the Employment New Zealand website: <https://www.employment.govt.nz/resolving-problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/>.

Published Stand Down List

25 March 2020

Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Japan Power Limited NZBN: 9429035823971		[2018] NZERA Christchurch 44	Holidays Act 2003	12/04/2018	12/04/2020
Pegasus Energy Limited NZBN: 9429030476899		[2018] NZERA Wellington 26	Minimum Wage Act 1983 Holidays Act 2003	3/04/2018	3/04/2020
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Sampan Restaurant Limited NZBN: 9429030713949		[2018] NZERA Christchurch 149	Holidays Act 2003	11/10/2018	11/04/2020
Jagran Property Services Limited NZBN: 9429031350839		[2018] NZERA Auckland 331	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	29/10/2018	29/04/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020

Published Stand Down List

25 March 2020

Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020

Published Stand Down List

25 March 2020

Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Family Care 7 Day Pharmacy Limited NZBN: 9429032315745		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Mangere Community Pharmacy Limited NZBN: 9429032209945		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Otara Community Pharmacy Limited NZBN: 9429031894685		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Ratanui Community Pharmacy Limited NZBN: 9429030442795		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Takanini Community Pharmacy Limited NZBN: 9429031108140		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Waiora Community Pharmacy Limited NZBN: 9429031089333		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Akina Trading Limited NZBN: 9429030451469		[2019] NZERA 280	Holidays Act 2003	20/05/2019	20/05/2020
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
PP Hawera Limited NZBN: 9429030367364		[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020

Published Stand Down List

25 March 2020

Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
Trisha NZ Limited NZBN: 9429046033796	Sumit Superette Dairy Shop	4277	Employment Relations Act 2000	8/10/2019	8/04/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
Notun Jibon Limited NZBN: 9429042369325	Nobanno	4278	Holidays Act 2003	15/10/2019	15/04/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
J T Catering Limited NZBN: 9429042557685	Parker Polynesian Catering	4279	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
TP Meadowland Limited NZBN: 9429046338181	Tai Ping Howick	4280	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
Raj Infotech NZ Limited NZBN: 9429042555414		[2019] NZERA 589	Holidays Act 2003	15/10/2019	15/04/2020
Aroy Limited NZBN: 9429030808140	Aroy Thai Restaurant	4282	Employment Relations Act 2000	29/10/2019	29/04/2020
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Smartlift Systems Limited NZBN: 9429030533066		[2019] NZERA 592	Employment Relations Act 2000	16/10/2019	16/04/2020
Haji Baba (2008) Limited NZBN: 9429032886108	Abrakebabra	4281	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Toni Skellon	Baked On Alexandra	[2019] NZERA 622	Employment Relations Act 2000	31/10/2019	30/04/2020
Bitwiz Education Limited NZBN: 9429046326560		[2019] NZERA 628	Employment Relations Act 2000	1/11/2019	1/05/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
ICOM Corporation (NZ) Limited NZBN: 9429032714173		[2019] NZERA 630	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
T & C Chen Limited NZBN: 9429046180780	Golden Rice Thai Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020
Bossmann Limited NZBN: 9429047256699	Red Crab Thai Cuisine	4286	Holidays Act 2003	26/11/2019	26/05/2020
Munn's Joinery & Kitchens Limited NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020
New Zealand Police		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited NZBN: 9429035155805	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020

Published Stand Down List

25 March 2020

Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Project Worx 2020 Limited NZBN: 9429046510501		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited NZBN: 9429041838259		4304	Holidays Act 2003	11/02/2020	11/08/2020
B-Relax NZ Limited NZBN: 9429046339041	Zen Massage Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020
Genesis 1 Limited NZBN: 9429043328161		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
Hiram Kumar Chimanhbai PATEL in partnership with Hwemlata PATEL	4 Square Jellicoe Street	[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022
Hwemlata PATEL in partnership with Hiram Kumar Chimanhbai PATEL	4 Square Jellicoe Street	[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Tippawan Lewis	Kiwi Takeaways	4306	Employment Relations Act 2000 Holidays Act 2003	25/02/2020	25/08/2020

- * In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.
- ** In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.

¹ Information about the Stand Down Policy can be found on the Employment New Zealand website: <https://www.employment.govt.nz/resolving-problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/>.

Published Stand Down List

1 April 2020

Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Japan Power Limited NZBN: 9429035823971		[2018] NZERA Christchurch 44	Holidays Act 2003	12/04/2018	12/04/2020
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Sampan Restaurant Limited NZBN: 9429030713949		[2018] NZERA Christchurch 149	Holidays Act 2003	11/10/2018	11/04/2020
Jagran Property Services Limited NZBN: 9429031350839		[2018] NZERA Auckland 331	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	29/10/2018	29/04/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020

Published Stand Down List

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020

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1 April 2020

Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Family Care 7 Day Pharmacy Limited NZBN: 9429032315745		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Mangere Community Pharmacy Limited NZBN: 9429032209945		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Otara Community Pharmacy Limited NZBN: 9429031894685		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Ratanui Community Pharmacy Limited NZBN: 9429030442795		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Takanini Community Pharmacy Limited NZBN: 9429031108140		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Waiora Community Pharmacy Limited NZBN: 9429031089333		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Akina Trading Limited NZBN: 9429030451469		[2019] NZERA 280	Holidays Act 2003	20/05/2019	20/05/2020
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
PP Hawera Limited NZBN: 9429030367364		[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
Notun Jibon Limited NZBN: 9429042369325	Nobanno	4278	Holidays Act 2003	15/10/2019	15/04/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
J T Catering Limited NZBN: 9429042557685	Parker Polynesian Catering	4279	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
TP Meadowland Limited NZBN: 9429046338181	Tai Ping Howick	4280	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
Raj Infotech NZ Limited NZBN: 9429042555414		[2019] NZERA 589	Holidays Act 2003	15/10/2019	15/04/2020
Aroy Limited NZBN: 9429030808140	Aroy Thai Restaurant	4282	Employment Relations Act 2000	29/10/2019	29/04/2020
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Smartlift Systems Limited NZBN: 9429030533066		[2019] NZERA 592	Employment Relations Act 2000	16/10/2019	16/04/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Haji Baba (2008) Limited NZBN: 9429032886108	Abrakebabra	4281	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Toni Skellon	Baked On Alexandra	[2019] NZERA 622	Employment Relations Act 2000	31/10/2019	30/04/2020
Bitwiz Education Limited NZBN: 9429046326560		[2019] NZERA 628	Employment Relations Act 2000	1/11/2019	1/05/2020
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
ICOM Corporation (NZ) Limited NZBN: 9429032714173		[2019] NZERA 630	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
T & C Chen Limited NZBN: 9429046180780	Golden Rice Thai Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Bossmann Limited NZBN: 9429047256699	Red Crab Thai Cuisine	4286	Holidays Act 2003	26/11/2019	26/05/2020
Munn's Joinery & Kitchens Limited NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020
New Zealand Police		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
Project Worx 2020 Limited		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Polished2Perfection Limited		4304	Holidays Act 2003	11/02/2020	11/08/2020
B-Relax NZ Limited	Zen Massage Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020
Genesis 1 Limited		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
Hiram Kumar Chimanbhai PATEL in partnership with Hwemlata PATEL		[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022
Tippawan Lewis		4306	Employment Relations Act 2000 Holidays Act 2003	25/02/2020	25/08/2020
Jordan River Limited	Queenstown Liquor Centre and Queenstown Quality Convenience Store	4307	Holidays Act 2003	03/03/2020	03/09/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
J & Y 21 Limited		4308	Holidays Act 2003	03/03/2020	03/09/2020
House of Island Style Limited	House of Island Style	4309	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Cheersup Limited	Baccarat Seafood Hotpot	4310	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Greenfields Internet Limited		[2020] NZERA 80	Holidays Act 2003	21/02/2020	21/02/2021

- * In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.
- ** In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.

¹ Information about the Stand Down Policy can be found on the Employment New Zealand website: <https://www.employment.govt.nz/resolving-problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/>.

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Jagran Property Services Limited NZBN: 9429031350839		[2018] NZERA Auckland 331	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	29/10/2018	29/04/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Akina Trading Limited NZBN: 9429030451469		[2019] NZERA 280	Holidays Act 2003	20/05/2019	20/05/2020
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
PP Hawera Limited NZBN: 9429030367364		[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
J T Catering Limited NZBN: 9429042557685	Parker Polynesian Catering	4279	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
TP Meadowland Limited NZBN: 9429046338181	Tai Ping Howick	4280	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
Aroy Limited NZBN: 9429030808140	Aroy Thai Restaurant	4282	Employment Relations Act 2000	29/10/2019	29/04/2020
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Smartlift Systems Limited NZBN: 9429030533066		[2019] NZERA 592	Employment Relations Act 2000	16/10/2019	16/04/2020
Haji Baba (2008) Limited NZBN: 9429032886108	Abrakebabra	4281	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Toni Skellon	Baked On Alexandra	[2019] NZERA 622	Employment Relations Act 2000	31/10/2019	30/04/2020
Bitwiz Education Limited NZBN: 9429046326560		[2019] NZERA 628	Employment Relations Act 2000	1/11/2019	1/05/2020
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
ICOM Corporation (NZ) Limited NZBN: 9429032714173		[2019] NZERA 630	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
T & C Chen Limited NZBN: 9429046180780	Golden Rice Thai Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020
Bossman Limited NZBN: 9429047256699	Red Crab Thai Cuisine	4286	Holidays Act 2003	26/11/2019	26/05/2020
Munn's Joinery & Kitchens Limited NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
New Zealand Police		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited NZBN: 9429035155805	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
Project Worx 2020 Limited NZBN: 9429046510501		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited NZBN: 9429041838259		4304	Holidays Act 2003	11/02/2020	11/08/2020
B-Relax NZ Limited NZBN: 9429046339041	Zen Massage Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Genesis 1 Limited NZBN: 9429043328161		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
Hiram Kumar Chimanbhai PATEL in partnership with Hwemlata PATEL		[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022
Tippawan Lewis		4306	Employment Relations Act 2000 Holidays Act 2003	25/02/2020	25/08/2020
Jordan River Limited NZBN: 9429032605716	Queenstown Liquor Centre and Queenstown Quality Convenience Store	4307	Holidays Act 2003	03/03/2020	03/09/2020
J & Y 21 Limited NZBN: 9429031038768		4308	Holidays Act 2003	03/03/2020	03/09/2020
House of Island Style Limited NZBN: 9429039366481	House of Island Style	4309	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Cheersup Limited NZBN: 9429030630451	Baccarat Seafood Hotpot	4310	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Greenfields Internet Limited NZBN: 9429041442821		[2020] NZERA 80	Holidays Act 2003	21/02/2020	21/02/2021
HY Accountants Limited NZBN: 9429032623697		4311	Holidays Act 2003	10/03/2020	10/09/2020
Thai Panda Limited NZBN: 9429031557658		4312	Employment Relations Act 2000	10/03/2020	10/09/2020
C and S Brown Enterprises Limited NZBN: 9429033597089		[2020] NZERA 83	Wages Protection Act 1986	24/02/2020	24/02/2021

Published Stand Down List

8 April 2020

- * In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.
- ** In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.

¹ Information about the Stand Down Policy can be found on the Employment New Zealand website: <https://www.employment.govt.nz/resolving-problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/>.

Published Stand Down List

15 April 2020

Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Jagran Property Services Limited NZBN: 9429031350839		[2018] NZERA Auckland 331	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	29/10/2018	29/04/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Akina Trading Limited NZBN: 9429030451469		[2019] NZERA 280	Holidays Act 2003	20/05/2019	20/05/2020
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
PP Hawera Limited NZBN: 9429030367364		[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
Aroy Limited NZBN: 9429030808140	Aroy Thai Restaurant	4282	Employment Relations Act 2000	29/10/2019	29/04/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Haji Baba (2008) Limited NZBN: 9429032886108	Abrakebabra	4281	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Toni Skellon	Baked On Alexandra	[2019] NZERA 622	Employment Relations Act 2000	31/10/2019	30/04/2020
Bitwiz Education Limited NZBN: 9429046326560		[2019] NZERA 628	Employment Relations Act 2000	1/11/2019	1/05/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
ICOM Corporation (NZ) Limited NZBN: 9429032714173		[2019] NZERA 630	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
T & C Chen Limited NZBN: 9429046180780	Golden Rice Thai Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020
Bossman Limited NZBN: 9429047256699	Red Crab Thai Cuisine	4286	Holidays Act 2003	26/11/2019	26/05/2020
Munn's Joinery & Kitchens Limited NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020
New Zealand Police		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited NZBN: 9429035155805	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Project Worx 2020 Limited NZBN: 9429046510501		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited NZBN: 9429041838259		4304	Holidays Act 2003	11/02/2020	11/08/2020
B-Relax NZ Limited NZBN: 9429046339041	Zen Massage Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020
Genesis 1 Limited NZBN: 9429043328161		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
Hiram Kumar Chimanbhai PATEL in partnership with Hwemlata PATEL		[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022
Tippawan Lewis		4306	Employment Relations Act 2000 Holidays Act 2003	25/02/2020	25/08/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Jordan River Limited NZBN: 9429032605716	Queenstown Liquor Centre and Queenstown Quality Convenience Store	4307	Holidays Act 2003	03/03/2020	03/09/2020
J & Y 21 Limited NZBN: 9429031038768		4308	Holidays Act 2003	03/03/2020	03/09/2020
House of Island Style Limited NZBN: 9429039366481	House of Island Style	4309	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Cheersup Limited NZBN: 9429030630451	Baccarat Seafood Hotpot	4310	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Greenfields Internet Limited NZBN: 9429041442821		[2020] NZERA 80	Holidays Act 2003	21/02/2020	21/02/2021
HY Accountants Limited NZBN: 9429032623697		4311	Holidays Act 2003	10/03/2020	10/09/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Thai Panda Limited NZBN: 9429031557658		4312	Employment Relations Act 2000	10/03/2020	10/09/2020
C and S Brown Enterprises Limited NZBN: 9429033597089		[2020] NZERA 83	Wages Protection Act 1986	24/02/2020	24/02/2021
Speed Pickers & Packers Limited NZBN: 942904780515		4313	Employment Relations Act 2000	17/03/2020	17/09/2020
Park Forestry 2010 Limited NZBN: 9429047154933		4314	Employment Relations Act 2000 Holidays Act 2003	17/03/2020	17/09/2020
J K J Oborn Limited NZBN: 9429031391580		[2020] NZERA 108	Holidays Act 2003	4/03/2020	4/03/2021
Olde Berry Farm NZ Limited NZBN: 9429041674628		[2020] NZERA 105	Employment Relations Act 2000 Holidays Act 2003	4/03/2020	4/03/2022

Published Stand Down List

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- * In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.
- ** In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.

¹ Information about the Stand Down Policy can be found on the Employment New Zealand website: <https://www.employment.govt.nz/resolving-problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/>.

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22 April 2020

Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Akina Trading Limited NZBN: 9429030451469		[2019] NZERA 280	Holidays Act 2003	20/05/2019	20/05/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
PP Hawera Limited NZBN: 9429030367364		[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Grockeryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Haji Baba (2008) Limited NZBN: 9429032886108	Abrakebabra	4281	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Toni Skellon	Baked On Alexandra	[2019] NZERA 622	Employment Relations Act 2000	31/10/2019	30/04/2020
Bitwiz Education Limited NZBN: 9429046326560		[2019] NZERA 628	Employment Relations Act 2000	1/11/2019	1/05/2020
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
ICOM Corporation (NZ) Limited NZBN: 9429032714173		[2019] NZERA 630	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
T & C Chen Limited NZBN: 9429046180780	Golden Rice Thai Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020
Bossmann Limited NZBN: 9429047256699	Red Crab Thai Cuisine	4286	Holidays Act 2003	26/11/2019	26/05/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Munn's Joinery & Kitchens Limited NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
APLus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020
New Zealand Police		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited NZBN: 9429035155805	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
Project Worx 2020 Limited NZBN: 9429046510501		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited NZBN: 9429041838259		4304	Holidays Act 2003	11/02/2020	11/08/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
B-Relax NZ Limited NZBN: 9429046339041	Zen Massage Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020
Genesis 1 Limited NZBN: 9429043328161		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
Hiram Kumar Chimanhai PATEL in partnership with Hwemlata PATEL		[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022
Tippawan Lewis		4306	Employment Relations Act 2000 Holidays Act 2003	25/02/2020	25/08/2020
Jordan River Limited NZBN: 9429032605716	Queenstown Liquor Centre and Queenstown Quality Convenience Store	4307	Holidays Act 2003	03/03/2020	03/09/2020
J & Y 21 Limited NZBN: 9429031038768		4308	Holidays Act 2003	03/03/2020	03/09/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
House of Island Style Limited NZBN: 9429039366481	House of Island Style	4309	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Cheersup Limited NZBN: 9429030630451	Baccarat Seafood Hotpot	4310	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Greenfields Internet Limited NZBN: 9429041442821		[2020] NZERA 80	Holidays Act 2003	21/02/2020	21/02/2021
HY Accountants Limited NZBN: 9429032623697		4311	Holidays Act 2003	10/03/2020	10/09/2020
Thai Panda Limited NZBN: 9429031557658		4312	Employment Relations Act 2000	10/03/2020	10/09/2020
C and S Brown Enterprises Limited NZBN: 9429033597089		[2020] NZERA 83	Wages Protection Act 1986	24/02/2020	24/02/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Speed Pickers & Packers Limited NZBN: 942904780515		4313	Employment Relations Act 2000	17/03/2020	17/09/2020
Park Forestry 2010 Limited NZBN: 9429047154933		4314	Employment Relations Act 2000 Holidays Act 2003	17/03/2020	17/09/2020
J K J Oborn Limited NZBN: 9429031391580		[2020] NZERA 108	Holidays Act 2003	4/03/2020	4/03/2021
Olde Berry Farm NZ Limited NZBN: 9429041674628		[2020] NZERA 105	Employment Relations Act 2000 Holidays Act 2003	4/03/2020	4/03/2022
Boutique Renovations Limited NZBN: 9429047332775		[202] NZERA 112	Employment Relations Act 2000 Holidays Act 2003	10/03/2020	10/03/2021

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- * In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.
- ** In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.

¹ Information about the Stand Down Policy can be found on the Employment New Zealand website: <https://www.employment.govt.nz/resolving-problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/>.

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Akina Trading Limited NZBN: 9429030451469		[2019] NZERA 280	Holidays Act 2003	20/05/2019	20/05/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
PP Hawera Limited NZBN: 9429030367364		[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Grockeryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
T & C Chen Limited NZBN: 9429046180780	Golden Rice Thai Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020
Bossmann Limited NZBN: 9429047256699	Red Crab Thai Cuisine	4286	Holidays Act 2003	26/11/2019	26/05/2020
Munn's Joinery & Kitchens Limited NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020
New Zealand Police		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited NZBN: 9429035155805	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Project Worx 2020 Limited NZBN: 9429046510501		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited NZBN: 9429041838259		4304	Holidays Act 2003	11/02/2020	11/08/2020
B-Relax NZ Limited NZBN: 9429046339041	Zen Massage Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020
Genesis 1 Limited NZBN: 9429043328161		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
Hiram Kumar Chimanbhai PATEL in partnership with Hwemlata PATEL		[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022
Tippawan Lewis		4306	Employment Relations Act 2000 Holidays Act 2003	25/02/2020	25/08/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Jordan River Limited NZBN: 9429032605716	Queenstown Liquor Centre and Queenstown Quality Convenience Store	4307	Holidays Act 2003	03/03/2020	03/09/2020
J & Y 21 Limited NZBN: 9429031038768		4308	Holidays Act 2003	03/03/2020	03/09/2020
House of Island Style Limited NZBN: 9429039366481	House of Island Style	4309	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Cheersup Limited NZBN: 9429030630451	Baccarat Seafood Hotpot	4310	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Greenfields Internet Limited NZBN: 9429041442821		[2020] NZERA 80	Holidays Act 2003	21/02/2020	21/02/2021
HY Accountants Limited NZBN: 9429032623697		4311	Holidays Act 2003	10/03/2020	10/09/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Thai Panda Limited NZBN: 9429031557658		4312	Employment Relations Act 2000	10/03/2020	10/09/2020
C and S Brown Enterprises Limited NZBN: 9429033597089		[2020] NZERA 83	Wages Protection Act 1986	24/02/2020	24/02/2021
Speed Pickers & Packers Limited NZBN: 942904780515		4313	Employment Relations Act 2000	17/03/2020	17/09/2020
Park Forestry 2010 Limited NZBN: 9429047154933		4314	Employment Relations Act 2000 Holidays Act 2003	17/03/2020	17/09/2020
J K J Oborn Limited NZBN: 9429031391580		[2020] NZERA 108	Holidays Act 2003	4/03/2020	4/03/2021
Olde Berry Farm NZ Limited NZBN: 9429041674628		[2020] NZERA 105	Employment Relations Act 2000 Holidays Act 2003	4/03/2020	4/03/2022

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Boutique Renovations Limited NZBN: 9429047332775		[2020] NZERA 112	Employment Relations Act 2000 Holidays Act 2003	10/03/2020	10/03/2021
Fortune Company Limited NZBN: 9429035352946	Chinatown	4315	Holidays Act 2003	31/03/2020	30/09/2020

- * In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.
- ** In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.

¹ Information about the Stand Down Policy can be found on the Employment New Zealand website: <https://www.employment.govt.nz/resolving-problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/>.

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
PP Hawera Limited NZBN: 9429030367364		[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Grockeryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
T & C Chen Limited NZBN: 9429046180780	Golden Rice Thai Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Bossman Limited NZBN: 9429047256699	Red Crab Thai Cuisine	4286	Holidays Act 2003	26/11/2019	26/05/2020
Munn's Joinery & Kitchens Limited NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020
New Zealand Police		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited NZBN: 9429035155805	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
Project Worx 2020 Limited NZBN: 9429046510501		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Polished2Perfection Limited NZBN: 9429041838259		4304	Holidays Act 2003	11/02/2020	11/08/2020
B-Relax NZ Limited NZBN: 9429046339041	Zen Massage Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020
Genesis 1 Limited NZBN: 9429043328161		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
Hiram Kumar Chimanbhai PATEL in partnership with Hwemlata PATEL		[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022
Tippawan Lewis		4306	Employment Relations Act 2000 Holidays Act 2003	25/02/2020	25/08/2020
Jordan River Limited NZBN: 9429032605716	Queenstown Liquor Centre and Queenstown Quality Convenience Store	4307	Holidays Act 2003	03/03/2020	03/09/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
J & Y 21 Limited NZBN: 9429031038768		4308	Holidays Act 2003	03/03/2020	03/09/2020
House of Island Style Limited NZBN: 9429039366481	House of Island Style	4309	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Cheersup Limited NZBN: 9429030630451	Baccarat Seafood Hotpot	4310	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Greenfields Internet Limited NZBN: 9429041442821		[2020] NZERA 80	Holidays Act 2003	21/02/2020	21/02/2021
HY Accountants Limited NZBN: 9429032623697		4311	Holidays Act 2003	10/03/2020	10/09/2020
Thai Panda Limited NZBN: 9429031557658		4312	Employment Relations Act 2000	10/03/2020	10/09/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
C and S Brown Enterprises Limited NZBN: 9429033597089		[2020] NZERA 83	Wages Protection Act 1986	24/02/2020	24/02/2021
Speed Pickers & Packers Limited NZBN: 942904780515		4313	Employment Relations Act 2000	17/03/2020	17/09/2020
Park Forestry 2010 Limited NZBN: 9429047154933		4314	Employment Relations Act 2000 Holidays Act 2003	17/03/2020	17/09/2020
J K J Oborn Limited NZBN: 9429031391580		[2020] NZERA 108	Holidays Act 2003	4/03/2020	4/03/2021
Olde Berry Farm NZ Limited NZBN: 9429041674628		[2020] NZERA 105	Employment Relations Act 2000 Holidays Act 2003	4/03/2020	4/03/2022
Boutique Renovations Limited NZBN: 9429047332775		[2020] NZERA 112	Employment Relations Act 2000 Holidays Act 2003	10/03/2020	10/03/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Fortune Company Limited NZBN: 9429035352946	Chinatown	4315	Holidays Act 2003	31/03/2020	30/09/2020
Hawkes Bay Seafoods Limited NZBN: 9429038063244		[2020] NZERA 133	Employment Relations Act 2000 Holidays Act 2003	30/03/2020	30/09/2021

- * In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.
- ** In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.

¹ Information about the Stand Down Policy can be found on the Employment New Zealand website: <https://www.employment.govt.nz/resolving-problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/>.

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
New Zealand Police		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited NZBN: 9429035155805	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
Project Worx 2020 Limited NZBN: 9429046510501		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited NZBN: 9429041838259		4304	Holidays Act 2003	11/02/2020	11/08/2020
B-Relax NZ Limited NZBN: 9429046339041	Zen Massage Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Genesis 1 Limited NZBN: 9429043328161		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
Hiram Kumar Chimanbhai PATEL in partnership with Hwemlata PATEL		[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022
Tippawan Lewis		4306	Employment Relations Act 2000 Holidays Act 2003	25/02/2020	25/08/2020
Jordan River Limited NZBN: 9429032605716	Queenstown Liquor Centre and Queenstown Quality Convenience Store	4307	Holidays Act 2003	03/03/2020	03/09/2020
J & Y 21 Limited NZBN: 9429031038768		4308	Holidays Act 2003	03/03/2020	03/09/2020
House of Island Style Limited NZBN: 9429039366481	House of Island Style	4309	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Cheersup Limited NZBN: 9429030630451	Baccarat Seafood Hotpot	4310	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Greenfields Internet Limited NZBN: 9429041442821		[2020] NZERA 80	Holidays Act 2003	21/02/2020	21/02/2021
HY Accountants Limited NZBN: 9429032623697		4311	Holidays Act 2003	10/03/2020	10/09/2020
Thai Panda Limited NZBN: 9429031557658		4312	Employment Relations Act 2000	10/03/2020	10/09/2020
C and S Brown Enterprises Limited NZBN: 9429033597089		[2020] NZERA 83	Wages Protection Act 1986	24/02/2020	24/02/2021
Speed Pickers & Packers Limited NZBN: 942904780515		4313	Employment Relations Act 2000	17/03/2020	17/09/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Park Forestry 2010 Limited NZBN: 9429047154933		4314	Employment Relations Act 2000 Holidays Act 2003	17/03/2020	17/09/2020
J K J Oborn Limited NZBN: 9429031391580		[2020] NZERA 108	Holidays Act 2003	4/03/2020	4/03/2021
Olde Berry Farm NZ Limited NZBN: 9429041674628		[2020] NZERA 105	Employment Relations Act 2000 Holidays Act 2003	4/03/2020	4/03/2022
Boutique Renovations Limited NZBN: 9429047332775		[2020] NZERA 112	Employment Relations Act 2000 Holidays Act 2003	10/03/2020	10/03/2021
Fortune Company Limited NZBN: 9429035352946	Chinatown	4315	Holidays Act 2003	31/03/2020	30/09/2020
Hawkes Bay Seafoods Limited NZBN: 9429038063244		[2020] NZERA 133	Employment Relations Act 2000 Holidays Act 2003	30/03/2020	30/09/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Moore Decorating Limited NZBN: 9429034750148		[2020] NZERA 143	Employment Relations Act 2000	08/04/2020	08/10/2020
Matangi Berry Farm Limited NZBN: 9429032556438		[2020] NZEmpC 43	Employment Relations Act 2000, Minimum Wage Act 1993, Holidays Act 2003	16/04/2020	16/04/2022

- * In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.
- ** In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.

¹ Information about the Stand Down Policy can be found on the Employment New Zealand website: <https://www.employment.govt.nz/resolving-problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/>.

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022

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The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020

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De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020

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Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited NZBN: 9429035155805	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
Project Worx 2020 Limited NZBN: 9429046510501		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited NZBN: 9429041838259		4304	Holidays Act 2003	11/02/2020	11/08/2020
B-Relax NZ Limited NZBN: 9429046339041	Zen Massage Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020

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Genesis 1 Limited NZBN: 9429043328161		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
Hiram Kumar Chimanbhai PATEL in partnership with Hwemlata PATEL		[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022
Tippawan Lewis		4306	Employment Relations Act 2000 Holidays Act 2003	25/02/2020	25/08/2020
Jordan River Limited NZBN: 9429032605716	Queenstown Liquor Centre and Queenstown Quality Convenience Store	4307	Holidays Act 2003	03/03/2020	03/09/2020
J & Y 21 Limited NZBN: 9429031038768		4308	Holidays Act 2003	03/03/2020	03/09/2020
House of Island Style Limited NZBN: 9429039366481	House of Island Style	4309	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020

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Greenfields Internet Limited NZBN: 9429041442821		[2020] NZERA 80	Holidays Act 2003	21/02/2020	21/02/2021
HY Accountants Limited NZBN: 9429032623697		4311	Holidays Act 2003	10/03/2020	10/09/2020
Thai Panda Limited NZBN: 9429031557658		4312	Employment Relations Act 2000	10/03/2020	10/09/2020
C and S Brown Enterprises Limited NZBN: 9429033597089		[2020] NZERA 83	Wages Protection Act 1986	24/02/2020	24/02/2021
Speed Pickers & Packers Limited NZBN: 942904780515		4313	Employment Relations Act 2000	17/03/2020	17/09/2020

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Olde Berry Farm NZ Limited NZBN: 9429041674628		[2020] NZERA 105	Employment Relations Act 2000 Holidays Act 2003	4/03/2020	4/03/2022
Boutique Renovations Limited NZBN: 9429047332775		[2020] NZERA 112	Employment Relations Act 2000 Holidays Act 2003	10/03/2020	10/03/2021
Fortune Company Limited NZBN: 9429035352946	Chinatown	4315	Holidays Act 2003	31/03/2020	30/09/2020
Hawkes Bay Seafoods Limited NZBN: 9429038063244		[2020] NZERA 133	Employment Relations Act 2000 Holidays Act 2003	30/03/2020	30/09/2021

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Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Moore Decorating Limited NZBN: 9429034750148		[2020] NZERA 143	Employment Relations Act 2000	08/04/2020	08/10/2020
Matangi Berry Farm Limited NZBN: 9429032556438		[2020] NZEmpC 43	Employment Relations Act 2000, Minimum Wage Act 1993, Holidays Act 2003	16/04/2020	16/04/2022

- * In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.
- ** In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]¹.

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