

Review of 2014

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Foreword:

The National Employment Rights Authority – NERA was established in 2007 as a result of negotiations leading to the National agreement - *Towards 2016*

The Government's objectives in establishing NERA and advancing reform in the area of employment rights legislation generally were:

- to encourage an informed and empowered working population;
- to secure greatly increased public confidence in the system of compliance
- to provide for effective & robust means for the inspection & prosecution of alleged breaches of employment rights
- to make available to workers, independent and workable means of redress, & efficient enforcement mechanisms
- to provide access for employers & employees to independent, unbiased information about employment legislation

[Towards 2016, Chapter VII]

2014 has been a busy and interesting year for all of us in NERA. Seven years after NERA was formed we are now looking forward to being part of a new and bigger organisation - the Workplace Relations Commission. A number of our staff have been engaged full-time on this project throughout 2014. The dynamic may change but our staff will still be here to give clear and accurate information on employment and equality rights. Our Inspectors will be here to encourage and if necessary enforce those rights. It's a new beginning, but we will keep doing what we do best.

NERA information officers handled over 1000 telephone calls each week. In addition to dealing with employment rights queries, they deal with queries relating to Employment Permits, Employment Agency and Equality legislation. The staff in this unit also process and acknowledge complaints received for the Equality Tribunal, Right Commissioners Service (LRC), the Employment Appeals Tribunal and Labour Court. Over 14,000 such complaints were received in 2014.

Our Inspection & Enforcement service carried out almost 5,600 inspections/visits. These can be broken down into two types – inspections where notice of a full inspection is given and unannounced visits to spot check compliance. The latter usually take place after normal office hours or at weekends. In 2014, the number of unannounced visits was greater than announced inspections.

For the first time we sent our inspectors to work in France, Belgium, Netherlands, and Poland as part of an exchange programme. We continued to work with a number of international bodies on areas of mutual interest. Following the Irish Government's ratification, in July, of the International Labour Organisation (ILO) Convention on Decent Work for Domestic Workers (No. 189), 2011 we have worked with the ILO on highlighting this area.

Once again the facts and figures presented in this report are down to the dedication of the staff in NERA and to the advice given by our Board members.

Padraig Dooley

Deputy Director

July 2015

Awareness & Information:

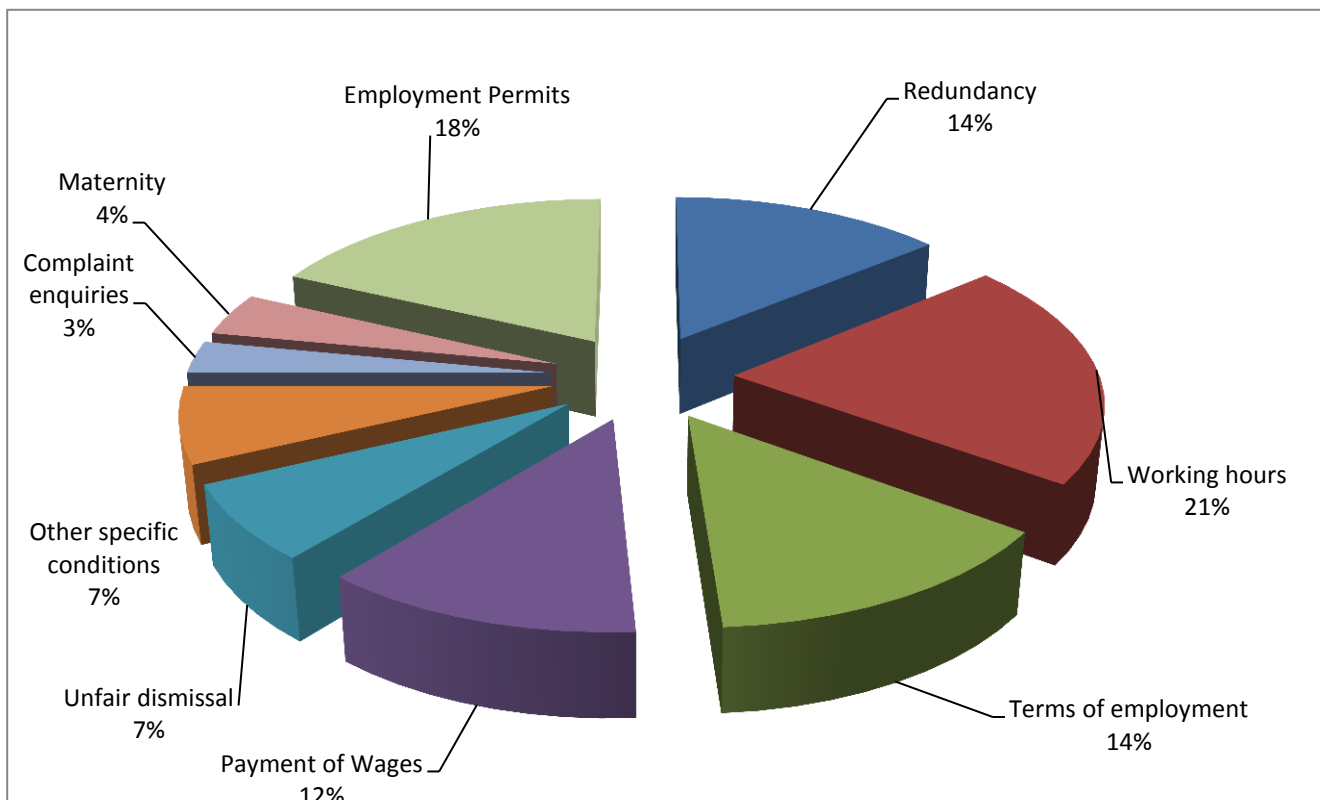
In 2014 the Customer Service Unit provided information to over 58,318 people. The information provided comprised 53,467 callers dealt with directly by experienced Information Officers and 4,851 e-form queries.

Web page impressions for the year 2014 were up by 67% to 1.9 million from 1.14 million in the same period in 2013.

Employees and former employees accounted for 74% of callers, while an estimated 19% were employers. Working hours, employment permits, redundancy, terms of employment, payment of wages and unfair dismissal consistently remain the most common categories of queries dealt with.

The Workplace Relations Customer Services (www.workplacelrelations.ie) based in NERA, also acts as the single portal for all employment rights complaints. 15,794 employment rights complaints were received by the WRCS in 2013 (a slight increase on the 15,558 complaints received in 2013).

Breakdown of call received by NERA in 2014 by topic



Workplace Inspections:

NERA carries out workplace inspections to ensure compliance with employment rights legislation. Inspections also provide the opportunity to inform employers of the requirements of legislation, discuss best practice for compliance and deal with queries they may have.

There are currently 57 inspectors spread over 5 regions. In 2014 a total of 5,591 inspection cases were completed involving 82,468 employees. This is similar to 5,546 cases in the same period on 2013. The amount of unpaid wages recovered in 2014 was €861,416, again similar to €824,052 in 2013. Issues relating to statutory minimum pay rates arose in 6% of businesses where a full inspection was carried out.

2014 saw a small decrease in the number of complaints received, 851 in 2014 compared with 917 in 2013. In addition to complaints NERA inspections also result from cases and sectors identified on the basis of risk analysis (including unannounced inspections) and a sample of cases selected on a random basis.

Summary of Inspections & Breaches Detected by Industry Sector in 2014

Sector	No of Inspections Concluded	Compliance Rate%	Unpaid Wages Recovered (€)
AGRICULTURE	45	42%	17,965
FOOD & DRINK	996	40%	289,747
WHOLESALE & RETAIL	445	59%	188,630
HOTELS	104	53%	143,223
CONTRACT CLEANING	22	67%	108
SECURITY	18	43%	302
CONSTRUCTION	91	51%	4,576
ELECTRICAL	7	57%	0
MANUFACTURING	69	65%	3,885
TRANSPORT	80	46%	44,858
HAIR & BEAUTY	128	39%	18,413
HEALTH, NURSING & CHILDCARE	88	66%	32,250
PROFESSIONAL SERVICES	97	68%	39,295
DOMESTIC	26	77%	0
OTHER	309	57%	78,164
UNANNOUNCED VISITS	3,066	66%	N/A
Total	5,591	57%	861,416

Prosecutions

It is NERA policy to seek voluntary compliance where breaches of employment law are detected. Employers are given every reasonable opportunity to rectify breaches in preference to prosecution. As a result of this approach it can be seen that the vast majority of cases are resolved during the inspection process, with only a very small number (1.5%) prosecuted.

As a result of NERA prosecutions in 2014, €136,550 in fines (plus €8,000 in donation to the court poor box) were imposed and €2,552 in arrears of wages was awarded to employees.

Where it is suspected that a company has committed an offence under Irish employment legislation and where it is suspected that a Director, secretary, manager or an officer of that company has consented, approved or been involved (even through neglect) in the commission of the offence, they may also be prosecuted.

	Number of Employers Inspected	Prosecutions as a result of Inspections
2011	5,591	56 (1%)
2012	4,689	70 (1.5%)
2013	5,546	84 (1.5%)
2014	5,591	82 (1.5%)

Appendix 1 of this publication provides a full breakdown of all prosecutions secured by NERA in 2014.

Civil Enforcement of Labour Court or EAT Awards by NERA

Where an employee has received an award through a Rights Commissioner hearing or an EAT/Labour Court hearing and the employer has failed to pay the award, NERA on behalf of the Minister, may bring proceedings through the Civil Courts for enforcement of the award.

	Awards referred to NERA for Civil Enforcement	Arrears paid to employees as a result of Civil Enforcement by NERA
2011	€854,462.48	€88,361.18
2012	€453,203.01	€105,212.00
2013	€362,973.81	€40,696.00
2014	€301,717.53	€69,419.88

A total of 75 enforcement cases were active at the end of December 2014.

Employment Permits

NERA inspectors are authorised officers under the Employment Permits Acts. Compliance checks under this legislation are an integral element of all NERA inspections. Joint inspections may also be carried out as part of investigations involving Revenue, Department of Social Protection staff and An Garda Síochána.

Unannounced visits aimed at establishing the level of compliance and identifying potential employment law breaches in workplaces are carried out both during and outside of office hours. NERA also carry out inspections to ensure the information supplied in the application for a permit is accurate and that the terms and conditions under which a permit is granted (working hours, duties, remuneration, etc.) are being complied with.

In 2014 NERA detected 600 possible breaches of the Employment Permits Acts; a significant increase on 2013 where 453 suspected breaches were detected. 63 employers were successfully prosecuted under the Employment Permits Acts in 2014.

Protection of Young Persons Licences

NERA is responsible for issuing licences under Section 3 of the Protection of Young Persons (Employment) Act, 1996. In 2014 a total of 224 licences were issued in respect of 616 children working in the arts/TV/film (compared with 205 licences for 384 children in 2013).

These licences allow children (i.e. under 16s) to be employed in cultural, artistic, sports or advertising work which is not harmful to their safety, health, or development and does not interfere with their attendance at school.

Employment Agency Licences

An employment agency must hold a licence if it is to carry on its business. In addition to carrying out inspections of employment agencies, NERA also processes applications for licences under the Employment Agency Act, 1971.

A total of 522 licences were issued during 2014 compared with 381 during 2013. A list of all employment agency licences is available on www.workplacerelations.ie.

Protected Disclosures

Under S.I. No. 339/2014 - Protected Disclosures Act 2014 (Section 7(2)) Order 2014, the Deputy Director of the National Employment Rights Authority is a prescribed person in relation to “All matters relating to compliance with, and enforcement of, enactments imposing or conferring obligations or rights on employers and employees.”

Working with Other Agencies

A valuable element in NERA inspection activities in 2014 was the 353 joint investigation visits which were carried out with Revenue and / or the Department of Social Protection. These inspections enable a more comprehensive governmental approach to employers and sectors that are most at risk of being non-compliant in the areas of employment rights, social protection and taxation. NERA inspectors may be accompanied by Gardaí during inspections.

NERA is empowered under legislation to exchange information with the Department of Social Protection and the Revenue Commissioners. In 2014, we agreed and signed a memorandum of Understanding with the Health and Safety Authority on information exchange.

NERA is a member of the Hidden Economy Monitoring Group which is made up of representatives of the Revenue Commissioners, the Department of Social Protection, NERA, the Irish Congress of Trade Unions (ICTU), the Irish Business and Employers' Confederation (IBEC), the Small Firms' Association (SFA) and the Construction Industry Federation (CIF).

At international level:

- Five Inspectors participated along with State Authorities responsible for Labour Law Inspection / Regulation from 14 member states in the European Commission supported 'Acting on Worker Posting Situations: Learning by Doing' project on posted workers.
- NERA represented Ireland at the Lithuanian government sponsored 'How to make informal work attractive' conference held in Vilnius on 16/17th September 2014
- NERA participated at the European Labour Law Network seminar 'New forms of employment and EU law'
- NERA provided input and feedback to the Northern Ireland Strategic Migration Partnership roundtable for enforcement and support agencies in NI examining closer collaboration in relation to employment rights and abuses against migrant workers.

- NERA continued to assist the International Labour Organisation with training in areas of best practice and on policy issues relevant to our area of expertise.
- NERA also worked with EU agencies such as the Fundamental Rights Agency (FRA) on topics of mutual interest.

The NERA advisory board as representatives of its stakeholders are important in ensuring compliance with employment rights, be they unions, employer and business groups, citizen information centres, industry representatives, national & local government, NGOs, sector representatives or employee groups. NERA continues to have regular meetings with such groups.

Annual budget and staff

NERA has continued to increase or maintain its service with reduced resources over the past number of years.

At the end of 2014 NERA had 100 staff. This is a net reduction of 35 staff over the last 6 years. Included in this 2014 total are 57 inspectors and 30 staff trained as information officers.

Again, over the last 6 years NERA have reduced its running cost from €9.6m to € 5.9M. This represents an overall reduction over the 6 years of 38.5%

All NERA staff are employees of the Department of Jobs, Enterprise and Innovation and its finances are administered through the Department's budget and form part of the Department's accounts.

Advisory Board

In 2008, the then Minister for Labour Affairs, established the NERA Advisory Board on an interim basis.

The main functions of the Board are of a general advisory nature and include advising NERA on:

- issues relating to compliance with, and enforcement of, employment legislation including the provision of information
- aspects of NERA's work programme and strategy statement
- delivery of a high standard of customer service; and
- proposals for research, surveys and studies

The members of the Board in 2014 are as follows:

Chairperson:

Mr. John Dennehy, former public representative.

Minister's Nominees:

Mr. Dermot Sheridan, Dept. of Enterprise, Trade & Employment, (replaced Mr. John Walsh).

Mr. Jimmy Somers, former trade union official.

Persons nominated by organisations representative of employees:

Ms. Patricia King, SIPTU.

Mr. Owen Wills, TEEU.

Persons nominated by organisations representative of employers:

Ms. Anita O'Toole, IBEC, (replaced Mr. John Flanagan),

Ms. Jean Winters, CIF, (replaced Mr. Eddie Keenan).

Appendix 1 – NERA prosecutions where a Court imposed a sanction - 2014

Employer Details	Sector	Legislation of which conviction relates
Ajmal Momand T/A Shamrock Takeaway Unit 2 Barrack St. Co. Carlow	Food & Drink	Payment of Wages Act 1991
Bamboo Garden Ltd. T/A Bamboo Garden Chinese Restaurant & Takeaway Unit 9 Grove Island Corbally Co. Limerick	Food & Drink	Employment Permits Acts 2003 and 2006
Bin Zhao (Director) T/A Lily Garden St. Mary's Road Edenderry Co. Offaly	Food & Drink	National Minimum Wage Act 2000
Bo & Wei Limited T/A Musashi Noodles and Sushi Bar 15 Capel St. Dublin 1	Food & Drink	Employment Permits Acts 2003 and 2006

<p>Breen International Logistics Limited T/A Breen Transport Dunmain New Ross Co. Wexford</p>	<p>Transport</p>	<p>Organisation of Working Time Act 1997</p>
<p>Chan Holdings Limited T/A Harbour View Hotel Rosslare Harbour Rosslare Co. Wexford</p> <p>And</p> <p>Peppermill Restaurant Rosslare Strand Rosslare Co. Wexford</p> <p>And</p> <p>Courthouse Hotel Dublin Street Carlow</p> <p>And</p> <p>Ming Court Restaurant 66 John Street Kilkenny</p> <p>(Contd. next page)</p>	<p>Hotel</p>	<p>Organisation of Working Time Act 1997, Employment Permits Acts 2003 and 2006</p>

<p>Chan Holdings Limited (contd. from previous page)</p> <p>Emerald Garden Restaurant 31/32 O'Connell Street Clonmel Co. Tipperary</p>		
<p>Chili Bagan Restaurant Limited T/A D'Chilli Shaker 32-36 Main Street River Mall Swords Co. Dublin</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>China Kitchen Limited T/A China Kitchen 36 Main Street Bray Co. Wicklow</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Creative Senior Care Limited T/A Home Instead 3B Southern Cross Business Park Bray Co. Wicklow</p>	<p>Nursing & Childcare</p>	<p>National minimum Wage Act 2000</p>

<p>Derry Cox T/A Cox's Garage Carrowbaun Aghamore Claremorris Co. Mayo</p>	<p>Wholesale & Retail</p>	<p>National Minimum Wage Act 2000</p>
<p>Desmond Glancy T/A Glancy's Supermarket (Elphin) Bishop Street Elphin Co. Roscommon</p>	<p>Wholesale & Retail</p>	<p>National minimum Wage Act 2000, Organisation of Working Time Act 1997</p>
<p>Dong Chi Foods Limited T/A Mr. Wu Asian Takeaway 22 Drogheda Street Balbriggan Co. Dublin</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Elaine Cronin T/A Serendipity Shoe Boutique Main Street Adare Co. Limerick And 7 Roches Street Limerick, Co. Limerick</p>	<p>Wholesale & Retail</p>	<p>National Minimum Wage Act 2000, Organisation of Working Time Act 1997</p>

<p>Fei Teng T/A Canton Kitchen 153 Upper Salthill Salthill Galway</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Giovanni Raganatti (Director) T/A Mamma Mia Restaurant and Papas Take Away 1a Grove Street Mullingar Co. Westmeath</p>	<p>Food & Drink</p>	<p>National Minimum Wage Act 2000, Organisation of Working Time Act 1997, Payment of Wages Act 1991</p>
<p>Gui Zhi Yan (Director) T/A New Star Chinese Restaurant 123 Capel Street Dublin 1</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Guo Qiang Liu T/A Jade Garden Takeaway Main Street Headford Co. Galway</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>

<p>H M H Foods Ltd. T/A Spice Hut 1 Abbey Street Roscrea Co. Tipperary</p> <p>And</p> <p>T/A Tasty Spice Rosemary Street Roscrea Co. Tipperary</p>	<p>Food & Drink</p>	<p>Payment of Wages Act 1991</p>
<p>H S Restaurant Limited T/A China Wall 4 Main Street Celbridge Co. Kildare</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Honghui Dong T/A Noodle Box 49 John Street Waterford</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Jian Bin Chen T/A Master Chef Chinese Takeaway 11 Newlands Kilcock Co. Kildare</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>

<p>Jian Ju T/A Hilan Chinese & Korean Restaurant 45 Capel Street Dublin 1</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Julie Kavanagh T/A Lohs Restaurant 27 Parliament Street Kilkenny City And Poh Hung John Loh T/A Lohs Restaurant 27 Parliament Street Kilkenny City</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Jumbo Catering Limited T/A Jumbo Chinese Restaurant Liberty Square Thurles Co. Tipperary</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Kai Ning Zheng T/A Prosperous House Chinese Takeaway Main Street Fiddown Co. Kilkenny</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>

<p>Kam Kau (Philip) Hui T/A Royal Park Chinese Restaurant and Takeaway Church Road Greystones Co. Wicklow</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Kc & Wj Ltd. T/A M Fusion Takeaway 4 Blackglen Village Blackglen Road Sandyford Dublin 18</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>King Ding Limited T/A King Ding 1 & 2 Gleann Dara Rahoon Galway</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Laaoga Limited T/A Hogan's Café Bistro Main Street Celbridge Co. Kildare</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>

<p>Lanfang Wang T/A Every Day Chinese Restaurant and Takeaway Cork Road Newport Co. Tipperary</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Liliana Balauz T/A Mizzoni 18 The Mall Wicklow Town</p>	<p>Food & Drink</p>	<p>Organisation of Working Time Act 1997</p>
<p>Louise Rafferty T/A Ace Contract Cleaners 40 Pacelli Road Naas Co. Kildare</p>	<p>Contract Cleaning</p>	<p>Organisation of Working Time Act 1997</p>
<p>Lun Hui Ye T/A Golden City 9 Market Square Enniscorthy Co. Wexford</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Malik Shahzad Aqeel T/A Shani Kebab House 20c Cuil na Carrig Ballymakeera Co. Cork</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>

<p>Martina O'Brien T/A Unicorn Gardens Main St. Milltown Malbay Co. Clare</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Mei Lin Zhou T/A River King Main Street Celbridge Co. Kildare</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Midland Kebabs Limited T/A Alkababish William Street Tullamore Co. Offaly</p>	<p>Food & Drink</p>	<p>Payment of Wages Act 1991</p>
<p>Moon Soon Valley Limited T/A Monsoon Valley Bundoran Retail Park Bundoran Co. Donegal</p>	<p>Food & Drink</p>	<p>Payment of Wages Act 1991</p>
<p>Mosharrof Hossain T/A Waterlily Spice Main Street Dunshaughlin Co. Meath</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>

<p>Naveed Kebab Express & Pizza House Limited T/A Speedo Pizza Kebab 8 Tuckey Street Cork</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>New Motimahal Limited T/A New Motimahal Indian Restaurant Unit 6 Linen Court Georgehill Balbriggan Co. Dublin</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>New Star Chinese Restaurant Limited T/A New Star Chinese Restaurant 123 Capel Street Dublin 1</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006, Organisation of Working Time Act 1997</p>
<p>Nurney Construction Limited Cloneen Nurney Co. Carlow</p>	<p>Construction</p>	<p>Organisation of Working Time Act 1997</p>

<p>Pagar Gardens Limited T/A Pak Village Chinese Restaurant Market Street Thomastown Co. Kilkenny</p> <p>And</p> <p>T/A Pagar Garden Chinese Restaurant Ormonde Court Shopping Centre Clonmel Co. Tipperary</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Pei Long Yu T/A The Best Chinese Takeaway 62a Main Street Cavan Co. Cavan</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006, Organisation of Working Time Act 1997</p>
<p>Qing Xia Lin T/A Lins Take Away Main Street Castleblayney Co. Monaghan</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>RCR Food Limited T/A Swan's Chinese 101/102 High Street Kilkenny</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>

<p>Ren Gui Ren T/A China Cottage 103 Parnell Street Dublin 1</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Ren Xiang Ren T/A Royal Garden Restaurant & Take Away 90 Terenure Road East Terenure Dublin 6</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Richard Byrne T/A Byrnes Restaurant & Accommodation Main Street Ennistymon Co. Clare</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Rising an Tai Limited T/A Golden Wok 65 Dublin Street Balbriggan Co. Dublin</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>

Riverside Chinese Takeaway Limited T/A Riverside Chinese Takeaway Unit 5 River Valley Shopping Centre River Valley Road Swords Co. Dublin	Food & Drink	Employment Permits Acts 2003 and 2006
Roadteam Logistics Solutions T/A Nolan Transport Oaklands New Ross Co. Wexford	Transport	National Minimum Wage Act 2000, Payment of Wages Act 1991
RSC Food & Drink Limited T/A Yu Cafe 30 James Street Dublin 8	Food & Drink	Organisation of Working Time Act 1997, National Minimum Wage Act 2000
Ruo Mei Zhang T/A The Peking House The Diamond Lifford Co. Donegal	Food & Drink	Employment Permits Acts 2003 and 2006
Seamus Murphy (Director) T/A Creative Senior Care Ltd. 3B Southern Cross Business Park Bray Co. Wicklow	Nursing & Childcare	National Minimum Wage Act 2000

<p>Saffron The Finest Indian Cuisine Limited T/A Saffron The Finest Bengali Cuisine 26 Railway Street Navan Co. Meath</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Seven Knights Limited T/A Seven Stars 51-52 Capel Street Dublin 1 AND King Seven 121 Capel Street Dublin 1</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006, Organisation of Working Time Act 1997</p>
<p>Shariful Alam T/A Bengal Spice 10 Stockwell Street Drogheda Co. Louth</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Shaukat Ali (Director) T/A Alkebabish William Street Tullamore Co. Offaly</p>	<p>Food & Drink</p>	<p>Organisation of Working Time Act 1997, National Minimum Wage Act 2000</p>

<p>Suvha Laxmi Trading Limited T/A Mt Everest of Katmandu 51 Main Street Bray Co. Wicklow</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>The Curry Club Limited T/A Konkan Restaurant Ground Floor 46 Upr Clanbrassil Street Dublin 8</p> <p>And</p> <p>1 Upr Kilmacud Road Dundrum Dublin 14</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006, Organisation of Working Time Act 1997</p>
<p>Tiffin Kitchen Limited T/A Jamaal 5 in 1 Takeaway Unit 2 124 Emmet Road Inchicore Dublin</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>

<p>Timmy Tsang T/A Kong Lam Restaurant Market Square Birr Co. Offaly</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Twin Venture Limited T/A Red Cherry Café Omni Park Shopping Centre Santry Dublin 9</p>	<p>Food & Drink</p>	<p>Organisation of Working Time Act 1997</p>
<p>Urban Foods Limited T/A Ruposhi Indian Restaurant 1 Basement Unit Whitworth Road Dublin 9</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Uyi Omogiate T/A Charity Afro Caribbean Shop James Fintan Lalor Avenue Portlaoise Co. Laois</p>	<p>Wholesale & retail</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Valerii Ursu T/A Marios Unit 3 Arcadia Centre Coosan Athlone Co. Westmeath</p>	<p>Food & Drink</p>	<p>Organisation of Working Time Act 1997, National Minimum Wage Act 2000, Employment Permits Acts 2003 and 2006</p>

Wasabi King Limited T/A Wasabi Unit 5, 32/36 Main Street Malahide Co. Dublin	Food & Drink	Employment Permits Acts 2003 and 2006
Xiang Jian Lu T/A Golden Lily Chinese Takeaway Unit 2g, Crestfield Shopping Centre Glanmire Co. Cork	Food & Drink	Employment Permits Acts 2003 and 2006
Xiaofang Hu T/A Apache Pizza Main Street Wicklow Town	Food & Drink	Employment Permits Acts 2003 and 2006
Xin Gao T/A Prosperous House Chinese Takeaway Main Street Fiddown Co. Kilkenny	Food & Drink	Employment Permits Acts 2003 and 2006
Xue Yun Yang T/A Golden Phoenix Main Street Kinnegad Westmeath	Food & Drink	Employment Permits Acts 2003 and 2006, National Minimum Wage Act 2000

<p>Yan Huang T/A T & Q Café Shop 21B Hill Street Dublin 1</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006, Organisation of Working Time Act 1997</p>
<p>Yuan Zhao (Director) T/A Lily Garden St. Marys Road Edendery Offaly</p>	<p>Food & Drink</p>	<p>National Minimum Wage Act 2000</p>
<p>Yun Xiu Gao T/A Ko's Chinese and Thai Restaurant Unit 2, Main Street Shopping Centre Newcastle Co. Dublin</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Zamir Qama T/A Roma Takeaway Main Street Mohill Co. Leitrim</p>	<p>Food & Drink</p>	<p>Organisation of Working Time Act 1997</p>
<p>Zhan Quan Yu T/A Yong Fu 10 Lower Esmonde Street Gorey Co. Wexford</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>

<p>Zhan Zhan Li T/A KM Hair Salon Unit 2 Ground Floor The Mall Centre Wicklow Town</p>	<p>Hair & Beauty</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Zhenhan Liu T/A Han Lin Palace 13-15 Bridge Street Balbriggan Co. Dublin</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006, Payment of Wages Act 1991</p>
<p>Zhuang & Wang Ltd. T/A Ruby Chinese Loch Gowna Co. Cavan</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006, Organisation of Working Time Act 1997</p>
<p>Zuan Ren T/A Newtown Chinese Meadow Brook Road Maynooth Co. Kildare</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>

NERA

Head Office

O'Brien Road

Carlow

Information

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