



NERA

National Employment Rights Authority

www.workplacerelations.ie

Review

1st January to 30th September 2015

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Foreword:

This is the final Review published by the National Employment Rights Authority (NERA) covering our final 9 months in existence as a separate office of the Department of Jobs, Enterprise and Innovation.

Looking back at the last 8 years, we have provided independent, unbiased information about employment legislation to hundreds of thousands of employers and employees. We have encouraged, informed and empowered the working population in relation to their responsibilities and rights. We have increased public confidence in the system of compliance through effective and robust inspections and prosecutions of breaches of employment rights. We assisted with redress using the enforcement mechanisms available to us. These were the original objectives set out for us back in 2007.

The last 9 months of independent operation were a very busy and exciting period as we prepared for the launch of the Workplace Relations Commission on 1 October 2015 when we became part of a new and larger organisation.

Our Information Officers dealt with over 1200 calls per week in that 9-month period. This is a significant increase on 2014 when we were dealing with around 1000 calls per week. They also had to meet the challenge of processing and acknowledging nearly 10,000 complaints in the period for the Equality Tribunal, Right Commissioners Service (LRC), the Employment Appeals Tribunal and Labour Court.

Our Labour Inspectors continued to work with employers to achieve compliance and where necessary have enforced compliance using the courts. In the period around 3500 inspections/compliance visits were carried out. Unannounced visits accounted for more than half our inspections/compliance visits. It is disappointing to note that certain sectors continued to have low compliance rates. The

percentage of cases we prosecuted rose from 1.5% to 2.4% and we continue to publish the names of those convicted by the courts.

We continued to work closely with partner agencies at an international level, identifying best practices and carrying out joint training of our staff. For example, a number of our inspectors travelled to France for training and in turn we hosted training for a number of French inspectors. An ILO representative attended our two day training course on the operation of the Workplace Relations Act 2015.

The work and dedication of the staff based at our Head Office in Carlow and at our Regional Offices in Cork, Dublin, Shannon and Sligo, has made our organisation successful and in a short timeframe NERA became a well-known brand. I thank them for that success.

Finally I am very grateful that I had an experienced and helpful Advisory Board to guide me and help shape our organisation.

And so eight years after being formed, we come to the end of an era, but the work continues within our new organisation, the Workplace Relations Commission.

Padraig Dooley

Deputy Director of NERA

Awareness & Information:

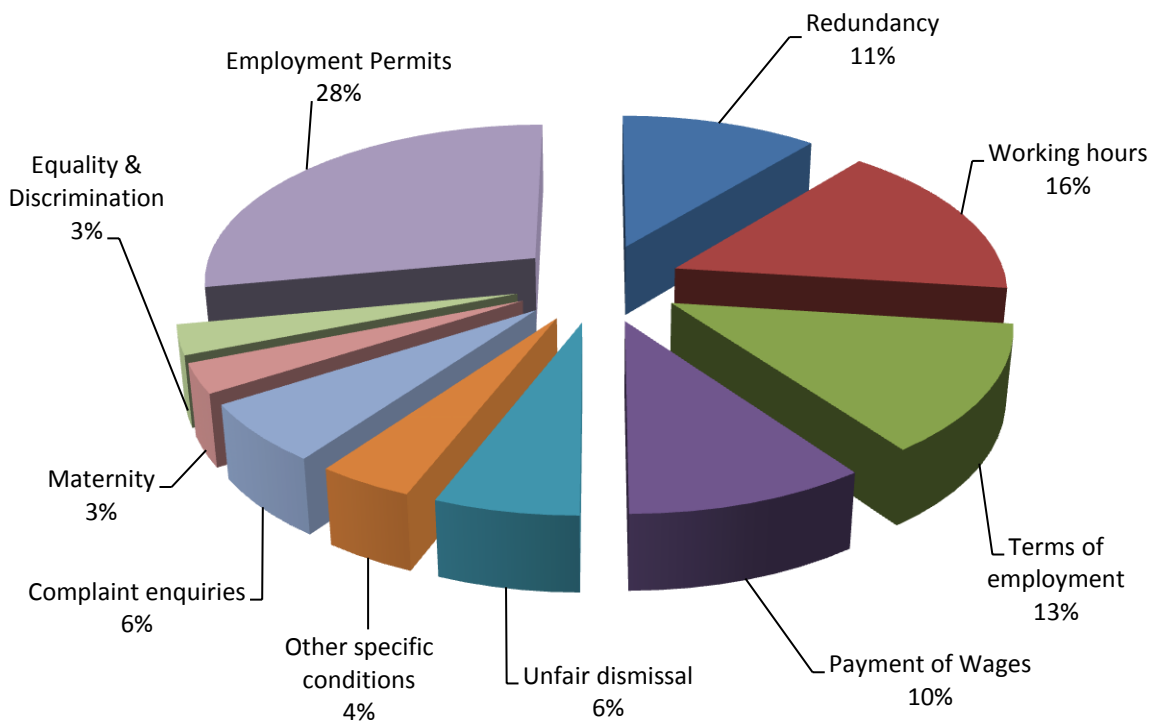
In the period 1st January to 30th September 2015 the Customer Service Unit provided information to over 48,775 people, 44,654 callers and 4,101 e-form queries were dealt with - an increase of 12% on the same period in 2014.

In the same period Web page impressions were down by almost 8% to 941,000 from 1.02 million in the comparable period in 2014.

Employees and former employees accounted for 74% of callers, whilst 18% were employers. Employment permits, working hours, terms of employment, redundancy, payment of wages and unfair dismissal consistently remain the most common categories of queries dealt with.

The Workplace Relations Customer Services (www.workplacerelations.ie), which was based in NERA, acted as the single portal for all employment rights complaints. 9,865 employment rights complaints were received by the WRCS in the period 1st January to 30th September 2015 (a 28% decrease on the 12,609 complaints received in the same period in 2014).

Breakdown of calls received by NERA to 30th September 2015 by topic



Workplace Inspections:

Workplace inspections were carried out to ensure compliance with employment rights legislation. Inspections also provided the opportunity to inform employers of the requirements of legislation, discuss best practice for compliance and deal with queries they may have had.

In the period 1st January to 30th September 2015 there were 57 NERA inspectors spread over 5 regions. They completed a total of 3,535 inspection cases involving 46,644 employees. This is a drop from 4,186 cases in the same period in 2014. The amount of unpaid wages recovered in the period was €897,411, an increase of 40% on €636,884 in the same period in 2014.

A small decrease in the number of complaints received was recorded, with 604 compared with 635 in the same period in 2014. 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 to 30th September 2015

Sector	No of Inspections Concluded	Compliance Rate%	Unpaid Wages Recovered (€)
AGRICULTURE	40	45%	3,526
FOOD & DRINK	565	35%	283,237
WHOLESALE & RETAIL	275	48%	255,893
HOTELS	46	46%	48,174
CONTRACT CLEANING	18	44%	4,515
SECURITY	18	56%	0
CONSTRUCTION	54	54%	8,625
ELECTRICAL	3	67%	10,141
MANUFACTURING	62	58%	73,841
TRANSPORT	46	33%	27,109
HAIR & BEAUTY	73	30%	9,754
HEALTH, NURSING & CHILDCARE	66	64%	6,815
PROFESSIONAL SERVICES	78	64%	29,340
DOMESTIC	43	56%	2,020
OTHER	239	51%	134,421
UNANNOUNCED VISITS	1,909	67%	N/A
Total	3,535	57%	897,411

Prosecutions

NERA policy was to seek voluntary compliance where breaches of employment law were detected. Employers were 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 were resolved during the inspection process, with only a very small number (2.4%) prosecuted.

As a result of NERA prosecutions in the period 1st January to 30th September 2015, €96,766 in fines (plus €1,000 in donation to the court poor box) were imposed.

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

Year to 30th Sept.	Number of Employers Inspected	Prosecutions as a result of Inspections
2014	4,186	82 (1.5%)
2015	3,535	86 (2.4%)

Appendix 1 of this publication provides a full breakdown of all prosecutions secured by NERA to the 30th of September 2015.

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, was empowered to take proceedings through the Civil Courts for enforcement of the award.

Year to 30 th Sept.	Awards referred to NERA for Civil Enforcement	Arrears paid to employees as a result of Civil Enforcement by NERA
2014	€249,085.88	€44,949.88
2015	€149,377.36	€48,879.22

A total of 67 enforcement cases were active at 30th September 2015.

Employment Permits

Inspectors were authorised officers of the Minister under the Employment Permits Acts. Compliance checks under this legislation were integral to all inspections. In addition to inspections by appointment, unannounced visits were also undertaken aimed at establishing the level of compliance and identifying potential employment law breaches in workplaces. These inspections also ensured that the information supplied in the application for a permit was accurate and that the terms and conditions under which a permit was granted (working hours, duties, remuneration, etc.) were being complied with.

In the period 1st January to 30th September 2015 NERA detected 274 breaches of the Employment Permits Acts. This is a significant decrease on 2014 when 600 breaches were recorded for the full year. 58 employers were successfully prosecuted under the Employment Permits Acts to 30th September 2015.

Protection of Young Persons Licences

NERA was responsible for issuing licences under Section 3 of the Protection of Young Persons (Employment) Act, 1996. In the 9 months ended 30th September 2015 a total of 261 licences were issued in respect of 681 children working in the arts/TV/film.

These licences allowed 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 did 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 processed applications for licences under the Employment Agency Act, 1971.

A total of 473 licences were issued to 30th September 2015 compared with 397 to end September 2014. 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 was 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 the period 1st January to 30th September 2015 was the 404 joint investigation visits which were carried out with Revenue and / or the Department of Social Protection. Given that 353 joint inspections took place over the full year of 2014 this reflects the growing emphasis on collaborative work between government agencies. This approach enabled a more comprehensive focus on employers and sectors that were most at risk of being non-compliant in the areas of employment rights, social protection and taxation. NERA inspectors were permitted to be accompanied by Gardaí during inspections where appropriate.

NERA had statutory powers to exchange information with the Department of Social Protection and the Revenue Commissioners and was a member of the Hidden Economy Monitoring Group. This group 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:

- NERA represented Ireland as part of the Department of Jobs, Enterprise and Innovation delegation to the ILO International Labour Conference and specifically representing Ireland in negotiations to successfully agree the *'Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)'*.
- NERA also continued to work with EU agencies such as the Fundamental Rights Agency (FRA) on topics of mutual interest such as the report on *'Severe Labour Exploitation: workers moving within or into the European Union'*
- We also trained a number of our French colleagues who in turn hosted training for us.
- The ILO sent a representative to our training course for staff.
- We provided input for a new ILO training course *'Extending Labour inspection to the Informal Economy'* designed by Sheffield University academics.

Annual budget and staff

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

At 31st September 2015 NERA had 103 staff. This was a net reduction of 32 staff over the last 7 years. Included in this total are 57 inspectors and 32 staff trained as information officers.

Over the 6 years to end 2014 years NERA had reduced its running cost from €9.6m to € 5.9M, an overall reduction over the 6 years of 38.5%.

The budget allocated for 2015 was €6,045,000 (an increase of 5% on 2014). To end September 2015 NERA had spent 74% of its 2015 budget compared with 77% at the same point in 2014.

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 were of a general advisory nature and included 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 2015 were as follows:

Chairperson:

Mr. John Dennehy, former public representative.

Minister's Nominees:

Mr. Dermot Sheridan, Dept. of Jobs, Enterprise & Innovation.

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.

Ms. Jean Winters, CIF

Appendix 1 – NERA prosecutions where a Court imposed a sanction – to 30th September 2015

Employer Details	Sector	Legislation of which conviction relates
Qiui Zheng t/a Royal City 1st Floor Mill Street Maynooth Co Kildare	Food & Drink	Employment Permits Acts 2003 and 2006 Organisation of Working Time Act 1997
Wen Ping Chen t/a China Garden Galway 65 Tara Grove Wellpark Galway	Food & Drink	Organisation of Working Time Act 1997 Payment of Wages Act 1991 Employment Permits Acts 2003 and 2006
Islihat Doli t/a Roma Takeaway Main Street, Collinstown Co Westmeath	Food & Drink	Employment Permits Acts 2003 and 2006
Bin Lian Liu t/a China Garden Unit 3 Supervalu Centre Drogheda Street Balbriggan Co Dublin	Food & Drink	Employment Permits Acts 2003 and 2006

Suhrab Khan t/a (1) Golden Kebabs and (2) The Pizzeria 5 Castlegreen Ave Cashel Co. Tipperary	Food & Drink	Employment Permits Acts 2003 and 2006 Organisation of Working Time Act 1997
Hoi Ping Mok t/a Golden Phoenix Main Street, Kinnegad Westmeath	Food & Drink	Employment Permits Acts 2003 and 2006 National Minimum Wage Act 2000 Organisation of Working Time Act 1997 Payment of Wages Act 1991
Dilshad Ahmad t/a Kebabish and Pizza Bar Main Street Ballywilliam Enniscorthy Co Wexford	Food & Drink	Employment Permits Acts 2003 and 2006
Banontee Ltd t/a Daily Poppins Sans Souci Kilnacloona Kinsale Cork	Contract Cleaning	Organisation of Working Time Act 1997 National Minimum Wage Act 2000
Highfield Distribution Ltd t/a Highfield Distribution Ltd Dromina Charleville Co. Cork	Transport	Organisation of Working Time Act 1997
Fika Ros Ltd t/a Curves Ballindrimley Castlerea Co Roscommon	Other	Organisation of Working Time Act 1997

Katherine Regan (Director) t/a Curves Tullamore Unit 2 Axis Business Park Tullamore Co. Offaly	Other	Organisation of Working Time Act 1997
Thang Viet Dam t/a New Century 6 Prospect Avenue Harts Corner Dublin 9	Food & Drink	Employment Permits Acts 2003 and 2006
Knights Catering Ltd t/a Knights Catering Somerset Stradbrook Road Blackrock Co Dublin	Food & Drink	Organisation of Working Time Act 1997
Robert Moore t/a Premier Coaches Bishopscourt Straffan Co Kildare	Transport	Organisation of Working Time Act 1997 Payment of Wages Act 1991
Hasan Ilkhan t/a Haso Takeaway Mill Street Tullow Co Carlow	Food & Drink	National Minimum Wage Act 2000 Protection of Young Persons(Employment) Act, 1996
Imran Zafar Jamil t/a Lazeez 19 Park Street Dundalk Co Louth	Food & Drink	Organisation of Working Time Act 1997 Payment of Wages Act 1991 National Minimum Wage Act 2000

Yangchang Yan t/a New King Palace 14 Norbitton Hill, Raheen Limerick	Food & Drink	Employment Permits Acts 2003 and 2006
Camenna Ltd t/a Fitrite 1 Cecil Street Limerick	Other	Employment Permits Acts 2003 and 2006
Cheng Feng Ltd t/a Rosegarden 25/26 Dungarvan Shopping Centre Dungarvan Co Waterford	Food & Drink	Employment Permits Acts 2003 and 2006
Lui da Li (Director) t/a Ping Kee 39 Main Street Gorey Wexford	Food & Drink	Employment Permits Acts 2003 and 2006
Lin Ping (Director) t/a Ping Kee 39 Main Street Gorey Wexford	Food & Drink	Employment Permits Acts 2003 and 2006
Sean Ryan Agri Plant Services Gurteenamoe Rossmore Cashel Co Tipperary	Construction	Organisation of Working Time Act 1997

<p>Xiang Zhu Lin t/a Hong Kong Kitchen 56 Main Street Macroom Co Cork</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Xiao Yong Wang t/a Emporers House 17 Aughnaharna Stradbally Road Portlaoise Co Laois</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Midland Web Printing Ltd Syngefield Birr Co Offaly</p>	<p>Other</p>	<p>National Minimum Wage Act 2000</p>
<p>Siu Keung Chung t/a Chung's Restaurant Main Street Carrick on Shannon Co. Leitrim</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Martina O'Brien t/a Unicorn Gardens Main Street Milltown Malbay Co Clare</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>

<p>First Chois Enterprise Ltd t/a Victoria Garden Block A Johnstown Manor Johnstown Naas Co Kildare</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Yu Tai Ltd t/a Golden Grain Takeaway 151 Killester Avenue Killester Dublin 5</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Abdul Wadood (Director) t/a Ab & Ar Catering Ltd t/a Ali Baba Main Street Patrickswell Co Limerick</p>	<p>Food & Drink</p>	<p>National Minimum Wage Act 2000 Payment of Wages Act 1991 Employment Permits Acts 2003 and 2006</p>
<p>Run Chen (Director) t/a Hons Chinese 16 Curraghbeg Meadow Kildare Town Co Kildare</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Vincent Jackson t/a City Florist 28 Westmoreland Street Dublin 2</p>	<p>Wholesale & Retail</p>	<p>Organisation of Working Time Act 1997 Employment Permits Acts 2003 and 2006 Payment of Wages Act 1991 National Minimum Wage Act 2000</p>

Parminder Kaur t/a Yum Yum Take Away 43 Bothain Bui Ballyconnell Co Cavan	Food & Drink	Employment Permits Acts 2003 and 2006
Qiu Zhen Chen t/a Ko's Chinese Restaurant 61 Main Street Co Cavan	Food & Drink	Employment Permits Acts 2003 and 2006
Pizza Pasta Ltd t/a Da Marios Celbridge Shopping Centre Maynooth Road Celbridge Co Kildare	Food & Drink	Employment Permits Acts 2003 and 2006
Philip Kong t/a Manager Paddy Fields Restaurant 18 Chancery Park Drive Tullamore Co Offaly	Food & Drink	Organisation of Working Time Act 1997 National Minimum Wage Act 2000
Pik Fan Chan t/a Paddy Fields Restaurant 18 Chancery Park Drive Tullamore Co Offaly	Food & Drink	National Minimum Wage Act 2000 Organisation of Working Time Act 1997 Payment of Wages Act 1991 Employment Permits Acts 2003 and 2006
A.S. Mexican Café & Catering t/a Casa de Burritos Unit C Woodquay Ennis Co Clare	Food & Drink	Employment Permits Acts 2003 and 2006

Jing Lin - Cork t/a Phoenix House 9A St Lukes Cork	Food & Drink	Employment Permits Acts 2003 and 2006
Jian Yun Gao t/a Oriental Wok 5 Irishtown Kilkenny	Food & Drink	Employment Permits Acts 2003 and 2006
Huaming Shi t/a Crystal's Chinese Restaurant Green Street Callan Co Kilkenny	Food & Drink	Employment Permits Acts 2003 and 2006 Organisation of Working Time Act 1997
The Moon Fast Food Limited t/a The Moon 64 Main Street Arklow Co Wicklow	Food & Drink	Employment Permits Acts 2003 and 2006
Zhen Zhu Ni (Director) t/a The Moon Fast Food Limited t/a The Moon 13 The Green Meadowvale Arklow Co Wicklow	Food & Drink	Employment Permits Acts 2003 and 2006
Xue Lin Lin t/a Sea Palace 10 Seagrave The Links Portmarnock Co Dublin	Food & Drink	Employment Permits Acts 2003 and 2006

Carlo Cardillo (Director) t/a Renbury Catering t/a Italian Connection Kilkenny Omada Lyrath Dublin Road Kilkenny	Food & Drink	National Minimum Wage Act 2000 Organisation of Working Time Act 1997
Renbury Catering Ltd t/a Italian Connection 38 Parliament Street Kilkenny City Co Kilkenny	Food & Drink	Organisation of Working Time Act 1997 National Minimum Wage Act 2000
Rye House Ltd t/a Flames Chinese and Thai Cuisine Dublin Road Ashbourne Co Meath	Food & Drink	Employment Permits Acts 2003 and 2006
Ali Asghar t/a Kebab Bite 4 Redmond Square Wexford	Food & Drink	Organisation of Working Time Act 1997 Employment Permits Acts 2003 and 2006
Matthew Stones t/a Matthew Stones Carrick Edenderry Co Offaly	Construction	National Minimum Wage Act 2000
Wai Hung (Charlie) Tsang t/a Dragon Heen Chinese Restaurant Redmond Square Wexford	Food & Drink	Employment Permits Acts 2003 and 2006

<p>Xiaowen Xie t/a Rose Garden 69 Stewart Hall Parnell Street Dublin 1</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Carlos Complete Solutions t/a Violet Hair Dressing 7 Barnwell Lane Hansfield Dublin 15</p>	<p>Hair & Beauty</p>	<p>Organisation of Working Time Act 1997</p>
<p>Tasawar Hussain Ltd t/a Mughals Gala Express Larkins Cross Athlunkard Parteen Co Clare</p>	<p>Wholesale & Retail</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Ab & Ar Catering Ltd t/a Ali Baba Main Street Patrickswell Limerick</p>	<p>Food & Drink</p>	<p>Organisation of Working Time Act 1997 Payment of Wages Act 1991 Employment Permits Acts 2003 and 2006</p>
<p>Qin Yu t/a Lucky Inn Chinese Restaurant Barrack Brae Dungloe Co Donegal</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Jian Hua Yu t/a Yangs Chinese Restaurant Old Bakers St Thurles Co Tipperary</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>

Soljet (Ireland) Ltd t/a The Med Bar 1 Terenure Place Dublin 6	Food & Drink	Organisation of Working Time Act 1997
The Black Wok Ltd t/a Black Wok 66a Newtown Business Park Drogheda Co Louth	Food & Drink	Organisation of Working Time Act 1997 Employment Permits Acts 2003 and 2006 Payment of Wages Act 1991
Karolina Kminikowska t/a Zafran Three in One 1 New Road Carndonagh Co Donegal	Food & Drink	National Minimum Wage Act 2000 Employment Permits Acts 2003 and 2006
Shu Ki Kong t/a Paddy Fields Restaurant 18 Chancery Park Drive Tullamore Co Offaly	Food & Drink	Employment Permits Acts 2003 and 2006
Li Li Lin t/a Sunshine Hair 128 Church Hill Tullamore Co Offaly	Hair & Beauty	Payment of Wages Act 1991
Bilbil Shyti t/a Crystal Car Wash Sungbrough Road National Aquatic Centre Blanchardstown Dublin 15	Other	Payment of Wages Act 1991 National Minimum Wage Act 2000 Organisation of Working Time Act 1997

Dermot Donnelly t/a D & M's Takeaway Main St. Borrisokane Co Tipperary	Food & Drink	Employment Permits Acts 2003 and 2006
Toow Wee Chong t/a New Leaf Chinese 2 Daletree Crescent Ballycullen Dublin 24	Food & Drink	Employment Permits Acts 2003 and 2006
Makbury Ltd t/a Fitzgeralds Bar Main Street Avoca Co. Wicklow	Food & Drink	Organisation of Working Time Act 1997
Jiayi Li t/a Michael Food Service Apt. 8 Kelston Hall Kelston Foxrock Dublin 18	Food & Drink	Employment Permits Acts 2003 and 2006
Gertie Browne Ltd t/a Hatters Lane Bistro 9 Custom Place, Athlone Co Westmeath	Food & Drink	Organisation of Working Time Act 1997
First Chois Restaurants Ltd t/a Victoria House Nugent Street Kildare Town Co Kildare	Food & Drink	Employment Permits Acts 2003 and 2006

County Arms t/a County Arms Hotel Railway Road Birr Co Offaly	Hotel	National Minimum Wage Act 2000 Organisation of Working Time Act 1997 Payment of Wages Act 1991
Barry Loughnane (Director) t/a County Arms Hotel Railway Road Birr Co Offaly	Hotel	National Minimum Wage Act 2000 Organisation of Working Time Act 1997 Payment of Wages Act 1991
Golden Phoenix Ltd t/a Oriental Phoenix Dublin Road Edenderry Co Offaly	Food & Drink	National Minimum Wage Act 2000 Employment Permits Acts 2003 and 2006 Organisation of Working Time Act 1997
Yan Ming Yan (Director) t/a Director of Golden Phoenix Ltd 48 Boyne Meadows Edenderry Co Offaly	Food & Drink	Employment Permits Acts 2003 and 2006 National Minimum Wage Act 2000 Organisation of Working Time Act 1997
Yan Ling Yan (Director) t/a Director of Golden Phoenix Ltd 48 Boyne Meadows Edenderry Co Offaly	Food & Drink	Organisation of Working Time Act 1997 National Minimum Wage Act 2000 Employment Permits Acts 2003 and 2006
Salvino Luiz Dedues Filho t/a Innovation Barbers 30 The Grove Crowe St Gort Co Galway	Hair & Beauty	Employment Permits Acts 2003 and 2006

<p>Stephen Linehan t/a Beans & Leaves Lloyd's Lane Athlone Co Westmeath</p>	<p>Food & Drink</p>	<p>Organisation of Working Time Act 1997 National Minimum Wage Act 2000</p>
<p>Hitiandi Ltd t/a The Emporer Palace High Street, Tuam Co Galway</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Golden Bowl Ltd t/a Golden Bowl Chinese Takeaway 4a Hardmans Gardens Drogheda Co Louth</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Zhan Zhan Li (Director) t/a K Style Hair & Beauty Ltd Riverside Main Street Arklow Co Wicklow</p>	<p>Hair & Beauty</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Pathgate Ltd t/a Pathgate Ltd Ballingarry Roscrea Co Tipperary</p>	<p>Construction</p>	<p>Organisation of Working Time Act 1997</p>

<p>K.H.I. Venture Ltd t/a Saburritos Fresh Mexican Kitchen 3 North Earl Street Dublin 1</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Suniluth Kihsto t/a Oriental Pantry Food Express Unit 1 Moore St. Mall Parnell St Dublin 1</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Yaming Liu t/a New Peking Chinese Cope House Main Street Killybegs Co. Donegal</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Peng Wang t/a Fusion Restaurant & Takeaway St. Martins Rosslare Harbour Rosslare Co. Wexford</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>
<p>Austin Beirne t/a Maids from Heaven Site 37 Potters Point Brittas Bay Co. Wicklow</p>	<p>Contract Cleaning</p>	<p>Employment Permits Acts 2003 and 2006</p>

<p>Noel Hanley t/a Noel Hanley Transport 3 Tuloch Beag Castletreasure Douglas Cork</p>	<p>Transport</p>	<p>Organisation of Working Time Act 1997</p>
<p>Zuan Ren t/a Newtown Chinese Meadowbrook Road Maynooth Co Kildare</p>	<p>Food & Drink</p>	<p>Employment Permits Acts 2003 and 2006</p>

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