

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.

Published Stand Down List

21 October 2020

Employer (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
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
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
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
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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Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Groceryking.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
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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Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
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
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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A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
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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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
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Project Worx 2020 Limited NZBN: 9429046510501		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Genesis 1 Limited NZBN: 9429043328161		[2020] NZERA 59	Wages Protection Act 1983 Employment Relations Act 2000	11/02/2020	11/02/2021

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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
Greenfields Internet Limited NZBN: 9429041442821		[2020] NZERA 80	Holidays Act 2003	21/02/2020	21/02/2021
C and S Brown Enterprises Limited NZBN: 9429033597089		[2020] NZERA 83	Wages Protection Act 1983	24/02/2020	24/02/2021
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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Hawkes Bay Seafoods Limited NZBN: 9429038063244		[2020] NZERA 133	Employment Relations Act 2000 Holidays Act 2003	30/03/2020	30/09/2021
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
Fastway Global Limited NZBN: 9429038803987		[2020] NZERA 151	Holidays Act 2003	15/04/2020	15/04/2021
McKenzie and Sons Limited NZBN: 9429041780411	The Lakehouse	[2020] NZERA 162	Holidays Act 2003 Wages Protection Act 1983	23/04/2020	23/04/2021
Gate Gourmet New Zealand Limited NZBN: 9429030180765		[2020] NZERA 179	Employment Relations Act 2000	4/05/2020	4/05/2021
Papamoa Liquor Island Limited NZBN: 9429033042657	Papamoa Liquor Centre	4316	Employment Relations Act 200 Holidays Act 2003	9/06/2020	9/12/2020

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Travama Holdings Limited NZBN: 9429035293507		[2020] NZERA 249	Employment Relations Act 2000	25/06/2020	25/06/2021
Sail City Venture Limited NZBN: 9429041839874	Beijing Lu Bar	[2020] NZERA 268	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983 Minimum Wage Act 1983	03/07/2020	03/07/2022
K L Malaysia Café Limited NZBN: 9429034614402	Bunga Raya Restaurant	4317	Holidays Act 2003	21/07/2020	21/01/2021
Jarrold Cruse		[2020] NZERA 314	Employment Relations Act 2000, Holidays Act 2003, Wages Protection Act 1983, Minimum Wage Act 1983	12/08/2020	12/08/2021

* 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/>.