

2. The parties agree to a consent determination containing the following findings and orders:
 - 3.1 The respondent has breached s130(1) of the Employment Relations Act 2000 by failing to keep wage and time records for each of its 18 employees;
 - 3.2 The respondent has breached s81(2) of the Holidays Act 2003 by failing to keep holiday and leave records for each of its 18 employees;
 - 3.3 The respondent agrees to pay penalties of \$18,000.00 for the breaches set out in paragraphs 3.1 and 3.2 pursuant section 130(4) of the Employment Relations Act 2000 and s75(2)(e) of the Holidays Act 2003;
 - 3.4 The respondent will pay the penalty referred to at 3.3 within one month of the date of this determination.
 - 3.5 The respondent will reimburse the filing fee to the applicant and costs otherwise lie where they fall.
4. The Labour Inspector will within 6 months from the date of their agreement at fn.1 undertake a re-audit of the respondent's business to assess compliance with minimum standards.
1. This determination is enforceable under s.137(1)(b) of the Employment Relations Act.

Michele Ryan

Member of the Employment Relations Authority