

**IN THE EMPLOYMENT RELATIONS AUTHORITY
CHRISTCHURCH**

**I TE RATONGA AHUMANA TAIMAHI
ŌTAUTAHI ROHE**

[2025] NZERA 669
3366823

BETWEEN CRAIG GORDON SHAKESPEARE
Applicant

AND JORDAN ANTONY KNOX
First Respondent

AND KNOX BUILDERS LIMITED
Second Respondent

Member of Authority: Philip Cheyne

Representatives: Applicant in person
No appearance by the Respondents

Investigation Meeting: 22 October 2025 in Christchurch

Date of Determination: 22 October 2025

ORAL DETERMINATION OF THE AUTHORITY

Employment relationship problem

[1] Craig Shakespeare was employed by Knox Builders Limited.

[2] Jordan Antony Knox is the sole director and shareholder of Knox Builders Limited (the company).

[3] Mr Shakespeare's employment relationship problem is his claim that he was not paid all his wages due for the time he worked for the company.

[4] Neither Knox Builders Limited nor Jordan Knox lodged a statement in reply.

The Authority's Investigation

[5] In his statement of problem, Mr Shakespeare only identified Mr Knox personally as the respondent. Information included with the application indicated that the company, not Mr Knox personally, employed Mr Shakespeare. I joined the company as a respondent.

[6] I am satisfied from the file that Mr Knox and the company have each been served with the Authority's directions, the statement of problem and the notice of investigation meeting. Neither respondent appeared today.

[7] Mr Shakespeare did attend this morning, confirmed the truth of his statement of problem and answered my questions. I accept Mr Shakespeare's evidence.

Analysis

[8] The company did not pay the entire amount of wages to Mr Shakespeare when those wages were due. These deductions total \$3,727.50. This amounts to a breach of s 4 of the Wages Protection Act 1983 by the company. It is a breach of employment standards.

[9] Mr Shakespeare is entitled to recover these deductions from his employer - Knox Builders Limited - under s 11 of the Wages Protection Act 1983.

[10] Mr Shakespeare asked the company to pay his wages, without success. Mr Knox said he would get the amounts paid, but that did not happen. The company and Mr Knox have not responded to the Authority at all. I checked the Companies Register website today, which shows that the registrar has initiated action to remove Knox Builders Limited from the register. I find from this that the company is unable to pay the wages to Mr Shakespeare.

[11] Mr Knox is the company's sole director and shareholder. I accept Mr Shakespeare's evidence that Mr Knox ran the company's business and dealt with all aspects of his employment. I find that Mr Knox was directly and knowingly concerned in the breach of employment standards and/or was involved in the non-compliance with the Wages Protection Act 1983.

[12] With the Authority's leave which is granted, Mr Shakespeare is entitled to recover the wages from Mr Knox personally.

[13] Mr Shakespeare sought and is entitled to interest and costs, as below.

Orders

[14] Knox Builders Limited is to pay Craig Gordon Shakespeare wages of \$3,727.50 under the Wages Protection Act 1983 immediately.

[15] Knox Builders Limited is to pay Craig Gordon Shakespeare interest of \$199.81 immediately.

[16] Jordan Antony Knox is to pay Craig Gordon Shakespeare wages of \$3,727.50 under the Wages Protection Act 1983 by Tuesday 18 November 2025, less any payment by Knox Builders Limited in accordance with paragraph [14] above.

[17] Jordan Antony Knox is to pay Craig Gordon Shakespeare interest of \$211.38 by Tuesday 18 November 2025, less any interest payment by Knox Builders Limited in accordance with paragraph [15] above.

[18] Jordan Antony Knox and Knox Builders Limited, jointly and severally, are to pay Craig Gordon Shakespeare costs of \$71.55 immediately.

Philip Cheyne
Member of the Employment Relations Authority