

Review of 2013

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Foreword:

The role we play in providing employment rights information, carrying out inspections, issuing licences and enforcing compliance continued to evolve in 2013.

During the year we added two new roles which had previously been performed elsewhere.

Work, previously carried out by the Equality Authority in Roscrea, in providing information to the public on the Employment Equality Act, 1998, the Equal Status Act, 2000, the Maternity Protection Act, 1994 and the Adoptive Leave Act, 1995 is now dealt with by NERA personnel.

Our information unit, now known as Workplace Relations Customer Service, dealt with almost 62,000 people during the year. The unit also processed 15,558 complaints on behalf of the Rights Commissioner Service, the Equality Tribunal, the Employment Appeals Tribunal and the Labour Court.

Since 25 November 2013, the Employment Permits Call Centre Service, previously provided by our parent department, the Department of Jobs, Enterprise and Innovation, has been delivered by NERA personnel. The limited service previously available has been integrated into the Workplace Relations Customer service and is now delivered to the same standards as applies to that service.

There were 5,546 inspections and visits carried out during 2013 of which almost 9% were jointly undertaken with officials from Revenue, Department of Social Protection or the Gardaí. Many of these were unannounced and undertaken outside normal office hours at night and at weekends.

While detection of non-compliance with employment rights legislation at the initial stage of inspections continues to be a cause for concern, we do work with many employers to achieve compliance and recover unpaid wages for employees. As a result, the number of employers prosecuted remains relatively low.

Last year, following a number of Freedom of Information requests, I indicated our intention to publish the names of those employers whose cases came before the District or Circuit Court and had a sanction imposed. This list is appended to this Annual Review.

We have also worked closely during the year with the Department's Reform Programme Office. A number of NERA staff are currently seconded to work in that office.

In 2013 NERA has continued to achieve great results and has changed and evolved to meet all challenges. This is due to the dedication, adaptability and commitment of our staff.

Padraig Dooley

Deputy Director

June 2014

Awareness & Information:

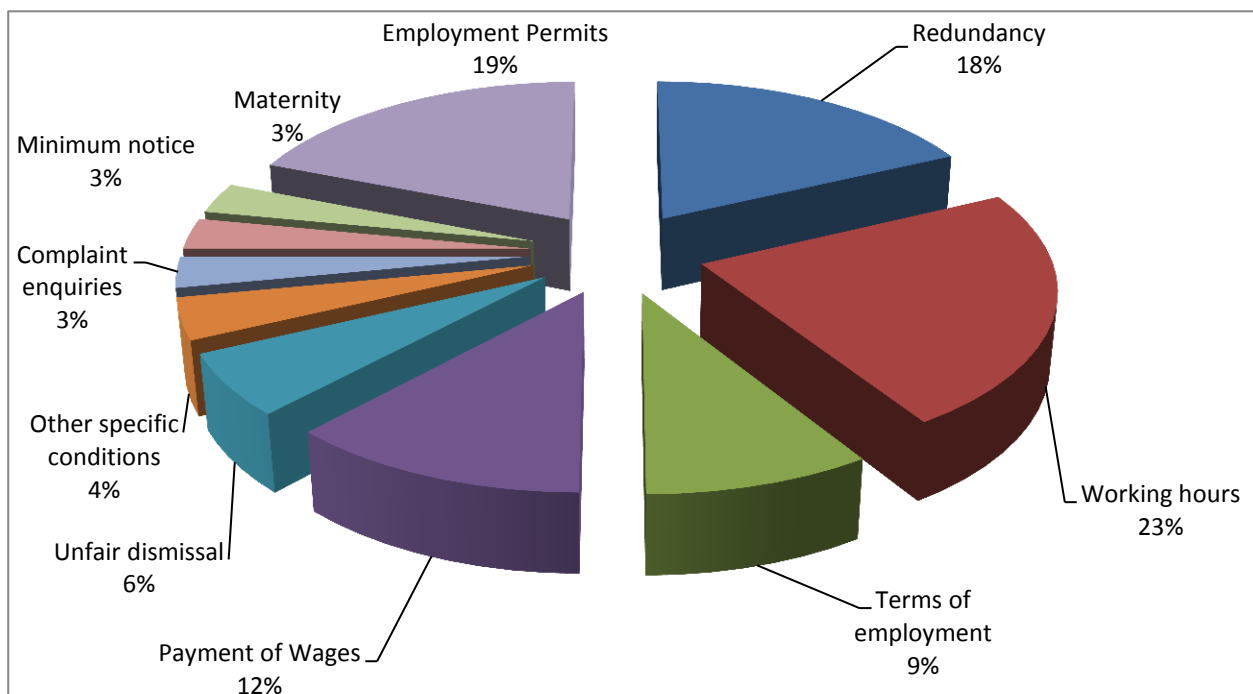
In 2013 the Customer Service Unit provided information to over 61,999 people. The information provided comprised 54,044 callers dealt with directly by experienced Information Officers (including 7,342 callers who accessed the NERA 24 hour recorded information service) and 7,955 eform queries.

Web page impressions have decreased by over 11% to 1.14 million from 1.45 million in the same period in 2012.

Employees and former employees accounted for 72% of callers, while an estimated 20% were employers. Working hours, employment permits, redundancy, payment of wages, terms of employment and unfair dismissal consistently represent the most common categories of queries dealt with. The Customer Service Unit took over dealing with the provision of information in relation to employment permits in November 2013.

The Workplace Relations Customer Services (www.workplacerelations.ie), based in NERA, is now the single portal for all employment rights complaints. 15,558 employment rights complaints were received by the WRCS in 2013 (an increase of 18% on the 13,219 complaints received in 2012).

Breakdown of call received by NERA in 2013 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.

In 2013 a total of 5,546 inspection cases were completed involving over 70,360 employees. This compares to 4,689 cases in the same period on 2012. The amount of unpaid wages recovered in 2013 was €824,052, compared to €855,935 in 2012. Issues relating to statutory minimum pay rates arose in 8% of businesses where a full inspection was carried out.

2013 saw an increase in the number of inspections undertaken as a result of complaints, 917 in 2013 compared with 763 in 2012. 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.

In 2013 NERA inspectors continued to monitor compliance in the domestic work sector. 31 inspections were carried out in homes and other premises where domestic workers are employed. The main issue encountered was maintenance of employment records. Over €4,400 in arrears of wages was recovered for four workers in the course of these inspections. This sector has become an area of priority given the adoption of the Domestic Workers Convention, 2011 (No. 189) by the ILO. It is expected that this sector will be the focus of continued information and compliance measures in 2014.

Summary of Inspections & Breaches Detected by Industry Sector in 2013

Sector	No of Inspections Concluded	Compliance Rate%	Unpaid Wages Recovered (€)
AGRICULTURE	69	54%	39,252
FOOD & DRINK	1,048	38%	252,109
WHOLESALE & RETAIL	417	44%	133,962
HOTELS	92	53%	55,487
CONTRACT CLEANING	17	41%	31,336
SECURITY	14	43%	7,554
CONSTRUCTION	138	51%	103,579
ELECTRICAL	16	50%	37
MANUFACTURING	69	59%	14,275
TRANSPORT	52	48%	9,871
OTHER	749	52%	176,590
UNANNOUNCED VISITS	2,865	64%	n/a
Total	5,546	55%	824,052

Prosecutions

It is NERA policy to seek voluntary compliance where breaches of employment law are detected. We will work with employers and allow them every reasonable opportunity to rectify breaches in preference to prosecution. As a result of this approach the number of prosecutions instituted as a result of inspections is very low. From the table below 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 2013 over €109,800 in fines were imposed and €41,226 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. NERA has successfully instituted proceedings against Directors under employment legislation in a number of cases in 2013. In addition, for the first time during the course of a NERA investigation, a bench warrant was issued and a search warrant was used to gain access to records held.

	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%)

Appendix 1 of this publication provides a full breakdown of all prosecutions secured by NERA in 2013.

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

A total of 98 enforcement cases were active at the end of December 2013.

Registered Employment Agreements

In May 2013 in the Supreme Court case of *McGowan & Ors -v- Labour Court Ireland & Anor [2013] IESC 21* O'Donnell J. held that Part III of the Industrial Relations Act, 1946 was unconstitutional. Prior to this decision there were 70 Registered Employment Agreements in place. The effect of the decision is that the pay rates and conditions set out in those Registered Employment Agreements are no longer enforceable under the mechanisms set out in the Industrial Relations Act, 1946. However the Minister for Jobs, Enterprise and Innovation, Richard Bruton, issued a statement outlining the Departments position that: *"Existing contractual rights of workers in sectors covered by Registered Employment Agreement are unaffected by today's ruling. Contractual rights can be altered only by agreement between the parties involved."*

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.

NERA carries out unannounced visits in areas of risk both during and outside of office hours. These visits are aimed at establishing the level of compliance and identifying potential employment law breaches in workplaces visited. Where issues are encountered a full inspection of the employer is carried out.

In 2013 NERA detected 453 possible breaches of the Employment Permits Acts; this is similar to 2012 where 472 suspected breaches were detected. 48 employers were successfully prosecuted under the Employment Permits Acts in 2013. At the close of 2013 almost 100 additional cases were presently at various stages in the prosecution process for hearing 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. 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.

In 2013 a total of 205 licences were issued in respect of 384 children working in the arts/TV/film (compared with 190 licences for 368 children in 2012).

Employment Agency Licences

An employment agency must hold a licence if it is to carry on its business. In 2012, in addition to carrying out inspections of employment agencies, NERA also took over the role of dealing with applications for licences under the Employment Agency Act, 1971.

A total of 403 applications for licences were received and 381 licences were issued during 2013.

A list of all employment agency licences is available on www.workplacerelations.ie.

Working with Other Agencies

NERA is empowered under legislation to exchange information with the Department of Social Protection and the Revenue Commissioners.

This enables a more comprehensive governmental approach to employers who may be at risk of being non-compliant and facilitates the operation of joint investigations by the three parties, or a combination of the parties, where breaches of law are suspected. NERA inspectors may also be accompanied by Gardaí during inspections and we work closely with Gardaí in matters relating to employment permits.

In addition at a policy level 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).

During 2013 a total of 486 joint investigation visits took place with Revenue and / or the Department of Social Protection, an increase from 401 in 2012. These visits form a valuable element in our inspection activities and particularly in unannounced visits. Information exchanged helped to uncover non-compliance with employment law, secure payment of wages for employees and save the exchequer money.

NERA continued to engage with the International Labour Organisation (ILO), EU agencies and other labour inspectorates on areas of mutual interest. We hosted a delegation from Estonia who were studying Irish Labour Law. We also assisted the ILO by providing training at their International Training Centre in Turin, Italy

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. We continue to have regular meetings with such groups.

Annual budget and staff

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

At the end of 2013 we had 105 staff. This is a net reduction of 30 staff over the last 5 years. Included in this 2013 total are 58 inspectors and 31 staff trained as information officers. The number of staff seconded to other areas included in these figures is five.

Again, over the last 5 years we have reduced our running cost from €9.6m to € 5.9M (€6.4M in 2012). This represents an overall reduction over the 5 years of 38.5%

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

Advisory Board

In 2008, the 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 are as follows:

Chairperson:

Mr. John Dennehy, former public representative

Minister's Nominees:

Mr. John Walsh, former Asst. Secretary, Dept of Enterprise, Trade & Employment

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:

Mr. John Flanagan, IBEC (*retired during the year*)

Mr Eddie Keenan, CIF (*retired during the year*)

Appendix 1 – NERA prosecutions where a Court imposed a sanction - 2013

Employer Details	Sector	Legislation to which conviction relates
Yu Geng, Jin Zhan Li & Fei Tang T/A Canton Kitchen 153 Upper Salthill, Co Galway	Catering	Employment Permits Acts 2003 to 2012
Abdul Hafeez (Director), A1 Café Limited T/A Café India, St Patrick's Court, Patrick's Street, Tullamore Co Offaly	Catering	National Minimum Wage Act, 2000
Bentleys Limited T/A, Kilford Arms Hotel, 32/33 John Street, Co Kilkenny	Hotel	Organisation of Working Time, Act 1997
Heaven Takeaway Ltd. T/A Café Roma Mill Street, Tullow, Co Carlow	Catering	Organisation of Working Time, Act 1997
Shitu Miah Chowdhury T/A Indiana Indian Restaurant, 22 Main Street, Gorey, Co Wexford	Catering	Employment Permits Acts 2003 to 2012

Employer Details	Sector	Legislation to which conviction relates
Giovanni Raganati T/A Mamma Mia, 1A Grove Street, Mullingar, Co Westmeath	Catering	Payment of Wages Act, 1991 Organisation of Working Time, Act 1997 National Minimum Wage Act, 2000
Imelda Geraghty T/A The Beehive, Unit 5 The Left Bank Mall, Pearse Street, Athlone Co Westmeath	Hairdressing	National Minimum Wage Act, 2000
Aglío Limited T/A Aglio, Main Street, Enfield, Co Meath	Catering	Employment Permits Acts 2003 to 2012
June & He Limited T/A Golden Inn Palace, Unit 2, Block B, Newpark Shopping Centre, Co Kilkenny	Catering	Employment Permits Acts 2003 to 2012
Ms Cui Hong Xie T/A Kings Field Chinese Restaurant Main St. Birr, Co Offaly	Catering	Employment Permits Acts 2003 to 2012

Employer Details	Sector	Legislation to which conviction relates
Ying & Long Co. Ltd. T/A Tony's Restaurant, 113 Main Street, Bray, Co Wicklow	Catering	Employment Permits Acts 2003 to 2012
Liu Yu Shuai (Director) Ping Kee Limited, T/A Ping Kee, 39/40 Main Street, Gorey, Co Wexford	Catering	Employment Permits Acts 2003 to 2012
Lin Ping (Director) Ping Kee Limited, T/A Ping Kee, 39/40 Main Street, Gorey, Co Wexford	Catering	Employment Permits Acts 2003 to 2012
Pizzicheria Italian Foods Limited T/A La Pizzicheria, Market Yard, Main Street, Enfield, Co Meath	Catering	Employment Permits Acts 2003 to 2012
Michael Forrestal & Li Wai Hung T/A Tao Yuan Chinese Restaurant, Society Street, Ballinasloe, Co Galway	Catering	Employment Permits Acts 2003 to 2012

Employer Details	Sector	Legislation to which conviction relates
Cumali Aydin T/A Jimmy's Take Away Main Street, Ballon, Co Carlow	Catering	Payment of Wages Act, 1991 National Minimum Wage Act, 2000 Employment Permits Acts 2003 to 2012,
Swift Dragon Limited T/A Sun Garden, 20 Farnley Street, Carrickmacross, Co Monaghan	Catering	Employment Permits Acts 2003 to 2012
Abdelali Laasri T/A Casa Pepe Main Street Co Wicklow	Catering	Organisation of Working Time, Act 1997
Shuzen Ren T/A Genesis 22 Main Street, Belturbet, Co. Cavan	Catering	Employment Permits Acts 2003 to 2012
Xiao Ling Shi T/A Genesis 22 Main Street, Belturbet, Co Cavan.	Catering	Organisation of Working Time, Act 1997 Employment Permits Acts 2003 to 2012
Fulam Food Limited T/A Lam's Asian Cuisine/Apache Pizza, Unit 4 Watson Johnson Centre, Mill Road, Greystones, Co Wicklow	Catering	Employment Permits Acts 2003 to 2012

Employer Details	Sector	Legislation to which conviction relates
Didi Grigoras T/A Mizzoni, 18B The Mall, Co Wicklow	Catering	Organisation of Working Time, Act 1997 Employment Permits Acts 2003 to 2012
Syed Redwan Ahmed, Abdul Ahad Choudhury & Golam Nabi T/A Stars of India, Slievenamon Road, Thurles, Co Tipperary	Catering	Employment Permits Acts 2003 to 2012
Orient Tasty Limited T/A Orient Chinese, Main Street, Maynooth, Co Kildare	Catering	Organisation of Working Time, Act 1997
Tajinder Gill T/A Bombay Bistro 55 Main Street, Rush, Co Dublin	Catering	Employment Permits Acts 2003 to 2012
China Garden (Peony) Ltd. T/A China Garden Chinese Restaurant & Takeaway Main Street, Saggart, Dublin	Catering	Employment Permits Acts 2003 to 2012
Punjabi King Limited T/A Punjabi King Market Square, Bagnalstown, Co Carlow	Catering	Employment Permits Acts 2003 to 2012

Employer Details	Sector	Legislation to which conviction relates
Ten Thousand Wan Limited T/A Ten Thousand Wan, No. 38 Middle Abbey Street, Dublin 1	Catering	Employment Permits Acts 2003 to 2012
Yuan Ming Yuan Restaurant Ltd. T/A Yuan Ming Yuan (Kilkenny), 11 O'Loughlin Road, Co Kilkenny	Catering	Employment Permits Acts 2003 to 2012
Minfa Limited T/A New Oriental Star, Mathews Courtyard, Main Street, Portarlinton, Co Laois	Catering	Employment Permits Acts 2003 to 2012
Lin Zhu T/A Orchid House Chinese Restaurant The Square, Abbeyfeale Co Limerick and Xin Garden Chinese Takeaway, Park Road, Killarney, Co Kerry	Catering	Employment Permits Acts 2003 to 2012
Tuan Bui Le Minh T/A Flaming Wok Chef Takeaway, Sarsfield Street, Mountmellick, Co Laois	Catering	Employment Permits Acts 2003 to 2012

Employer Details	Sector	Legislation to which conviction relates
Bohui Chen T/A Wok U Like, Main Street, Kill, Co Kildare	Catering	Employment Permits Acts 2003 to 2012
Kieran Porter T/A Rob's Chippy, Main Street, Lifford, Co Donegal	Catering	Payment of Wages Act, 1991 National Minimum Wage Act, 2000
En Lin Weng T/A Orchid Harbour, Kilmuckridge, Gorey, Co Wexford	Catering	Employment Permits Acts 2003 to 2012
Pin Shan Li T/A Regent Chinese Restaurant, Main Street, Castlebridge, Co Wexford	Catering	Employment Permits Acts 2003 to 2012
The Jasmine House Limited T/A Jasmine House, 85 Main Street, Bray, Co Wicklow	Catering	Employment Permits Acts 2003 to 2012

Employer Details	Sector	Legislation to which conviction relates
Imperial House Restaurant Ltd. T/A Imperial House, Northgate Street, Athlone, Co Westmeath	Catering	Organisation of Working Time, Act 1997
Leon Nam (Director) Imperial House Restaurant Ltd. T/A Imperial House, Northgate Street, Athlone, Co Westmeath	Catering	Employment Permits Acts 2003 to 2012
Chicken and Chips Limited T/A Chicken Hut, Midway Food Court, Abbeyleix Rd, Portlaoise,	Catering	Employment Permits Acts 2003 to 2012
Raju Ahmed T/A Masala House, Riverwalk Lane, Arklow, Co Wicklow	Catering	Employment Permits Acts 2003 to 2012
Wheely Environmental Refuse Services Ltd. T/A WERS Weir Road Business Park, Tuam, Co Galway	Services	Employment Permits Acts 2003 to 2012

Employer Details	Sector	Legislation to which conviction relates
<p>Hitiandi Limited T/A Three Gorges, Abbey Trinity, Tuam, Co Galway</p> <p>T/A Emperors Palace, High St, Tuam. Co Galway</p> <p>T/A Emperors Inn, Cois Chlair Shopping Centre, Claregalway, Co Galway</p>	Catering	Employment Permits Acts 2003 to 2012
<p>Farhan Ali Khan T/A Zafran Three in One, 1 New Road, Carndonagh, Co Donegal</p>	Catering	Employment Permits Acts 2003 to 2012
<p>Salthill Catering Company Limited T/A Supermacs, Upper Salthill, Salthill, Co Galway</p>	Catering	Employment Permits Acts 2003 to 2012

Employer Details	Sector	Legislation to which conviction relates
Md Din Islam Norozzaman T/A The Modena Restaurant, St. Brendan's Street, Portumna, Co Galway	Catering	Employment Permits Acts 2003 to 2012
Jehander Yousufzai T/A Tandoori Nights, Station Road, Thomastown, Co Kilkenny	Catering	Employment Permits Acts 2003 to 2012
Arsim Murseli T/A Murseli's Takeaway Kilbride Street, Tullamore, Co Offaly	Catering	Payment of Wages Act, 1991 Employment Permits Acts 2003 to 2012,
Anphabe Limited T/A Benny's Chinese Restaurant, Unit 18 Castle Street Shopping Centre, Bray, Co Wicklow	Catering	Employment Permits Acts 2003 to 2012
Jiminez & Jiminez Co Ltd T/A La Guitarra, 26 Oliver Plunkett Street, Mullingar Westmeath	Catering	Organisation of Working Time, Act 1997 Employment Permits Acts 2003 to 2012

Employer Details	Sector	Legislation to which conviction relates
Blakes Salon Ltd T/A Blakes Salon Unit 29 Fairgreen Shopping Centre, Barrack Street, Co Carlow	Hairdressing	National Minimum Wage Act, 2000
Xiu Qing Chen T/A The Wok Inn, Lower Main Street, Ferns, Co Wexford	Catering	Employment Permits Acts 2003 to 2012
Chuc Viet Cuong T/A Kim Thanh Restaurant Dublin Road, Ballinagh Co Cavan	Catering	Payment of Wages Act, 1991 Organisation of Working Time, Act 1997 Employment Permits Acts 2003 to 2012
Highfield Distribution Ltd, Dromina, Charleville, Co Cork	Transport	Organisation of Working Time, Act 1997
The Three Q's Trading Ltd. T/A The Three Q's, Gweedore, Church Road, Greystones, Co Wicklow	Catering	Organisation of Working Time, Act 1997

Employer Details	Sector	Legislation to which conviction relates
Stanislaw Mazanek T/A Golden Grain Bakery, Unit 4 Antley Business Park, Edgeworthstown Road, Ballymahon, Co Longford	Retail	Organisation of Working Time, Act 1997 National Minimum Wage Act, 2000
Bhuyian Private Ltd. T/A Richmond Stop 22a South Richmond Street, Dublin 2	Retail	Organisation of Working Time, Act 1997
Kwong Yan Lee T/A Golden Rikshaw, 20B Mary Street, Galway	Catering	Employment Permits Acts 2003 to 2012
Ling & Ning Company Limited T/A Lings Chinese Restaurant, 10b Albert Walk, Bray, Co Wicklow	Catering	Employment Permits Acts 2003 to 2012
Ling Nin Ling (Director) Ling & Ning Company Limited T/A Lings Chinese Restaurant, 10b Albert Walk, Bray, Co Wicklow	Catering	Employment Permits Acts 2003 to 2012
Fui Yuen Wong T/A Kam Palace, Main Street, Urlingford, Co Kilkenny	Catering	Employment Permits Acts 2003 to 2012

Employer Details	Sector	Legislation to which conviction relates
Yousufzai Limited T/A Mr. Kebabish, 12 O'Loughlin Road, Kilkenny	Catering	Employment Permits Acts 2003 to 2012
Liga Kinane (Director) Yousufzai Limited T/A Mr. Kebabish, 12 O'Loughlin Road, Kilkenny	Catering	Employment Permits Acts 2003 to 2012
Jehander Yousufzai (Director) Yousufzai Limited T/A Mr. Kebabish, 12 O'Loughlin Road, Kilkenny	Catering	Employment Permits Acts 2003 to 2012
Xiang Hong Sun T/A Green Dragon Well Chinese Restaurant, Unit 13 Killiney Shopping Centre, Rochestown Avenue, Dun Laoghaire, Co Dublin	Catering	Employment Permits Acts 2003 to 2012
Dan (Samantha) Zhang T/A Yang's Chinese Restaurant, 1 Old Baker St., Thurles, Co Tipperary	Catering	Employment Permits Acts 2003 to 2012

Employer Details	Sector	Legislation to which conviction relates
<p>Lin Wen Gui T/A Shang Garden Chinese Takeaway, Main Street, Louth Village, Co Louth</p> <p>and</p> <p>Main Street, Ballyconnell, Co. Cavan.</p>	Catering	Employment Permits Acts 2003 to 2012
<p>Xing Xue T/A Peking Inn, 11 O'Neill Street, Carrickmacross, Co Monaghan</p>	Catering	Employment Permits Acts 2003 to 2012
<p>Xing Xue T/A Peking Inn, Unit 3 Maxol Petrol Station, Ardlo Manor, Mullagh, Co Cavan</p>	Catering	Employment Permits Acts 2003 to 2012
<p>Jing Lin T/A Peking, Main Street, Virginia, Co Cavan</p>	Catering	Employment Permits Acts 2003 to 2012

Employer Details	Sector	Legislation to which conviction relates
Bin Bin Dai T/A Peking Noodle Bar & Apache Pizza, Main Street, Baillieborough, Co Cavan	Catering	Employment Permits Acts 2003 to 2012
Bin Bin Dai T/A Peking Inn Restaurant, Main Street, Kingscourt, Co Cavan	Catering	Employment Permits Acts 2003 to 2012
Bin Bin Dai T/A Peking, Main Street, Virginia, Co Cavan	Catering	Employment Permits Acts 2003 to 2012
Bin Bin Dai T/A Peking Inn, Monaghan Road, Castleblayney, Co Monaghan	Catering	Employment Permits Acts 2003 to 2012
Xing Guang Ltd. T/A Rainbow Garden, 1 Wexford Road, Arklow, Co Wicklow	Catering	Employment Permits Acts 2003 to 2012

Employer Details	Sector	Legislation to which conviction relates
Seamus Cummins T/A Kearneys Castle Hotel, Main Street, Cashel, Co Tipperary	Hotel	Organisation of Working Time, Act 1997
Kercus Limited T/A The Little Shop Muinebeag, Carlow	Retail	Protection of Young Persons (Employment) Act, 1996
Alexi David T/A Sofia's Takeaway, 46 Dominick Street, Mullingar, Westmeath	Catering	Payment of Wages Act, 1991 Employment Permits Acts 2003 to 2012
Sau Kuen Hung T/A Thai & Hong Kong Garden, Castlepark Arklow, Wicklow	Catering	Employment Permits Acts 2003 to 2012

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