

Penalties for unpaid wages

The Employment Relations Authority is able to award penalties against an employer where the employer has sustainably failed to pay wages and minimum entitlements.

Section 133A of the Employment Relations Act 2000 requires the Authority to have regard to the object of the Act, the nature and extent of the breach, whether they were intentional or not, the nature and extent of any loss or damage, steps to mitigate effects of the breach, circumstances of the breach and any vulnerability and finally previous conduct.