

**IN THE EMPLOYMENT RELATIONS AUTHORITY
WELLINGTON**

**I TE RATONGA AHUMANA TAIMAHI
TE WHANGANUI-A-TARA ROHE**

[2026] NZERA 59
3418984

BETWEEN	LIMEI WANG Applicant
AND	SERENITY FLOAT CLINIC LIMITED Respondent
	CHARL EKSTEEN Second Respondent

Member of Authority:	Geoff O’Sullivan
Representatives:	William Zhang, representative for the Applicant Russell Drake, representative for the second Respondent
Investigation Meeting:	On the papers
Submissions & Other Information received:	15 December 2025
Determination:	4 February 2026

DETERMINATION OF THE AUTHORITY

Application for Compliance Order

[1] On 26 September 2025 the Authority upheld Ms Wang’s claims made against Serenity Float Clinic Limited (SFC) as First Respondent and also ordered that to the extent that SFC was not able to make payment of the sums awarded to Ms Wang, the Second Respondent Charl Eksteen, as a person involved in the breach for the purposes

of s 142W of the Employment Relations Act 2000 (the Act), should pay Ms Wang unpaid wages and unpaid annual leave as stipulated in the Determination.

[2] No payments have been made by SFC or Mr Eksteen. The parties agreed on the amount of costs paid as a contribution towards Ms Wang's legal fees.

The Current Position

[3] On 22 October 2025 Mr Eksteen proposed to make payment of some \$2,250 on account of costs by 31 October 2025 and pay the unpaid wages and annual leave by way of a weekly instalment of \$100.

[4] On 29 October 2025 Ms Wang declined this offer.

[5] Despite the offer not being accepted, Mr Eksteen paid the agreed contribution towards costs. Further, he says he is committed to paying the outstanding balance by way of a weekly automatic payment of \$100 per week commencing on the week of 3 November 2025. He says that if he can make lump sum payments during this period, he will do so.

[6] The Authority and Ms Wang have been apprised of the financial status of Mr Eksteen and accepts that he is not in a financial position currently to pay Ms Wang wages and holiday pay by any means other than what he has already proposed and commenced. Ms Wang however wants the ability to revisit the arrangement in May 2026.

Orders

[7] Serenity Float Clinic Limited remains on the Companies Register although it is noted the Registrar of Companies has initiated action to remove the company from the Register. Accordingly, it is clear it will not be able to make the payments ordered in respect of unpaid wages and unpaid annual leave. However, Serenity Float Clinic Limited is ordered to make payment of \$15,000 compensation to Limei Wang within 28 days of the date of this Determination.

[8] Charl Eksteen is to pay the remaining outstanding balance of the unpaid wages and unpaid annual leave, which he started to pay in the week of 3 November 2025, at a

rate of \$100 per week until the amount owing is either paid in full or until further order of the Authority.

[9] Limei Wang is given leave to return to the Authority for a reconsideration and/or amendment to the above Orders should the current arrangement not be adhered to or in any event after 8 May 2026.

Costs

[10] The Authority considers that this is a situation where costs should lie where they fall.

Geoff O'Sullivan
Member of the Employment Relations Authority