



Ministry of Commerce, Industry and Labour
Matagaluega o Pisinisi, Alamanuia ma Leipa



MONITORING AND EVALUATION REPORT

FOR THE PERIOD ENDING 31 MARCH 2020



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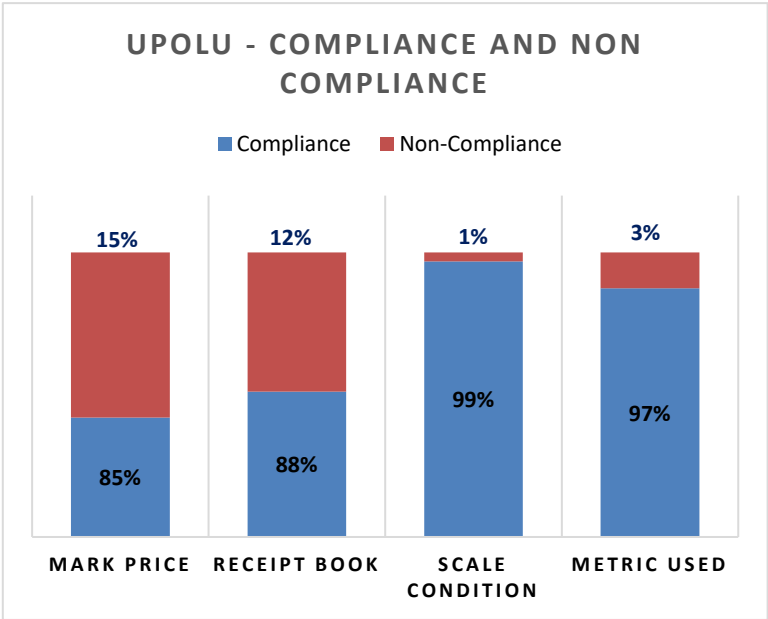
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EXECUTIVE SUMMARY

1. This Monitoring & Evaluation Report (M & E) reports on the results of the Ministry's inspections and site visits from July 2019 to 31 March 2020 of the current financial year 2019/20 as mandated under its legislation and regulations.
2. The inspections and site visits to businesses and workplaces focused on the following areas:
 - i. Compliance with the Consumer and Competition Act 2016 and the Metrology Act 2015 and regulations (function performed by the Fair Trading, Codex Alimentarius, Consumer Protection and Metrology division);
 - ii. Compliance with the Labour and Employment Relations Act 2013 and its regulations (function performed by the Industrial Relations and Foreign Employee Employment Permit division);
 - iii. Compliance with the Occupational Safety and Health Act 2002 and its regulations (function performed by the Occupational Safety and Health division);
 - iv. Compliance with the Foreign Investment Act 2000 and its regulations (function performed by the Industry Development and Investment Promotion division);
3. The Ministry will not be complacent and therefore, more awareness and social dialogue will be carried out with businesses and employers on their obligations as mandated in the above mentioned legislation.
4. Follow up inspections and visits will be conducted to non compliance businesses and employers to ensure compliance and enforcement of the legislation.

SUMMARY OF FINDINGS

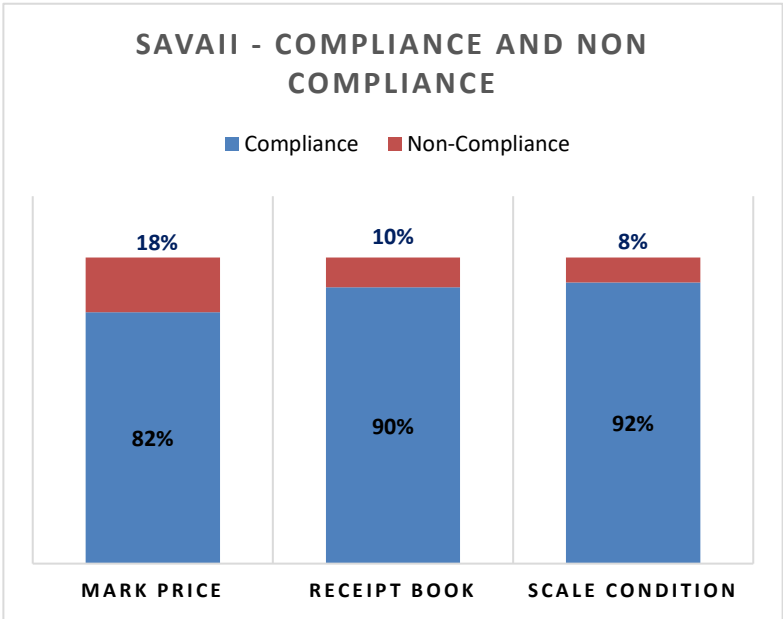
1. Compliance with the Consumer and Competition Act 2016 and Metrology Act 2015 and regulations: (function performed by the Fair Trading, Codex Alimentarius, Consumer Protection and Metrology division);



UPOLU COMPLIANCE

Upolu businesses visited maintained a high compliance rate with the legislative requirements of the Consumer and Competition Act and the Metrology Act and regulations.

Non-compliant operators were given warnings and corrective advice for improvement. Follow visits will be conducted to ensure enforcement and compliance



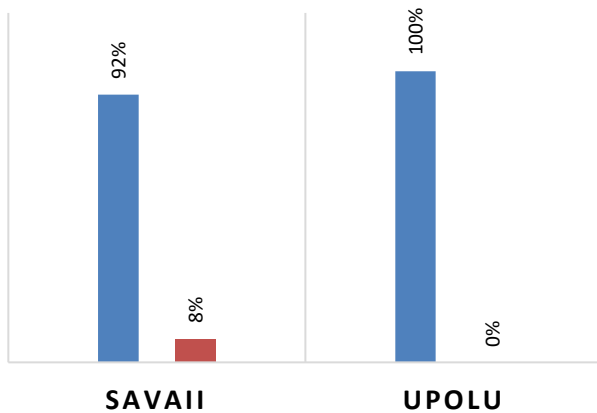
SAVAII COMPLIANCE

Savaii businesses visited maintained a high compliance rate with the legislative requirements of the Consumer and Competition Act and the Metrology Act and regulations.

Non-compliant operators were given warnings and corrective advise for improvement with follow up visits to be conducted to ensure enforcement and compliance.

2. Compliance with the Labour and Employment Relations Act 2013 and its regulations (function performed by the Industrial Relations and Foreign Employee Employment Permit division)

MINIMUM WAGE COMPLIANCE

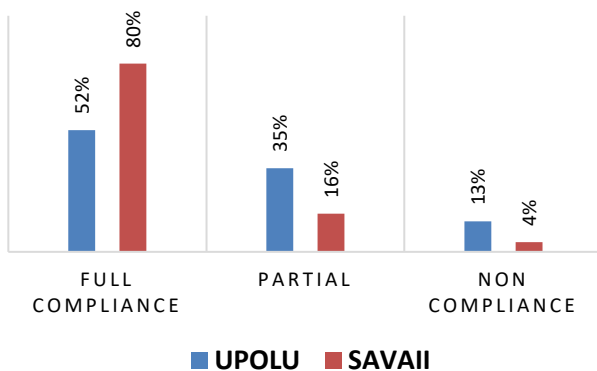


COMPLIANCE WITH MW INCREASE

Of the 62 businesses visited in Upolu, 100% of them pay their employees at the minimum wage or higher.

For Savaii, 92% of businesses visited are paying their employees above the minimum wage, while 8% are paying BELOW THE MINIMUM WAGE

COMPLIANCE WITH THE INDUSTRIAL RELATIONS OBLIGATIONS

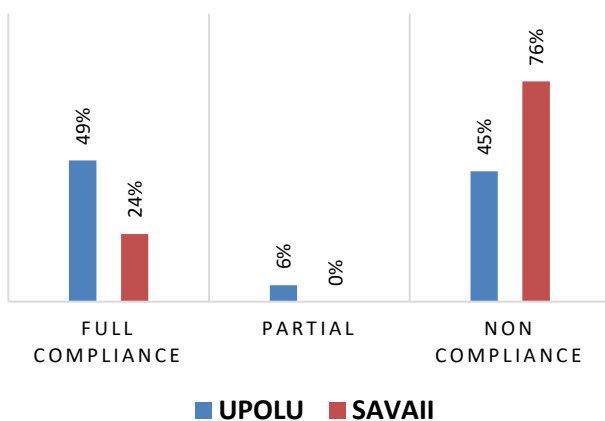


COMPLIANCE WITH THE IR OBLIGATIONS

For the period under review, it was found that Savaii Businesses have the highest rate of Full Compliance with IR obligations than Upolu

More follow up inspections is required to ensure full compliance with the legislation

COMPLIANCE WITH FEEP OBLIGATIONS



COMPLIANCE WITH THE FEEP OBLIGATIONS

For the period under review, it was found that there is low full compliance rate for both Upolu and Savaii with FEEP Obligations. 76% of businesses visited in Savaii are not complying with FEEP requirements and are employing foreign citizens without Work Permits or with failed as employers to renew their foreign citizens' work permits

3. Compliance with the Foreign Investment Act 2000 and its regulations (function performed by the Industry Development and Investment Promotion division)

COMPLIANCE WITH FOREIGN INVESTMENT ACT 2000 AND ITS REGULATIONS

UPOLU

Of the 98 Foreign Investment Enterprises registered in FY16.17 visited during the period under review;

- 18% are ACTIVE and in OPERATIONS;
- 82% have CEASED operations and have failed to inform of the Ministry of status of business and will be removed from the FIE Register

SAVAII

Of the 12 Foreign Investment Enterprises visited during the period under review;

- 42% are ACTIVE and in OPERATIONS;
- 58% have CEASED operations and have failed to inform of the Ministry of status of business and will be removed from the FIE Register

4. Compliance with the Occupational Safety and Health Act 2002 and its regulations (function performed by the Occupational Safety and Health division)

From inspections of the 26 Government Ministries, Constitutional Agencies and Statutory Bodies, the overall compliance level was observed at 0%. The most common OSH issues/findings were:

MOST COMMON OSH ISSUES/FINDINGS WITH THE 26 GOVERNMENT OFFICES VISITED

- No OSH Policy
- No Evacuation Plan
- No Accident Register
- First Aid Kits issues
- Absent of a qualified first aid person
- Appropriate work space issues
- Exposure of workers to potentially hazardous wires & cables
- Fire protection system issues
- Building issues
- No OSH Rep or evidence of an established OSH Committee

CONSUMER PROTECTION

INTRODUCTION

This is a brief report of inspections conducted for Upolu and Savaii during the first quarter of the Financial Year 2019/20 by the Ministry of Commerce Industry and Labour ('the Ministry') through the Fair Trading, Codex Alimentarius, Consumer Protection and Metrology Division ('FTCACPMD').

OBJECTIVE

The main purpose of the inspection was to ensure that wholesale and retail stores in Upolu and Savaii are operating in compliance of *Consumer and Competition Act 2016*, *Metrology Act 2015* administered by the Ministry.

The inspections were conducted to monitor compliance with the following conditions:

- Prices should be marked on all goods or shelves
- The scale is in good condition and has approved calibration sticker
- Weighed goods are measured in metric units
- Able to provide customers with receipts when requested

COVERAGE

A total of 438 retail shops in Upolu and Savaii were inspected during the period under review.

UPOLU		
Areas covered	Number of shops inspected	
Falealili, Siumu, Safata, Lefaga	63	
Savalalo Market, Falelatai, Samatau, Manono Uta, Mulifanua	41	
Mulifanua, Faleolo, Satapuala, Faleatiu, Vailuutai, Fasitoo Tai, Leulumoega Tuai	27	
	131	
SAVAII		
Areas covered	Number of shops inspected	Number of shops closed during inspections
Faasaleleaga district, Palauli and Salega district	127	16
Itu o Tane district, Faasaleleaga, Asau	114	4
Salega, Asau, Itu o Tane, Faasaleleaga, Palauli (follow ups)	66	13
	307	33

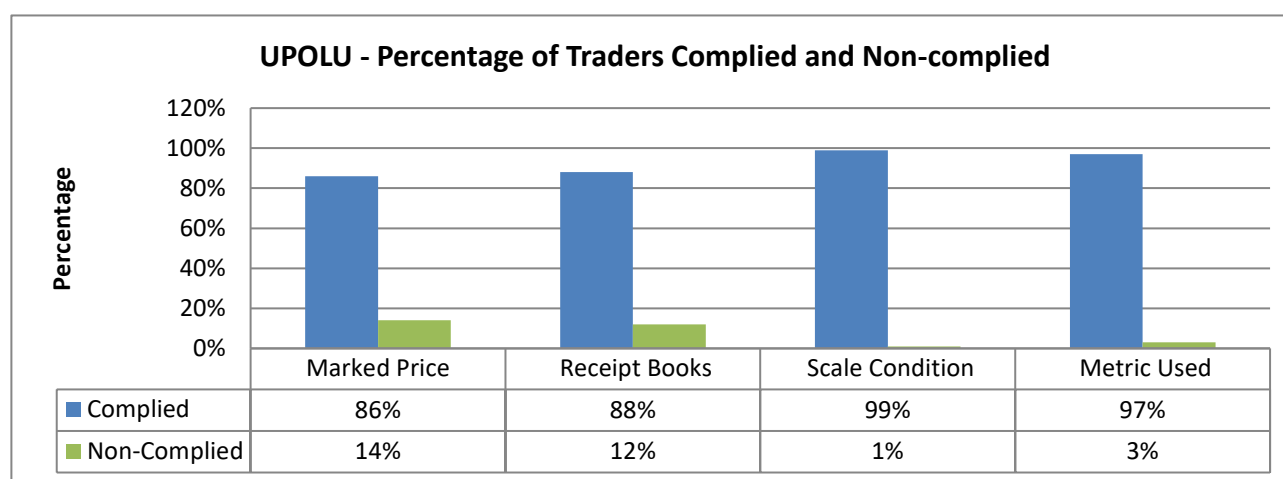
FINDINGS

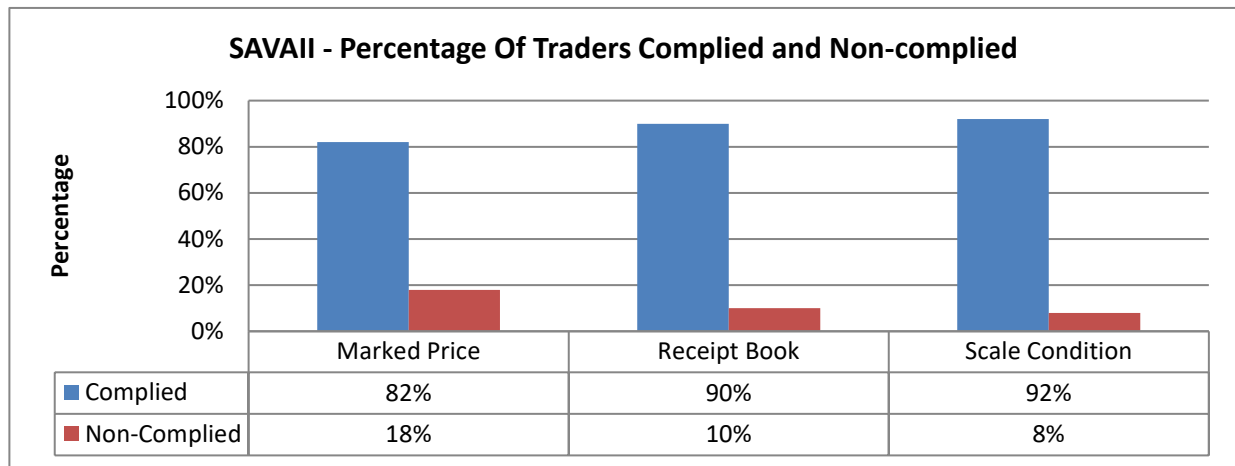
Table 1 below summarizes the compliance and non-compliance rate of traders in Upolu and Savaii:

UPOLU		Number of shops		
		<u>Yes</u>	<u>No</u>	Percentage of compliance
Mark Price on products	131	112	19	86%
		<u>Yes</u>	<u>No</u>	
Receipt Book	131	115	16	88%
		<u>Calibrate</u>	<u>Not Calibrated</u>	
Scale Condition	127	126	1	99%
		<u>Kilo</u>	<u>Pounds</u>	
Metric Used	127	123	4	97%

SAVAII		Number of shops		
		<u>Yes</u>	<u>No</u>	Percentage of compliance
Marked Price	307	252	55	82%
		<u>Yes</u>	<u>No</u>	
Receipt Book	307	277	30	90%
		<u>Calibrate</u>	<u>Not Calibrated</u>	
Scale Condition	307	282	25	92%

The graphs below further illustrates compliance and non-compliance in percentage for Upolu and Savaii:





CONCLUSION

The inspection went well except for a few traders that were not inspected due to closure during the visit. However, 98 percent of traders were successfully covered. Traders that did not comply were advised accordingly and were monitored through follow up inspections.

RECOMMENDATION

- To conduct follow up inspection to non-complied traders.
- To record findings from inspections for future reference especially complaints received by the Division.

INDUSTRIAL RELATIONS & FOREIGN EMPLOYEE EMPLOYMENT PERMITS

INTRODUCTION

This report provides results of the initial inspections to businesses located across the urban and rural areas in Upolu and Savaii by the Ministry through the Industrial Relations ('IR') and Foreign Employee Employment Permit ('FEEP') Units. The inspections for Upolu and Savaii were held in January and February 2020 respectively.

OBJECTIVE

The inspections were conducted as part of our Monitoring & Evaluation function specified in *Sections 12 & 13 of the Labour and Employment Relations Act ('LERA') 2013*. The inspections were conducted to monitor compliance of businesses of the following criteria:

- Compliance with the increase of Minimum Wage (MW) from \$2.30 to \$3.00 effective on 1 January 2020
- Keeping employee records such as payroll records, leave records, attendance book, pay slips
- Compliance with the NPF/ACC deductions,
- Compliance with Terms and Conditions of Employment (TCoE).

COVERAGE

A total of 57 businesses in **Upolu** were visited by the IR and FEEP teams. A total of 74 businesses were visited by the IR team and 17 businesses by the FEEP team in **Savaii**.

A joint IR & FEEP awareness was also conducted in Savaii during the inspection to a total of 30 individuals to educate and remind the employers and employees on their obligations stipulated in the LERA and its Regulations.

ANALYSIS/FINDINGS

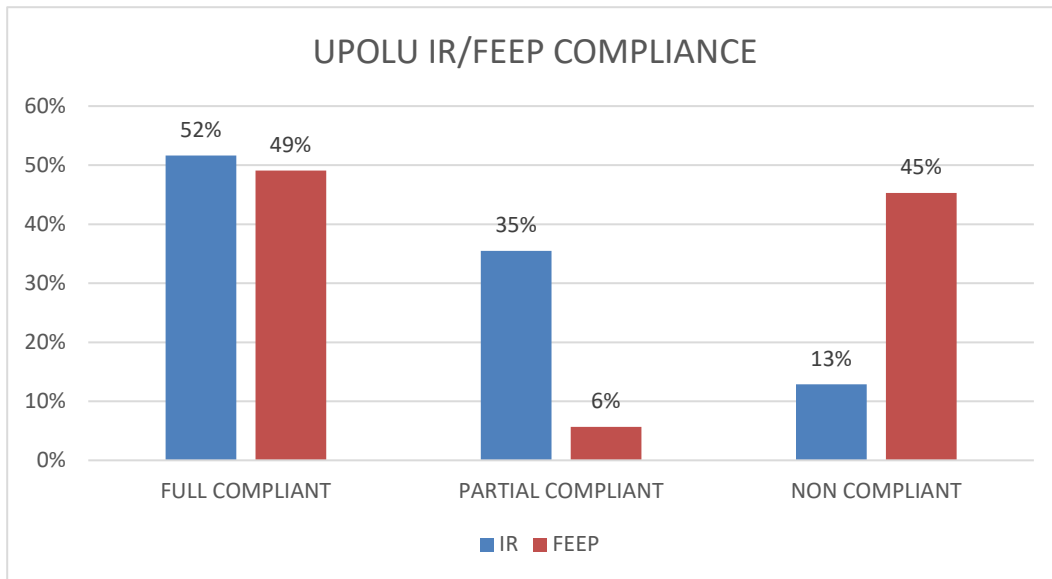
COMPLIANCE WITH INCREASE OF MINIMUM WAGE

Of the 62 businesses visited in **Upolu**, all of them are paying their employees at the new minimum wage of \$3.00. Of the 74 businesses inspected in **Savaii**, only 6 (8%) businesses were found to be paying their employees below the minimum wage. Out of the 6 businesses, 33% (2) are Chinese owned shops and 20% (67) are Samoan owned businesses, indicating that foreign owned businesses are much more willing to comply with the MW increase than the locals. The other 92% have no issues in raising the MW and are willing to comply with the recent MW increase.

INDUSTRIAL RELATIONS

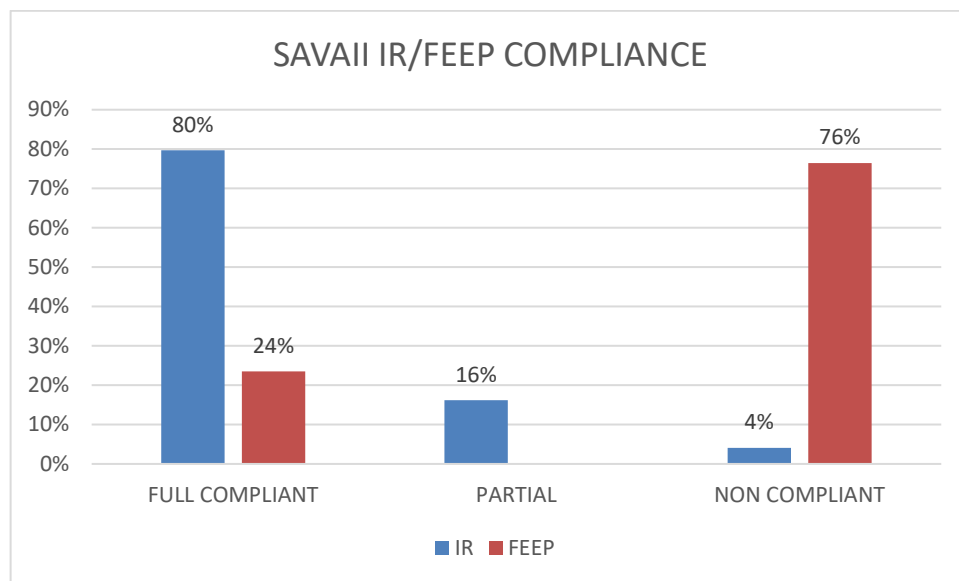
UPOLU

From the 62 businesses inspected, 32 were found fully comply with requirements of employment record keeping, 22 were found to be partial compliance while 8 businesses were found Non Compliance.



SAVAII

From the 74 businesses inspected, 59 were found to be fully complied with the requirements of employment record keeping, 12 were found to be partial compliance while 3 businesses were found Non Compliance.



FOREIGN EMPLOYEE EMPLOYMENT PERMITS

UPOLU

53 businesses were visited by the FEEP team. Of the 53, twenty-six (26) of them were found to be in compliance with FEEP policies, meaning the business were either discovered with no foreign employee, or the foreign employees are now either citizens of Samoa or Permanent Residents. Three (3) businesses were found to be partially compliant with the FEEP policies – businesses were discovered to be employing those with valid permits along with those with expired permits OR some businesses had foreigners with PR and also have foreigners with no permits working for them. Twenty-four (24) businesses were found with no form of compliance with the FEEP policies. The non compliance businesses were found that:

- All foreigners discovered on the premises were found to be working (stacking shelves, assisting the local workers, manning the till or managing the whole shop).
- The foreigners when asked for work permits they insisted that they are not workers, but are only there to “fesoasoani” the owner (who is never at the place of business). However, local workers would protest the foreigner’s comments, saying that they (foreigners) have been in the business working for months managing the shops.
- Most of the foreigners refuse to give any form of identification when requested, and would pretend to don’t understand Samoan or English when asked for their names. This makes it hard to confirm his or her status with immigration.
- Some businesses with foreigners managing the shops, their business licenses are registered under a Samoan citizen but the Samoan citizen would have no clue on where certain documents are placed or would have no answers to some of the questions asked.
- Most of these businesses have small rooms within the shops that have access to beds, bathrooms and also CCTV of the whole premises.
- All these businesses are under the reserved list, prohibiting foreigners to work within these business.

SAVAII

17 businesses were inspected and found to have recruited foreigners or non-citizens. Of the 17 businesses, 4 businesses were found to be FULL COMPLIANT (24%) and 13 businesses were found to be NON COMPLIANT (76%).

Out of 13 businesses that were found to be non-compliant, 92% (12) of them were of Chinese descent while 8% (1) are Pakistanis. For most Chinese citizens found in workplaces, they work for the shop which is registered under a different person while the owner is different as well.

An example is Wilson Fang, who is already a Samoan citizen that owns Splendid in Upolu, was found to own 3 businesses in Savaii. For those 3 businesses, all business licenses are expired and 100% of Chinese citizens found did not have any foreign employee employment permit on themselves. His businesses alone contribute to 23% of non-compliant businesses which is a very high figure. This has indicated that Savaii businesses have a high number of non-compliance with PART IX of the LERA 2013.

JOINT AWARENESS

The IR and FEEP team conducted a one-day joint awareness on 21st February 2019 to a total of 30 individuals. The main purpose of this awareness was to continue educating the employer and employees on their obligations specified in the LERA 2013 and its Regulations 2016 as well as the recent endorsement of the MW increase. The turnout for this awareness is considered a success and signified the cooperation of businesses.

Majority of the participants enquired about the terms and conditions of employment which included the overtime pay and final pay entitlement. However during the session, one employer was reluctant and disappointed with the MW increase as he believed small businesses could not afford it. After the session, all questions were answered and the participants were satisfied. We also gave out the advice to the employer to write to the Ministry or relevant bodies concerning his disappointment with the recent MW increase.

RECOMMENDATIONS

In light of the above findings, the following are recommended for consideration:

- Plan a follow up inspection to businesses that were found to conform to non- compliance in Savaii during the initial inspection in which its employment records.
- Forward the lists of companies and businesses that are non-compliant in employing foreigners in their workplaces without a work permit to the Immigration Office.
- Provide acknowledgment letters to commend the businesses that satisfied 100% of compliance with statutory requirements of Regulation 7 of the Labour and Employment Relations Regulations 2016.
- Plan a follow up inspection to businesses found partial and non- compliance to adhere with the MW, record keeping and provision of obligatory employment records.

FOREIGN EMPLOYEE EMPLOYMENT PERMTIS – NON COMPLIANCE

With the high number of non-compliant businesses towards employing foreigners it is recommended that:

- We continue with our M&E inspections under the JACE initiative as this will allow us to have some form of disciplinary action to be imposed on businesses that continue to break and defy our laws;
- Plan a follow up inspection to businesses found partial and non-compliance to issuing work permits for their foreign employees.
- Issue warning letters to these businesses and have records of issuance for future work permits applications from same employer;
- Have a translator present during future inspections;
- Plan a follow up inspection to businesses found partially and non- compliance with the Act to adhere with the employment of foreigners within Samoa.

OCCUPATIONAL SAFETY AND HEALTH

INTRODUCTION

The OSH team is mandated under the Occupational Safety and Health Act 2002 (*Act*) and Regulation 2017 to conduct routine inspections to regulate and monitor the implementation of OSH standards in Samoa. The current M&E system undertaken by OSH Inspectorates to regulate the Act and determine level of conformity includes a pragmatic process comprising of five stages;

(1) Inspection, (2) Issue Improvement Notices, (3) Issue Prohibition Notices, (4) Recommendations and (5) Follow-Up Inspections.

This report provides a detailed assessment of the M&E inspections conducted by OSH Inspectorates to all Government Ministries.

COVERAGE

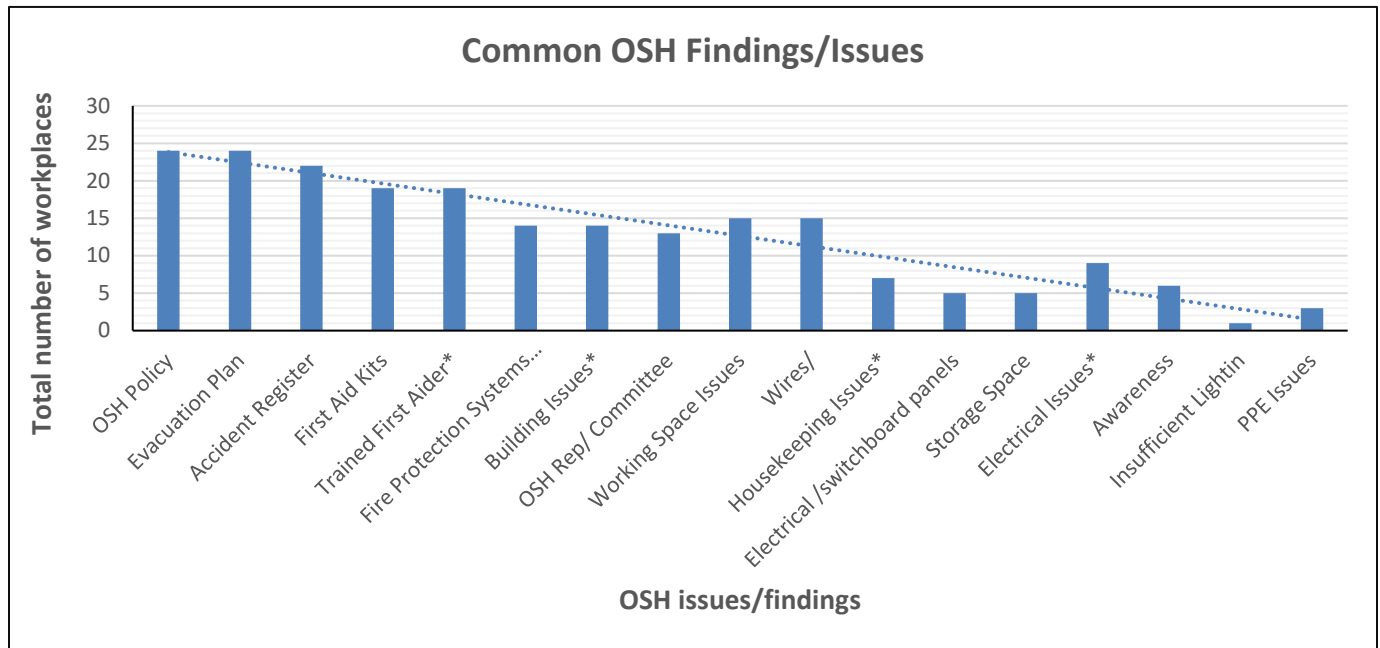
The inspections were conducted in September and October to 14 Government Ministries, 5 Constitutional Authorities, 7 Statutory Bodies in accordance with OSH legislation *as per Table 1 below*:

Table 1: Government Offices Findings

	Ministries, Constitutional Authorities & Statutory Bodies
1	Audit Office
2	Office of the Attorney General
3	Legislative Assembly
4	Office of the Public Service Commission
5	Office of the Ombudsman
6	Office of the Regulator
7	Office of the Electoral Commission
8	Samoa Law Reform Commission
9	Samoa Bureau of Statistics
10	Ministry of Agriculture and Fisheries
11	Ministry of Communication & Information Technology
12	Ministry of Commerce, Industry & Labour
13	Ministry of Education, Sports & Culture
14	Ministry of Finance
15	Ministry of Foreign Affairs & Trade
16	Ministry of Health
17	Ministry of Justice, Courts & Administration
18	Ministry of Natural Resources & Environment
19	Ministry of Prime Minister & Cabinet
20	Ministry of Customs and Revenue
21	Ministry of Women, Community & Social Development
22	Ministry of Works, Transport & Infrastructure
23	Ministry of Public Enterprises
24	Ministry of Police
25	Samoa Fire & Emergency Services
26	Samoa Prisons & Corrections Services

FINDINGS

- Overall compliance level was observed at 0%, this is determine by satisfying or meeting all the minimum requirements of the Act; refer to *Table 3* for detail findings of all offices.



- The top 10 common issues are as follows (refer graph above);
 1. No OSH Policy
 2. No Evacuation Plan
 3. No Accident Register
 4. First Aid Kits issues
 5. Absent of a qualified first aid person
 6. Appropriate work space issues
 7. Exposure of workers to potentially hazardous wires & cables
 8. Fire protection system issues
 9. Building issues
 10. No OSH Rep or evidence of an established OSH Committee
- A total of 33 Improvement Notices were issued; refer to **Appendices: Table 3** for details.
- A total of 3 Prohibition Notification were issue during the course of the inspection; One was issued to the Ministry of Works, Transport & Infrastructure to prohibit the use of 3 fire extinguishers located at the premises of the 2AP Building at Mulinu'u. Two notices were issued for the Ministry of Justice Courts and Administration to prohibit the use of 3 fire extinguishers and prohibit the use of the Chief Justice Office until all the majors building issues imminent and potentially cause serious harm observed are addressed.

RECOMMENDATIONS

The following concerns are highlighted for improvement, in addition to the top 10 common issues;

- Buildings issues pertaining to the TATTE Building, FMFM II Building, Court House and part of the Central Bank Building highlights poor and/or lack of maintenance & services of these structures in relation to many of the damages & leakages that were observed during the inspection.
- Fire protection systems/equipment for all buildings required to be prioritized as it was observed that lack/no regular service and maintenance for equipment. In addition, training such as Evacuation Procedure & the use of Fire Extinguisher have not been provided for staff, no emergency evacuation plans, no fire drill to test plan and respond; there are a lot of fire hazards noted during the inspection however means of fire protection is very poor and there is no guarantee that they are at optimum performance.
- *OSH Representative/ Committee.* It is common practice in Government Ministries to delegate the roles and responsibilities of an OSH Rep between Human Resource, Building or Assets personnel. However, Ministries were not able to confirm focal point for all OSH matters. It is noted that there are offices that require commitment to establish OSH committees due to the nature of their work. It is concerning that key Ministries such as Ministry of Agriculture & Fisheries and the Ministry of Natural Resources & Environment are yet to conform to these requirement.
- The lack of appropriate safety systems to provide enforcement and awareness was evident and as a result we can presume this is the cause for the lack of knowledge and understanding of staff leading to non-conformance with the safety and health requirements.
- From observation and findings we can make the assumption that the public service has very limited understanding of the connection of work and the health of workers. There is a great need to enhance awareness on this regard.

FEEDBACK

Some of the feedback from Government offices include;

- The lack of budget to implement some of the requirements of the Occupational Safety and Health Legislation.
- Informal requests for OSH presentation to broaden understanding of employees on requirements of the Legislation.

ISSUES

Below are some of the identified issues, which have impacted our M&E and it is of the hope that they will be addressed to advance with OSH inspections;

- Limited number of inspectors, as a result there were adjustments and postponement of inspections to later dates to accommodate for inspectors taking leave & on duty travel.
- The power of inspectors to issue prohibition notices for work that required immediate action and decision by OSH Inspectorates to stop as it was deemed unsafe for employees.

CONCLUSION

In general, there is a great need for Government Ministries to prioritize the lives of their workers and put in place appropriate safety and health standards. Focus should be given to improve the mindset of employees and employers to be able to understand the importance of safety and health and the impact of work to their health and safety.

For the past three years the main excuse for the inability to effectively implement OSH Act 2002 is ‘they are not aware of the requirements of the legislation’. Secondly, there is no apparent enforcement mechanism and monitoring of safety and health within the respective offices. Thirdly, OSH Inspectorates continue to encounter the unwillingness of some offices to cooperate and be forthcoming with accurate and current information.

The OSH team focuses on building effective partnerships between key Government Ministries such as a Ministry of Finance and the Office of the Public Service Commission who will have immense influence in the enforcement of OSH to improve compliance level within the public sector.

We acknowledge the cooperation of other offices who took the opportunity of the inspection to improve their workplaces and we also appreciate their collaboration during the course of our work.

RECOMMENDATIONS

In light of the above findings the following recommendation is submitted for consideration;

- OSH team to formally inform all inspected offices of specific findings and recommendations on areas to improve on highlighted in Table 3.
- OSH team to formally inform the Ministry of Finance on all the findings of government offices to assist with financial support, provided this is the common challenge raised by Ministries.
- OSH team to conduct follow up inspections to verify level of commitment of Ministries to the progress of implementation.
- OSH team to hold an ‘Awareness Campaign’ focusing on Government Ministries on importance of complying with OSH Legislation. Explore methods to ensure extensive participation from the public sector.
- OSH team together with Legal team to review the current process for issuing of Prohibition Notice to be in line with provisions of the Act.

FOREIGN INVESTMENT ENTERPRISES

INTRODUCTION

This report highlights the analysis/findings of the inspection that was conducted by the Industry Development and Investment Promotion Division (IDIP), for the month of February 2020 as part of the divisions on-going M & E's to Registered Foreign Investment Enterprises (FIEs) in **Upolu** during the first quarter of the Financial Year 2019/20.

The M&E activities are in accordance with Section 19 of the Foreign Investment Act 2000 ('Act'); and is one of the Key Performance Indicators (KPIs) for the IDIP Division for the current FY2019/2020.

OBJECTIVES

The main objectives of this inspection were to ensure that all registered FIE's within the reporting period of FY2016/17 are operating in compliance with the Act and it's Regulations 2011 particularly on the following.

- Confirmation of operating statuses of registered FIE's within the reporting period FY2016/17 (*Business still active, Ceased of business operations, Obtain of Citizenship and Business operation have not commenced*)
- Compliance of all FIE's with the conditions of their initial FIC approval
- Remind FIE's of their statutory obligations under Act including the submission of their status reports **"no later than six months after each financial year to which the report relates"**
- Remind FIE's of their annual renewals of Foreign Investment Certificate (FIC).
- Collection of updated information on these registered FIE's for the continuous updating of files and Databases for reporting purposes
- To take note of the contributions of these FIE's from past years to the economic development and growth of Samoa through employment, export, technology, foreign income and skill transfer.

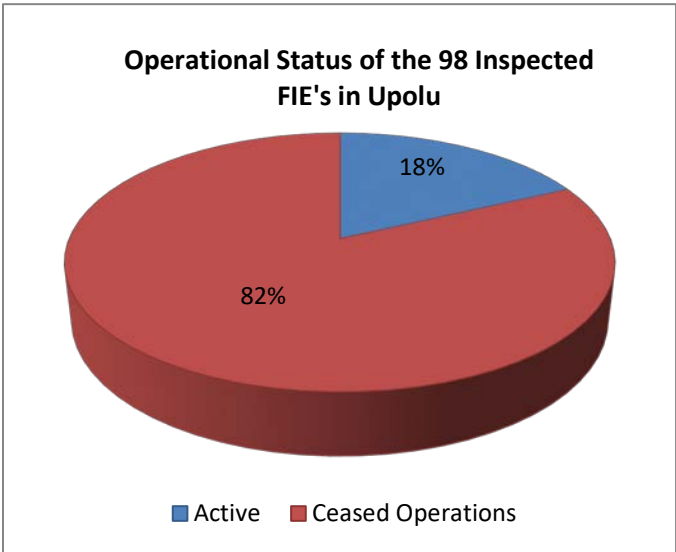
COVERAGE

A total of 98 FIE's in Upolu were inspected during the period under review

UPOLU	
Areas Covered	Number Of Foreign Investment Enterprise's (FIE's) Inspected
Faatoia, Fagalii, Levili, Malifa, Maluafou, Toomatagi, Togafuafua	12
Matautu, Vailele, Faleapuna, Lalomanu	11
Vaivase, Motootua, Tanugamanono, Tufuiopa, Vailima	11
Vaoala, Tiavi, Saanapu, Safata, Salani, Fugalei	12
Lotopa, Pesega, Vaimoso, Vailoa, Tulaele	13
Siusega, Vaigaga, Vaitele, Afega Faleolo, Mulifanua, Aleisa	14
Apia town area	13
Matafele, Saleufi, Savalalo, Mulivai	12

FINDINGS

A total of ninety eight (98) FIEs were inspected and of this number: 18 (18%) are still active and in operation and 80 (82%) have ceased operations.



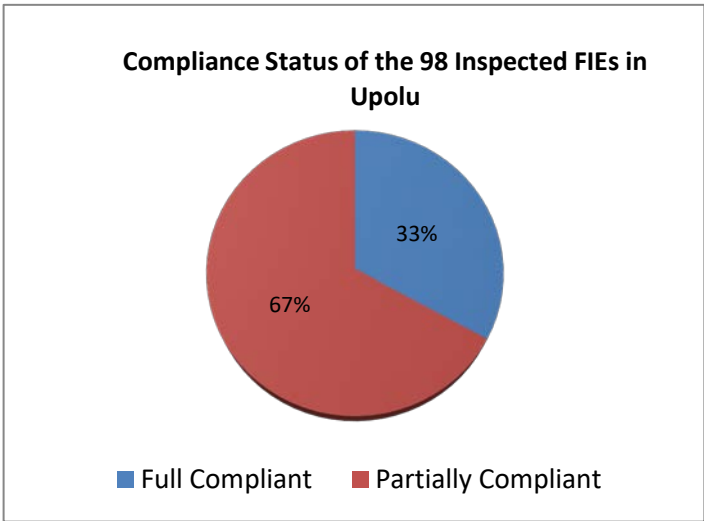
OPERATIONS STATUS OF THE 98 FIEs INSPECTED

Of the 98 FIEs inspected, 18 (18%) are still active and in operations and 80 (82%) have ceased operations without the knowledge of the Ministry for quite a while.

Of the 18 active FIEs, two (2) have obtained Samoan citizenship and will no longer be considered as FIEs.

Given these 80 FIEs have not renewed their FIC over the last two years as well as absence of any notification to the Ministry of the operational status of their businesses, they will be deregistered from the FIC registry.

Compliance with the Foreign Investment Act 2000 and its Regulation



COMPLIANCE WITH FOREIGN INVESTMENT ACT 2000

With regards to compliance under the Act, of the 18 (including the 2 who have obtained Samoan citizenship) active businesses, 6 (33%) are full compliant and 12 (67%) partial compliant

As depicted in the above graph, the number (%) of partial compliant FIEs is more than the full compliant FIEs.

The 62.5% partial compliant are the FIEs who are operating the approved activities but have yet to renew their FIC as well as failing to submit their annual status report. These requirements are stipulated under Section 8B and Section 11 respectively of the Act.

The important thing to note here is that there are no non-compliant FIEs. The partial compliant as stated above have been advised on how to be full compliant, that is, write to the Ministry for renewal of their FIC and to submit their status reports.

KEY ISSUES

i. Failure by FIEs to notify the Ministry on status of their operations

The majority of registered FIEs from the FY2016/17 period have been confirmed to be inactive but have failed to notify the Ministry as per normal procedures.

ii. Communication Barrier

The team has noted this as a continuous issue between the team and the inspected businesses. Most of the cases inspected are primarily owned by Chinese and these businesses were unable to answer any questions relayed by the team.

iii. Detection of Business Location

As noted from inspections, majority of the registered FIEs have had changes to their business in terms of locations, activities and so forth but have not notified the Ministry regarding these changes. This has made inspections challenging where the inspection team has to locate businesses that have made changes to their contact details.

CONCLUSION

The findings from the inspections confirm that only 18% of inspected FIEs were found and confirmed active while 82% of this total will be deregistered from the Registry due to these businesses being closed down and others have obtained Samoan citizenship. Some of these businesses were confirmed by the people around the area of establishment that they have returned back to their countries and operations have been ceased for quite a long time.

Furthermore, FIEs that were partially complied were advised accordingly and are being monitored through email(s) and telephone(s) follow ups to ensure compliance with the Act as well as other relevant legislation.

RECOMMENDATIONS

- To inform all inspected FIEs especially the 18 that are still active/in operation of the M&E findings. In addition, to also include for the 12 (67%) partial compliant the requirements under Section 8B and Section 11 to renew their FICs and submit their status reports respectively. The Ministry of Customs and Revenue and Ministry of the Prime Minister and Cabinet will be copied accordingly for relevant information and action where they see fit.
- To cancel FICs and deregister the 80 FIEs who have ceased operations. This will include also the 2 FIEs with shareholders who have obtained Samoan citizenship.
- Furthermore, the list of deregistered FIEs will be published in the Savali Newspaper and other local newspapers in accordance with Section 12(5) of the Act.
- To continue advertisements at every Financial Year to remind FIEs for annual renewals of FIC and required documents including Status of Operation Reports to be submitted.

MONITORING AND EVALUATION INSPECTIONS IN SAVAII – FIEs, DUTY CONCESSION SCHEME (DCS) & CODE 121 SCHEME

BACKGROUND

The inspection to **Savaii** was conducted to;

- All FIEs registered from the Financial Year 2000/2001-2018/2019 as mandated under sections 19(1)(a) and (b) of the Foreign Investment Act 2000 ('Act') and its Regulations 2011 ('Regulations').
- Beneficiaries of the Duty Concession Scheme with 'qualifying project' status still valid within this FY 2019/2020
- Beneficiaries of the Code 121 scheme
- Retail (food and drink items) shops reported by the public where non-citizens are assumed to be involved in operating.

The IDIP team conducts M&E activities to closely monitor the progress of registered FIE's and beneficiaries of Government support programmes being administered by our Ministry. Previous inspections have confirmed that some businesses have closed down, some have yet to commence operations, some have non-compliant issues, and some have completed their projects under the support programmes.

It is therefore, through these M&E activities that the Ministry is able to identify operational statuses of these businesses; and to advise them on how to address any non-compliant issues. It also provides the business community with an opportunity to relay any issues relating to business development to the Team for potential (if any) intervention by the Government.

OBJECTIVES:

Objectives of this joint inspection were;

- To obtain updated information on the current status of each registered FIE and Qualifying Projects approved under the Duty Concession Scheme and CODE121, to ensure their compliance with their FIC and DCS approvals.
- To remind all registered FIEs in Savaii of their statutory obligation to submit to the Ministry a status report *“not more than 6 months after each financial year to which the report relates”*.
- To obtain updated information for all Savaii located registered FIEs, for the preparation of the Foreign Investment Annual Report for the reporting period ended June 2020.
- To spot check suspected cases of non-citizens being involved or participating in reserved activities under the Act.

COVERAGE

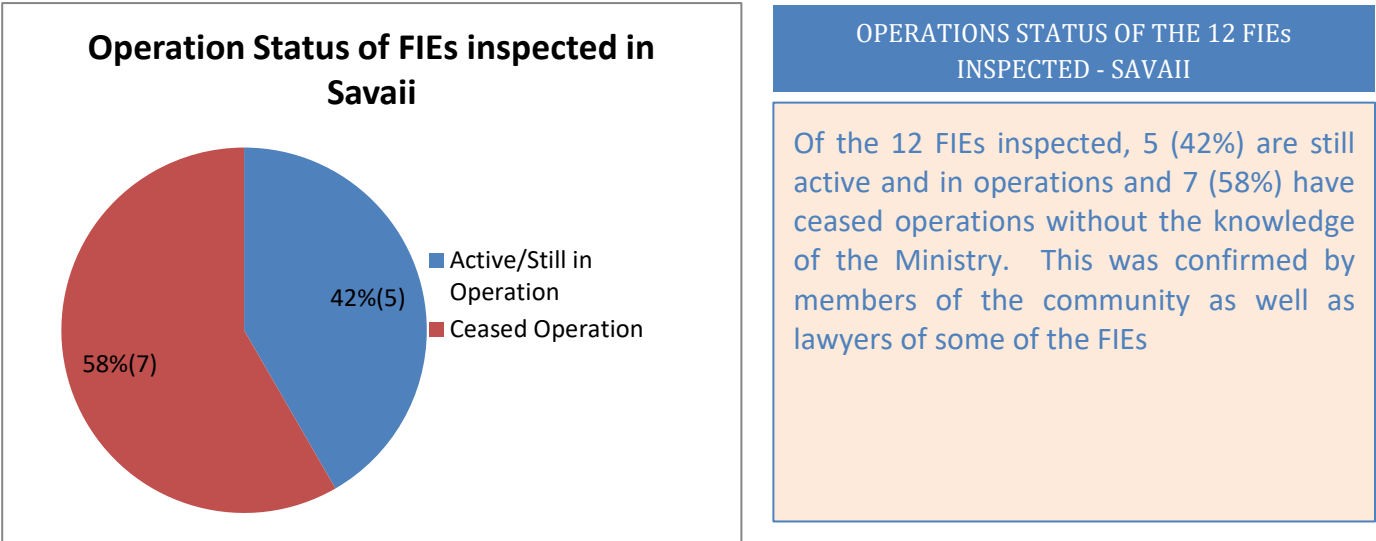
A total of thirty (30) businesses were inspected in Savaii of which:

- Foreign Investment Enterprises: 12
- Duty Concession Scheme beneficiaries: 3
- Code 121 beneficiaries: 5
- Non-compliant (non-citizens’ alleged involvement in Reserved activities): 10

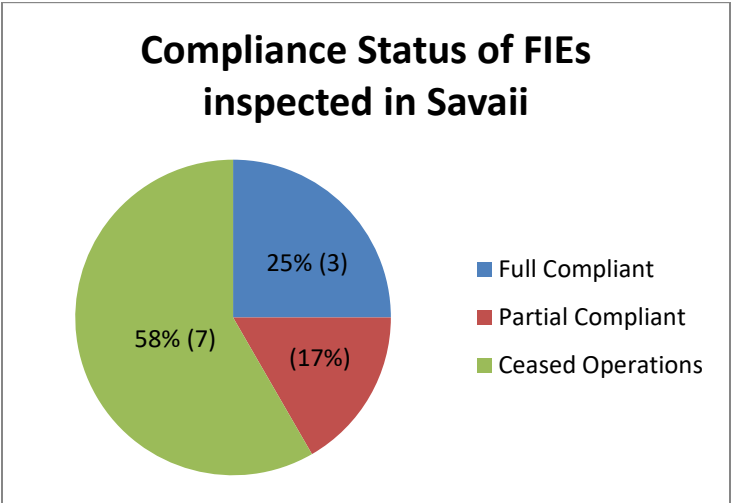
FINDINGS/ANALYSIS

The following is a summary of findings from the inspection and details in **Appendices: Table 5**

FOREIGN INVESTMENT ENTERPRISES



Compliance Status



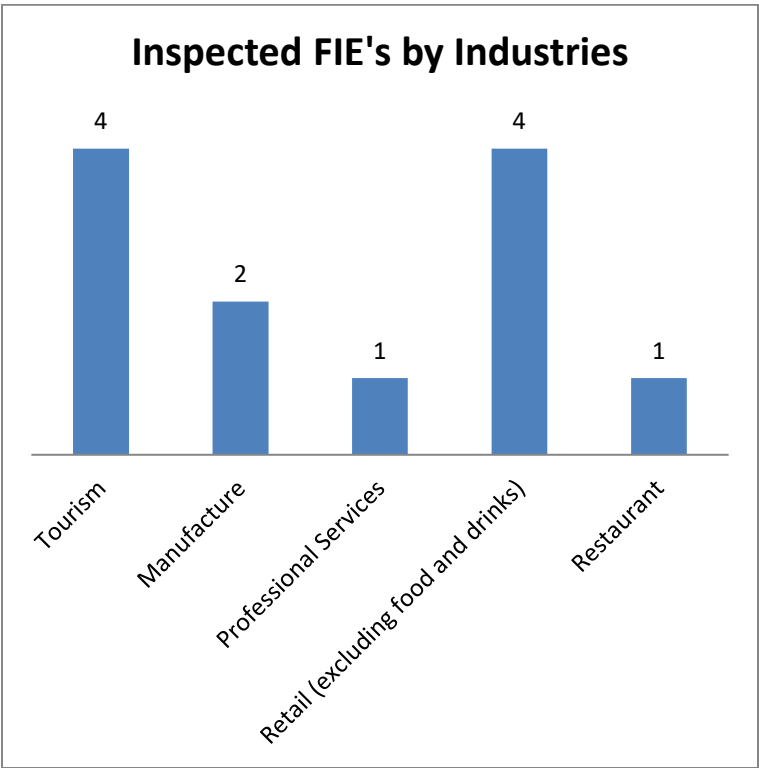
COMPLIANCE STATUS OF THE 12 FIEs INSPECTED - SAVAII

- 25%(3) were found to be fully compliant
- 17% (2) were partially compliant
- 58% (7) have ceased operations

The compliance issues with the partial compliant FIEs are to do with the non-renewal of their FICs and they were advised by the Team to lodge application for renewal with the Ministry.

Inspected FIEs by Industries

The twelve (12) inspected FIEs have been operating in the following industries:

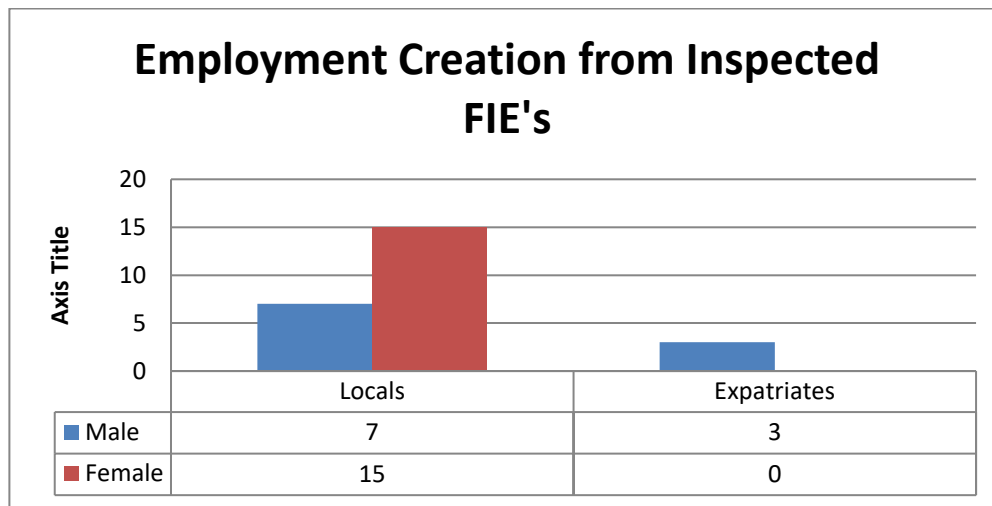


FIEs BY INDUSTRIES - SAVAII

The majority of the inspected FIEs are under the Retailing (excluding retailing of food and drink items) and Tourism Industries followed by Manufacturing.

Further, the FIEs that have ceased operations were also in the above industries plus others such as maintenance, repairs and installation.

Employment Creation



As tabulated above, a total of 25 employees including locals and expatriates are employed by Foreign Investment Enterprises operating in Savaii. It is also noted from the table above that majority of the employees hired are females in the Retailing (excluding retailing of food and drink items) Sector.

DUTY CONCESSION SCHEME (DCS)

Operation and Compliance Status

Three (3) DCS beneficiaries that were visited: Manufacturing: 2 & Tourism: 1

The Tourism operation and one of the Manufacturing are still operating whereas one of the Manufacturing (Energy) plant was never in operation and confirmed by their lawyer they have moved back to country of origin and will not proceed with the project. This was due to the long process with EPC regarding their operation, therefore the company decided not to proceed.

All active beneficiaries were found to be 100% compliance as they have completed their projects as well as their eligibility as 'qualifying project' have lapsed.

Employment Created with DCS Beneficiaries

Industry	Female	Male	Total
Manufacturing	2	6	8
Tourism	19	13	32
TOTAL	21	19	40

It is to note that one of the objectives of the DCS is to generate employment for the locals and as seen from the above Table, a total of 40 (39 locals and 1 expat) are being employed in the Tourism and Manufacturing businesses. This is good for the people of Savaii and it is also noted there is a balance in the gender being employed in both industries.

CODE 121

Operation and Compliance Status

All the five (5) beneficiaries that were visited are in the ‘Manufacturing of Agriculture Products for Export and Import Substitution’ Industry.

- Three (3) are in operation and in compliance with their approval under the scheme,
- One (1) has commenced operation but yet to receive approval and;
- One (1) has ceased operation due to some personal matter.

The Owners and representatives of these businesses conveyed their gratitude to MCIL for approval of their list of goods that were duty exempted as well as other services provided by the Ministry.

Employment Creation through the CODE 121 Beneficiaries

Industry	Female	Male	Total
Manufacturing	6	19	25

Similar to the DCS developments, the male gender dominates the Manufacturing workforce. This is due to the nature of the operations where heavy works are required to be carried out.

NON-CITIZENS’ INVOLVEMENT IN RESERVED ACTIVITIES

In previous inspections, the IDIP Team responded to alleged reports from the public on non-citizens’ involvement in the Retailing of Food and Drink items. From these previous inspections, the Team confirmed the involvement of non-citizens as reported and these retail shops were then warned to comply with the Act. These shops have Business License in the name of Samoan citizens but are assumed to be actually owned by non-citizens given their presence by working on the premises/site.

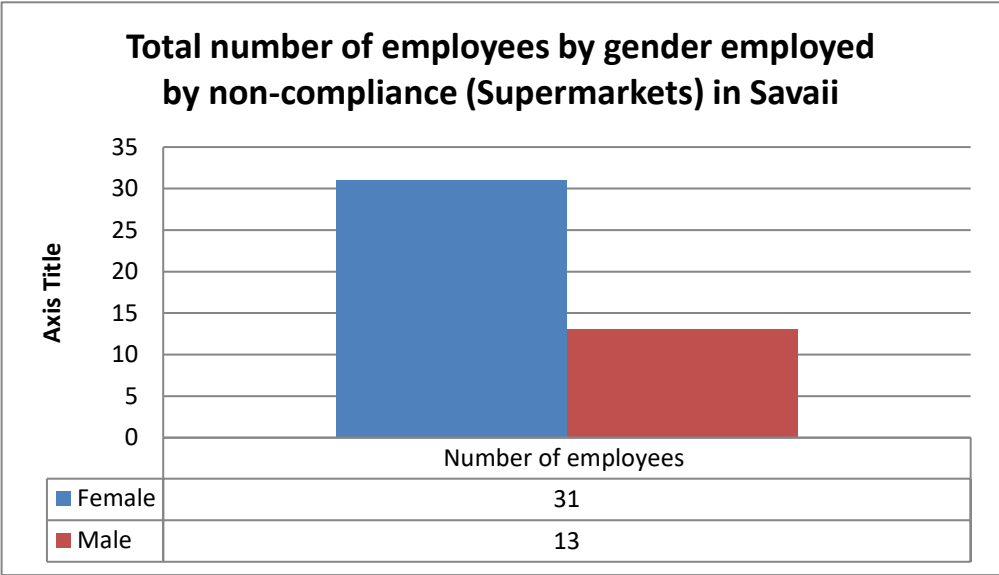
These retail shops were again inspected by the Team. Of the ten (10) that were inspected:

- Two (2) have complied
- Eight (8) still non-compliant

The 2 who have complied, there were no non-citizens on site but the Team was told that there are non-citizens but are married to Samoans and are, therefore, have lodged application for Samoan citizenship through marriage and have already received their Permanent Resident (PR) Permit.

The 8 non-compliant were advised of the Reserved List and FEEP requirements where non-citizens are not allowed to be engaged in or be employed in reserved activities.

Employment creation



Although these retail shops are alleged to be actually owned by non-citizens, attention also should be given to the number of employment opportunities created for locals in the areas where these retail shops are located. The number of women employed in the Retailing industry continues to be higher than the men.

CONCLUSION

- The findings from the inspection conclude that 42% of FIEs have been confirmed to be active, 58% have ceased operations.
- The recipients of CODE 121 have been confirmed that 60% are in compliance with their approved conditions, 20% are in operation but not under the scheme as they are awaiting approval of their list of goods from MCR; and 20% have ceased operation.
- Further, recipients of DCS have been confirmed that 100% compliance was observed with beneficiaries who are still operating.
- Moreover, there are still retail shops (food and drink items) that were seen with non-citizens on the business premises while others have complied.

KEY ISSUES

FOREIGN INVESTMENT ENTERPRISES

- **Foreign Employee Employment Permit (FEEP)**

Two (2) non-Samoan citizens at the time of the inspection have no legal documents (passports) or valid work permits on hand with them. According to them, their employers in Upolu have all their legal documents.

- **Failure to notify the Ministry**

Six (6) of the registered FIEs inspected have been confirmed to be inactive but have failed to notify the Ministry as per normal procedures. One (1) did not notify the Ministry that change of ownership has been made from a non-citizen to a citizen and therefore, should have been removed from the FIE registry. One (1) company did not notify the Ministry of change of activities and that amendments to their Foreign Investment Certificate should be amended accordingly.

- **Difference in contact details on the Ministry registry and current details**

Another key issue noted by the inspection team is that some of the contacts of these FIE's businesses has differ from what their actual contacts are on file and therefore created difficulties for the team to contact them.

DCS & Code 121 Scheme

- Strong competition is one of the challenges faced by some of the Businesses as competitors compete to access available and potential markets.
- Different business representative every inspection and some of these representatives have no clue of the scheme.
- Slow due to measles and Coronavirus and many visitors have cancelled their bookings.
- Slow in exporting of products due to the lack of Certification available in Samoa for these products to be exported to some specific international markets.
- Some of these Projects have ceased using the programme and has not notified the Ministry accordingly.

Alleged involvement of non-citizens in Reserved activities

- Non-citizens are still seen on site at some of the retail shops (food and drink items) that were previously inspected and warned by the Team in accordance with the Act.
- Continuous collusion between locals and foreigners to obtain business licenses in order to operate activities under the Reserved List. (Retailing of food and drink items)
- Spotted non-citizens without valid work permit or family members stated that they are here for family matters or on holidays without valid visas.
- Some of these non-citizens do not have their legal documentations with them but stated that friends or families in Upolu has them and are helping out in sorting out their papers at the Samoa Immigration.
- Some of these shops do not have valid Business License displayed at the shop during the time of the inspection and according to these representatives it is currently in Apia or currently with the Ministry for Customs and Revenue.

- Communication Barrier and reluctant of non-citizens to communicate with the team. Two of these shops where the team found two Chinese were very reluctant to communicate to the team saying that they do not understand and that all legal documents are in the Samoa Immigration Office.

RECOMMENDATIONS

Foreign Investment Enterprises

- To write to all FIEs that was inspected outlining findings of the M&E visits.
- In relation to recommendation (i) above for non-compliant FIEs, to highlight areas where they need to work on to be in full compliance with the Act. For compliant FIEs to acknowledge and encourage continuous compliance.
- Pursuant to Section 12(5) of the Act to publish in the Savali or other local newspaper a list of FIEs that have ceased operations. The list to also be published on the MCIL website and Facebook page.
- To continue advertisements in local newspapers, MCIL website and MCIL Facebook page at every Financial Year to remind FIEs for annual renewals of FIC and required documents including Status of Operation Reports to be submitted and spot checks to conduct once they renew or for amending of their FICs.
- For future inspections, include in the Inspection Team one staff member who is able to understand and speak Chinese Language

DCS & CODE 121

- To write to beneficiaries that were inspected outlining findings of the M&E visits and acknowledge developments that have been completed.
- To continue monitoring of the projects and regular reminders to the Qualifying Businesses of the expiry dates of the projects for utilization of assistances before the lapse date.
- To remove the confirmed projects that has ceased operation from the matrix and to note reasons of ceasing operation for future reference to this inspection.

Alleged involvement of Non-Citizens in Reserved activities (Retailing of Food and Drink items)

- To write to owners of these shops reminding them of the Act specifically the Reserved List.
- To also include in the letter a reminder regarding FEPP where non-citizens are not allowed to be employed in reserved activities.
- To share with the JACE Task Force findings and list of these shops for collaborate appropriate actions
- MCIL to continue advertisements/public notices as a reminder in local newspapers, MCIL website and Facebook page the Restricted and Reserved Lists

APPENDICES:

Table 1: Joint Industrial Relations/FEPP Summary of Findings - SAVAIL

EMPLOYER		INDUSTRIAL RELATIONS		FOREIGN EMPLOYEE EMPLOYMENT PERMIT
NAME	DETAILS	COMMENTS	FINDINGS	FINDINGS
1. AJ & Johns Mart	Business Owner: Wilson Fang Business Status: Mart Location: Papa i Puleia No of Employees: 9 Gender: 4 female; 5 males Minimum wage: \$4.00 No of Foreigner: 1 Contact Number: 7656890	- Ad- hoc business - Expired License	- PARTIAL COMPLIANCE 71% level of compliance - Issued corrective action notice.	- NON COMPLIANT - Absence of updated Business License 1 Chinese citizen found -Zhe Lu (Passport with Wilson) - BL issued under Liarown but Samoan employee says that they are applying to change name of Business License to Wilson Fang
2. Alfred Uipa Store	Business Owner: Alfred Uipa Business Status: Store Location: Fagasa No of Employees: 0 Contact Number: 7240488	Ad- hoc business	FULL COMPLIANT	N/A
3. Apia Headstone & Casket	Business Owner: Lisi Tuigamala Business Status: Headstone Location: Salelologa No. of Employees: 1; Gender: 1 male; Minimum wage: \$6.00 Contact Number: 27432	- Ad- hoc Business - Absence of Payroll records in the workplace. - No attendance book and pay slips.	- PARTIAL COMPLIANCE 43% level of compliance compared to Regulations 7 of LERR 2016. - Issued corrective action notice.	N/A
4. Asau Bakery	Location: Asau		PERMANENTLY CLOSED	N/A
5. Asau Variety Store	Location: Asau		PERMANENTLY CLOSED	N/A

6. Brothers Yan	Business Owner: Zhixin Yan Business Status: Electrics Location: Salelologa No of Employees: 6 Gender: 2 females; 4 males No of Foreigner: 1 Minimum Wage: \$3.00 Contact Number: 7518888	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	- FULL COMPLIANT 1 Chinese citizen found in Shop -Yibo Wang (PR) - She said husband usually comes to the shop and that he's a permanent resident. Name: Yau Zhixin
7. CCK Trading Ltd	Business Owner: Ken Newton Status: Clothing Location: Salelologa No of Employees: 7 Gender: 6 females, 1 male Minimum wage: \$4.00 Contact Number: 51573	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	N/A
8. Cost Less Mart	Business Owner: Jiangfeng Cao Business Status: Mart Location: Salelologa No of Employees: 13 Gender: 6 females; 7 males No of Foreigner: 1 Minimum wage: \$3.00 Contact Number: 7249375	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	- NON COMPLIANT 1 Chinese citizen found -Hang Guo (says passport and Permit ID are with Mayple his Samoan wife)
9. CS Mart	Business Owner: Chi Yuan Liu Business Status: Mart Location: Salelologa No of Employees: 5 Gender: 4 females; 2 males Minimum wage: \$3.00 Contact Number: 7295550	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2010. 013.	N/A
10. Discount Store	Business Owner: Michael Xue Business Status: Mart Location: Iva	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records.	- NON COMPLIANT 1 Chinese citizen found

	No of Employees: 2 Gender: 2 females No of Foreigner: 1 Minimum Wage: \$3.00 Contact Number: 7238888		Advise the employer to maintain full compliance with LERA 2013.	-Meihua Xue (refuse to give passport, ID expired 23/01/2019, said it was renewed but her son has it)
11. Dynastry Restro & Catering	Business Owner: Tomasi Mariner Business Status: Catering Location: Salelologa No of Employees: 13 Gender: 6 females; 7 males Minimum wage: \$3.00 Contact Number: 7740802	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	N/A
12. E Home	Business Owner: Zuxiang He Business Status: Furniture Supply Location: Salelologa No of Employees: 2 Gender: 1 male; 1 female No of Foreigner: 1 Minimum Wage: \$2.50 Contact Number: 7786941	- Ad- hoc Business - Absence of Payroll records in the workplace. - No attendance book and pay slips.	- PARTIAL COMPLIANCE 43% level of compliance compared to Regulations 7 of LERR 2016. - Issued corrective action notice.	- NON COMPLIANT - Absence of updated Business License 1 Chinese found working without work permit -name: Zuxian He
13. Eseta Moananu Sewing Shop	Business Owner: Eseta Moananu Business Status: Sewing Location: Salelologa No of Employees: 3 Gender: 1 male; 2 females Minimum wage: \$4.00 Contact Number: 7264311	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	N/A
14. Faatuia Tuaifouoa Store	Business Owner: Faatuia Vae Tuaifoa Business Status: Store Location: Satupaitea No of Employees: 5 Gender: 5 females Minimum Wage: \$3.00 Contact Number: 8410828	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	N/A

15. Falealupo Beach Fales	Business Owner: Save Soifua Business Status: Beach Fales Location: Falealupo No of Employees: 0 Contact Number: 7747420	• Ad- hoc business	• FULL COMPLIANT	• N/A
16. Fituafe Wong Soon Store	Business Owner: Fituafe Wong Soon Business Status: Store Location: Salelologa No of Employees: 2 Gender: 1 male, 1 female Minimum wage: \$3.00 Contact Number: 7763641	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• N/A
17. FnT Store	Business Owner: Fili Roma Business Status: Store Location: Vaisala No of Employees: 1 Gender: 1 female Minimum Wage: \$3.75 Contact Number: 7590675	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• N/A
18. Foto Eyeland	Business Owner: Fritz Tuiavii Business Status: Photography Location: Salelologa No of Employees: 1 Gender: 1 male Minimum wage: \$3.75 Contact Number: 7714545	• Ad- hoc business • No payroll records • No leave records	• PARTIAL COMPLIANCE • 71% level of compliance • Issued corrective action notice.	• N/A
19. Fotumaleula Sofi Store	Business Owner: Fotumaleula Sofi Business Status: Store Location: Auala No of Employees: 0 Contact Number: 7773064	• Ad- hoc business	• FULL COMPLIANT	• N/A
20. Fountain Company Ltd	Business Owner: Liu Chi Yuan Business Status: Store Location: Salelologa No of Employees: 2 Gender: 2 females Minimum wage: \$3.00	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• N/A

	Contact Number: 7299456			
21. Frankie's Company Ltd	Business Owner: Frankie Cai Business Status: Retail Location: Salelologa No of Employees: 35 Gender: 23 males, 16 females No of Foreign Employee: 2 Minimum wage: \$3.00 Contact Number: 7757350	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	- NON COMPLIANT 2 Fijians working said by employee (were away at the time) -Temalesi Niuvou (reported as cashier but permit issued as a domestic worker) -Bikash Sami (works at the bakery with no work permit)
22. Greene Store	Location: Salailua		PERMANENTLY CLOSED	N/A
23. HnA Bingo	Business Owner: David Mariner Business Status: Store Location: Salelologa No of Employees: 0 Contact Number: 7763641	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	N/A
24. Iaulualo Minimart	Business Owner: Malulaufai Iaulualo Business Status: Minimart Location: Faala Palauli No of Employees: 0 Contact Number: 7590709	- Ad- hoc business - A 14 year old daughter assisting in the reception area.	FULL COMPLIANT	N/A
25. Ink Patch Money Transfer	Business Owner: Charles Westerlund Business Status: Financing Location: Salelologa No of Employees: 2 Gender: 2 females Minimum wage: \$7.00 Contact Number: 51414	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	N/A
26. IT Zone Ltd	Business Owner: Adeel Riaz Business Status: IT Location: Salelologa No of Employees: 2	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records.	- NON COMPLIANT 2 foreigners found within the premises

	Gender: 2 males No of Foreign Employee: 2 Minimum wage: \$12.50 Contact Number: 7667520		Advise the employer to maintain full compliance with LERA 2013.	-Zafar Igbal (Pakistan, Spouse visa, PR noted in passport) -Manvir Singh(Indian, says work permit is under Taj Mahal)
27. Jeans Sewing Shop	Business Owner: Moanarita Leota Business Status: Sewing Location: Salelologa No of Employees: 1 Gender: 1 female Minimum wage: \$2.50 Contact Number: 7793366	- Ad-hoc business - Below the Minimum Wage	- PARTIAL COMPLIANCE 86% level of compliance compared to Regulations 7 of LERR 2016. - Issued corrective action notice.	N/A
28. Jetover Hotel	Business Owner: Kereti Ah Liki Business Status: Accommodation Location: Salelologa No of Employees: 19 Gender: 9 male, 10 female Minimum wage: \$4.00 Contact Number: 51565	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	N/A
29. King's Minimart	Business Owner: Seluia Wang Business Status: Minimart Location: Salelologa No of Employees: 7 Gender: 2 males; 5 females Minimum wage: \$3.00 Contact Number: 7673088	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	- FULL COMPLIANT - Advise the employer to keep up with the obligatory standards of FEPP Policy
30. King's Burger	Business Owner: Seluia Wang Business Status: Restaurant Location: Salelologa No of Employees: 3 Gender: 1 male; 2 females Minimum wage: \$3.00 Contact Number: 7673088	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	N/A
31. Lafaialii Store	Business Owner: Eteuati Sulutolu Business Status: Mart	Ad- hoc business	FULL COMPLIANT	N/A

	Location: Falealupo No of Employees: 21 Gender: 10 females; 11 males Minimum Wage: \$3.00 Contact Number: 8406268		• Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	
32. Langling Supermarket	Business Owner: Lili Chen Business Status: Mart Location: Iva No of Employees: 8 Gender: 4 females; 4 males No of Foreigner: 1 Minimum Wage: \$3.00 Contact Number: 7228897	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• FULL COMPLIANT • 2 Chinese citizen found • -Chen Guangli (PR with spouse visa) • Yang Jia Wei (he was found in the private room which is not in the workplace)
33. Lata Plantation	Business Owner: Richard Wetzell Business Status: Plantation Location: Salailua No of Employees: 15 Gender: 3 females; 12 males Minimum Wage: \$3.00 Contact Number: 601658	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• NON COMPLIANT • False information (A lady stated when we first got to the premise that a Fijian man works for Lata Plantation office, she went to look for him and came back with another man claiming that he's Fijian when he was Samoan. The lady then said that the Fijian man already left and his name is Austin.
34. Liarown Lin Store	Business Owner: Liarown Lin Business Status: Store Location: Siufaga No of Employees: 6 Gender: 4 females; 1 male No of Foreigner: 1 Minimum wage: \$3.00 Contact Number: 7753481	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• N/A

35. Lui's Restaurant	Business Owner: Leilua Pauli Business Status: Restaurant Location: Salelologa No of Employees: 4 Gender: 2 males; 2 females Minimum wage: \$3.00 Contact Number: 7619323	• Ad- hoc Business • Absence of Payroll records in the workplace. • No attendance book and pay slips.	• PARTIAL COMPLIANCE • 43% level of compliance compared to Regulations 7 of LERR 2016. • Issued corrective action notice.	• N/A
36. Lusia's Lagoon Chalets	Business Owner: Lusia Brown Business Status: Accomodation Location: Salelologa No. of Employees: 12; Gender: 9 females; 3 males Minimum wage: \$2.80 Contact Number: 51487	• Ad-hoc business • Below the Minimum Wage	• PARTIAL COMPLIANCE • 86% level of compliance compared to Regulations 7 of LERR 2016. • Issued corrective action notice.	• N/A
37. Makereta Tufuga Store	Business Owner: Makereta Tufuga Business Status: Store Location: Asau No of Employees: 1 Gender: 1 female Minimum Wage: \$3.00 Contact Number: 7731324	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• N/A
38. Marie E Lamositele	Business Owner: Maria Lamositele Business Status: Mart Location: Falealupo No of Employees: 12 Gender: 11 females; 1 male Minimum Wage: \$3.50 Contact Number: 8410826	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• N/A
39. Mateo Sagato Shop	Business Owner: Mateo Sagato Business Status: Store Location: Salelologa No of Employees: 3 Gender: 1 females, 2 males Minimum wage: \$3.50 Contact Number: 7264688	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• N/A

40. Me Mu’a Store	Business Owner: Me Mu’a Business Status: Store Location: Asau No of Employees: 0 Contact Number: 8486209	• Ad- hoc business	• FULL COMPLIANT	• N/A
41. Moti Maaola Store	Business Owner: Moti Maaola Store Business Status: Store Location: Neiafu No of Employees: 0 Contact Number: 7722712	• Ad- hoc business	• FULL COMPLIANT	• N/A
42. National Bank of Samoa	Business Owner: Meredith Family Business Status: Financing Location: Salelologa No of Employees: 6 Gender: 2 males; 4 females Minimum wage: \$6.70 Contact Number: 51398/51058	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• N/A
43. No. 1 Merchandise	Business Owner: Zu Jie Zhou Business Status: Merchandise Location: Salelologa No of Employees: 4 Gender: 3 females; 1 males No of Foreigner: 1 Minimum Wage: \$3.00 Contact Number: 7733618	• Ad- hoc business • Business License Expired	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• NON COMPLIANT • Absence of updated BL • 1 Chinese citizen found in shop • -Zhu Gaojuan – PR (employment allowed)
44. Ocean View	Business Owner: Fou Tumaseve Elisara Muipu Business Status: Store Location: Gataivai No of Employees: 2 Gender: 1 male; 1 female Minimum Wage: \$3.00 Contact Number: 7245648	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• N/A
45. Pavati Highway	Business Owner: Henry Tiatia Business Status: Store Location: Taga No of Employees: 1	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records.	• N/A

	Gender: 1 male Minimum Wage: \$3.30 Contact Number: 7590562		Advise the employer to maintain full compliance with LERA 2013.	
46. Rowlen Financial Services	Business Owner: Flora Wendt & Taulapapa Hunt Business Status: Financing Location: Salelologa No of Employees: 6 Gender: 5 females; 1 male Minimum Wage: \$3.00 Contact Number: 51578	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	N/A
47. Safua Store	Business Owner: Wilson Fang Business Status: Store Location: Safua No of Employees: 5 Gender: 3 females; 2 males No o Foreigner: 1 Minimum wage: \$3.00 Contact Number: 7646041	- Ad- hoc business - Expired business license	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	N/A
48. Sakalafai Variety Store	Business Owner: Ropati Sagato Business Status: Automotive Location: Salelologa No of Employees: 14 Gender: 10 males; 4 females Minimum wage: \$3.50 Contact Number: 51363	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	N/A
49. Salailua Service Station	Business Owner: Savaiinaea Aigaoleseese Business Status: Petrol Station Location: Salailua No of Employees: 0 Contact Number: 7222234	- Ad- hoc business - Family Business - A 14 year old daughter assisting in the reception area	FULL COMPLIANT	N/A
50. Salelologa Minimart	Business Owner: Lee Li Zeng Business Status: Minimart Location: Salelologa No of Employees: 8 Gender: 3 males, 3 females	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records.	- FULL COMPLIANT 2 Chinese citizen found working both are Permanent residents - Li Sheng

	No of Foreign Employee: 2 Minimum wage: \$3.00 Contact Number: 7654321		Advise the employer to maintain full compliance with LERA 2013.	-Hong Liu
51. Samoa Life Assurance Company	Business Status: SOE Location: Salelologa No of Employees: 3 Gender: 2 females, 1 male Minimum wage: \$7.00 Contact Number: 51261	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	N/A
52. Satuiatua Beach Resort	Business Owner: Leilua Marilei Tutogi Business Status: Resort Location: Satuiatua No of Employees: 8 Gender: 4 males; 4 females Minimum Wage: \$3.00 Contact Number: 8464119	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	N/A
53. Seumanutafa Faaola Store	Business Owner: Seumanutafa Faaola Business Status: Store Location: Falealupo No of Employees: 0 Contact Number: 7283980	Ad- hoc business	FULL COMPLIANT	N/A
54. Sooula Express	Business Owner: Bismarck Tamati Business Status: Retail Location: Salelologa No of Employees: 4 Gender: 3 males; 1 female Minimum wage: \$5.00 Contact Number: 7642133	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	N/A
55. SPBD Ltd	Business Owner: Greg Casagrande Business Status: Financing Location: Salelologa No of Employees: 8 Gender: 3 females; 5 males Minimum wage: \$5.70 Contact Number: 51436	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	N/A

56. Spend Less Mart	Business Owner: Wilson Fang Business Status: Mart Location: Salelologa No of Employees: 6 Gender: 4 females; 2 males No of Foreigners: 1 Minimum wage: \$3.00 Contact Number: 7777700	• Ad- hoc business • Expired License	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• NON COMPLIANT • 2 Chinese citizens found • -Wen Lin • -Wan Ying Lin • (both passports are with Wilson) One of the Chinese called Wilson but he said he was busy and that he'll call back
57. Stevenson Manase Hotel	Business Owner: Trevor Stevensons Status: Clothing Location: Manase No of Employees: 29, 1 foreigner Gender: 19 females, 11 males Minimum wage: \$3.00 Contact Number: 54363	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• N/A
58. Tanielu Avealalo Store	Business Owner: Tanielu Avealalo Business Status: Store Location: Foga Savaii No of Employees: 1 Gender: 1 male Minimum Wage: \$3.00 Contact Number: 7595293	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• N/A
59. Tausala Matiu Store	Business Owner: Tausala Matiu Business Status: Mart Location: Satupaitea No of Employees: 8 Gender: 2 females; 6 males Minimum Wage: \$3.75 Contact Number: 7238888	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• N/A
60. Tepatasi Restaurant	Business Owner: Tepa Isaako Business Status: Restaurant Location: Salelologa No of Employees: 2	• Ad-hoc business • Below the Minimum Wage	• PARTIAL COMPLIANCE • 86% level of compliance compared to Regulations 7 of LERR 2016. • Issued corrective action notice.	• N/A

	Gender: 2 males No of Foreign Employee: 2 Minimum wage: \$2.50 Contact Number: 7792420			
61. Ti Saan International	Business Owner: Lomi Tomane Business Status: Graphics Location: Salelologa No of Employees: 3 Gender: 1 male, 2 females Minimum wage: \$3.75 Contact Number: 51033	• Ad- hoc business • No payroll records • No leave records	• PARTIAL COMPLIANCE • 71% level of compliance • Issued corrective action notice.	• N/A
62. T Kovati Tyre Shop	Business Owner: Vaoga Uatisone Business Status: Mechanics Location: Tufutafoe No of Employees: 4 Gender: 4 males Minimum Wage: \$3.00 Contact Number: 7640299	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• N/A
63. Tovio Levi Bakery	Business Owner: Tovio Levi Business Status: Bakery Location: Safotu No of Employees: 2 Gender: 2 males Minimum Wage: \$3.00 Contact Number: 7590487	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• N/A
64. Transwork Ltd	Status: Petrol Station Location: Asau No of Employees: 10 Gender: 4 females, 6 males Minimum wage: \$3.75 Contact Number: 25107	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• N/A
65. Vaisala Hotel	Business Owner: Kolone Vaai Business Status: Hotel Location: Vaisala No of Employees: 1 Gender: 1 male Minimum Wage: \$3.00	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• N/A

	Contact Number: 7641583			
66. Vaimoana Seaside Lodge	Business Owner: Saleimoa Vaai Business Status: Accomodation Location: Asau No of Employees: 24 Gender: 18 females; 6 males Minimum Wage: \$2.50 Contact Number: 58149	• Ad- hoc Business • Below MW • No Leave Records.	• PARTIAL COMPLIANCE • 71% level of compliance compared to Regulations 7 of LERR 2016. • Issued corrective action notice.	• N/A
67. Vaivaimuli Corporation	Business Owner: Tapito Vaai Business Status: Store Location: Vaivaimuli No of Employees: 3 Gender: 3 males Minimum Wage: \$3.15 Contact Number: 58129	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• N/A
68. Victoria's Clothing/ Barber Shop	Business Owner: Salevalasi Ah Poe Business Status: Clothing & Barber Location: Salelologa No of Employees: 2 Gender: 2 males No of Foreign Employee: 2 Minimum wage: \$3.00 Contact Number: 7757350	• Ad- hoc Business • Absence of Payroll records in the workplace. • No attendance book and pay slips.	• PARTIAL COMPLIANCE • 43% level of compliance compared to Regulations 7 of LERR 2016. • Issued corrective action notice.	• N/A
69. White Bricks	Business Owner: Jack Junior Sao Business Status: Bricks Location: Salailua No of Employees: 6 Gender: 1 female; 5 males Minimum wage: \$3.00 Contact Number: 7244842	• Ad- hoc business • No payroll records • No pay slips	• PARTIAL COMPLIANCE • 71% level of compliance • Issued corrective action notice.	• N/A
70. Xing Fang Mart	Business Owner: Liu Chi Yuan Business Status: Mart Location: Salelologa No of Employees: 11 Gender: 6 males; 5 females No of Foreign Employee: 1 Minimum wage: \$3.00	• Ad- hoc business	• FULL COMPLIANT • Effective implementation of provisions to maintain employment records. • Advise the employer to maintain full compliance with LERA 2013.	• NON COMPLIANT • 3 Chinese citizens found in shop • -Chi Yuan Liu (citizen) • -Chi Hong Liu • -Ding Mim Chun

	Contact Number: 7749322			All these Chinese do not have their passport on them when inspected.
71. YKY Store	Business Owner: Palepa Tulaga Da-Gun Ye Business Status: Store Location: Salelologa No of Employees: 16 Gender: 9 males; 7 females Minimum wage: \$3.00 Contact Number: 7266666	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	- FULL COMPLIANT - Both Palepa and her Chinese husband were at Apia by the time. - Daqun Ye (PR and on spouse visa so employment is allowed)
72. Y&Y Restaurant	Business Owner: Tommy Yan Business Status: Restaurant Location: Salelologa No of Employees: 9 Gender: 2 males; 7 females No of Foreign Employee: 1 Minimum wage: \$3.00 Contact Number: 7658888	Ad- hoc business	- FULL COMPLIANT - Effective implementation of provisions to maintain employment records. - Advise the employer to maintain full compliance with LERA 2013.	- NON COMPLIANT 2 Chinese citizens found -Yan Zhikun (PR stamp by immigration in passport) -Huafu Zhan (has work permit expires on 12/06/20, permit# 18080)

Table 2: Joint Industrial Relations/FEEP Summary of Findings - UPOLU

INITIAL INSPECTIONS			INDUSTRIAL RELATIONS	FOREIGN EMPLOYEE EMPLOYMENT PERMIT
Employer	Details	Issues	Status & Comments	
1. 4 Corner	Business Status: Retail Employees: 7; 2 females, 5 males Foreign Employee: 2 Minimum Wage: \$3.00 Location: Vaivase tai Phone#: 7296508 / 7587788	• An ad hoc business • Records of pay slips and leave were absent	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• NON COMPLIANCE • 2 Chinese male were found working in the shop. • No work permits issued, and when asked about ID, they pretended they had no clue of what was asked. • The owner of the business was away in China for Chinese new years. • We were referred to Helen (Owner of Island Love) as she was currently looking after the place for her nephew. • When we approached her, she confirmed that the old man that was present was her brother in law, owners father. • She however disputed the other young man that was present in the shop saying she doesn't know him, to wait on her nephew to confirm his status and name.
2. A&A Hair Salon	Business Status: Hair Salon Employees: 5; 3 females, 2 males Foreign Employee: 1 Minimum Wage: \$2.40 Location: Ah Mau Mall Phone # 7632882	• Inspected from the scheduled employers list • No Records available • MW is below	• NON COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice was issued and progress of implementation in the follow up inspection	• FULL COMPLIANCE • One foreigner was present at the salon; he was the manager of salon. He had a valid work permit, and was advised to have it renewed a month before expiring date.

3. A & B Mart	Business Status: Mart Employees: 5; 4 females; 1 male Foreign Employee: 2 (Chinese) Minimum Wage: \$3.00 Location: Puipaa Phone#: 7682677	• All obligatory were provided • Effective implementation of provisions for maintaining employee records	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	
4. Ah Chong Supermarket	Business Status: Supermarket Employees: 12; 8 females, 4 males Foreign Employee: nil Minimum Wage: \$3.00 Location: Puipaa Phone#: 7710980	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• FULL COMPLIANCE • No foreigner are employed by the owner nor were discovered on the premises
5. Apia Park Supermarket	Business Status: Supermarket Employees: 5; 2 females; 3 males Foreign Employee: 1 Minimum Wage: \$3.00 Location: Apia Park Phone#:	• All obligatory were provided • Effective implementation of provisions for maintaining employee records	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• FULL COMPLIANCE • Foreigner is a Permanent Resident of Samoa.
6. Best Value	Business Status: Supermarket Employees: 10; 4 females, 6 males Foreign Employee: 2 Minimum Wage: \$3.00 Location: Papauta Phone#: 7222888	• All obligatory were provided • Effective implementation of provisions for maintaining employee records	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• NON COMPLIANCE • Two foreign citizens found within the premises without work permit -1 Chinese (MingQi Zhong) -1 Bangladesh (Rabiul Blam Rana) • Advised employer in regards to FEPP Policy

7. Best Value	Business Status: Supermarket Employees: 7; 4 females, 3 males Foreign Employee: 1 Minimum Wage: \$3.00 Location: Vailoa Phone#: 7208855	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• NON COMPLIANCE • 3 foreign citizens were found on the premises working. One was found roaming around the supermarket and managing the staffs, and the other two were seen on the cameras working at the back of their storage area. • When they were asked for IDs, the 3 men namely, Chen Kun, Sony Lin and Ben Fang said that they don't have any and that they weren't workers but are only there to help out the owner Wilson.
8. Best Value	Business Status: Retail Employees: 11; 2 females, 9 males Foreign Employee: 2 Minimum Wage: \$3.00 Location: Vaitele Phone#:	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• FULL COMPLIANCE • No foreign employees
9. CK Store	Business Status: Store Employees: 9; 5 females, 4 males Foreign Employees: 2 Minimum Wage: \$3.00 Location: Fagalii tai Phone#: 7618455	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• FULL COMPLIANCE • Two foreign citizens were discovered in the supermarket, the owner of CK (Mike) and his mother. They are permanent resident of Samoa.

10. CS Store	Business Status: Retail Employees: 7; 4 females, 3 males Foreign Employees: 1 Minimum Wage: \$3.00 Location: Lotopa Phone# 7250412	• An ad hoc business • No records of attendance book and leaves	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• NON COMPLIANCE • A Chinese male was found working in the shop. • Business license is under the name Henry Ah Lam • Henry Ah Lam (Samoan National) was asked why the young man was working, he claimed he was not working but was only there to help out that day. • He was advised that his friend was not allowed to work unless he had work permits. • The following day CS Store was followed up for outstanding documents, the Chinese man was present again working, the name that was given was • The employer was told that there was no such thing called fesoasoani as he was claimed he was there to fesoasoani. • The 3rd visit the following week (28/01/20) Henry and his Chinese friend still did not heed the advised given.
11. Coolma	Business Status: Soda Business Employees: 12;4 females, 8 males Foreign Employee: 4 Minimum Wage: \$3.00 Location: Savalalo Phone#: 33133	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	

12. Danisy Restaurant	Business Status: Restaurant Employees: 3; 2 females, 1 male Foreign Employees: 1 Minimum Wage: \$3.00 Location: Matautu Phone#: 7580190	• An ad hoc business • No records of NPF and ACC	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• FULL COMPLIANCE • Yaobintang a Chinese boy looking after the restaurant, he's a permanent resident.
13. Ding Ding Dong	Business Status: Restaurant Employees: 2; 1 female, 1 male Foreign Employee: 1 Minimum Wage: \$3.00 Location: Vaitele Phone#	• An ad hoc business • No Records available	• NON COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice was issued and progress of implementation in the follow up inspection	
14. Dirco's Restaurant	Business Status: Restaurant Employees: 3; 2 females, 1 male Foreign Employees: 1 Minimum Wage: \$3.00 Location: Matautu Phone# 26668	• An ad hoc business • No Records available	• NON COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice was issued and progress of implementation in the follow up inspection	• NON COMPLIANCE • A Chinese male who is working as a chef does not have any work permit. He claimed his employer (owner of Dreams of Autumn Hair Salon) has his documents and to contact her regarding his permits. • We weren't able to get hold of her.
15. Dreams of Autumn hair salon	Business Status: Hair Salon Employees: 6; all females Foreign Employee: 1 Minimum Wage: \$3.00 Location: Savalalo Phone#: 7511115	• An ad hoc business • Records of pay slips, NPF, ACC and leaves were absent	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• FULL COMPLIANCE • One foreign employee was found on the premises. She is the owner of the business with a valid work permit.
16. Fagalii Minimart	Business Status: Minimart Employees: 5; 3 females, 2 males Foreign Employee: 1	• All obligatory were provided • Effective implementation of	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• NON COMPLIANCE • Two foreigners were discovered working when we approached the minimart.

	Minimum Wage: \$3.00 Location: Fagalii Phone#: 7679999	provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)		• A female and a male. • Both claim to be “fesoasoani” of the mini-mart and not workers. • Both were unable to provide any form of identification.
17. Family Mart	Business Status: Mart Employees: 8; 5 females, 3 males Foreign Employee: 2 Minimum Wage: \$3.00 Location: Faatoia Phone#: 7679777	• An ad hoc business • Records of pay slips and leaves were absent	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	•
18. Happy Bargain	Business Status: Store Employees: 4; 3 females, 1 males Foreign Employee: 2 Minimum Wage: \$3.00 Location: Vaitele Phone#: 7766855	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• FULL COMPLIANCE • The two foreigners are the owner of the businesses and were confirmed to be Permanent Residents of Samoa.
19. Hong Shop	Business Status: Shop Employees: 4;2 female; 2 males Foreign Employee: 2 Minimum Wage: \$3.00 Location: Saleufi Phone#: 7775188	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• FULL COMPLIANCE • Foreigners present and are all permanent residents.

20. Hu Shan Delicious Restaurant	Business Status: Restaurant Employees: 7; 6 females, 1 male Foreign Employees: 2 Minimum Wage: \$3.00 Location: Motootua Phone#: 7270959	• An ad hoc business • No records of NPF and ACC	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• NON COMPLIANCE • 2 Chinese found -Wang Xiumeng (son) -Yang Jinfeng (mother) Both came for family reunion but found working in restaurant without working permit. The son told us that his uncle was looking after the restaurant but he left ages ago leaving him in charge.
21. Island Love	Business Status: Retail Employees: 24; 20 females, 4 males Foreign Employee: 4 Minimum Wage: \$3.00 Location: Matautu Phone #: 27788 / 7587788	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• NON COMPLIANCE • There were six foreign citizens at the Island love place of business, three of them are permanent residents (owner, wife and their son), the other 3 ladies as explained by the owner Wong, that one of them is his daughter in-law Sha Liang, the other is his niece and the other is a relative. • He claimed that he has put forward applications for Yin Li Juan and Huang Hong Jiao. • When checked with Immigration, Huang Hong Jiao's work permit has expired in 22.04.19 and her visitors permit was reissued. • MCIL have not received any work permit application for Yin Li Juan, only that she is applying as a dependent to one of the applicants. • The three foreign women were seen assisting the shoppers with their shopping.
22. IT Solution	Business Status: Electronic Store	• An ad hoc business • No Records available	• NON COMPLIANCE	• NON COMPLIANCE

	Employees: 8; 4 females, 4 males Foreign Employee: 4 Minimum Wage: \$3.00 Location: Ah Mau Mall Phone# 7586644		• Advised employer of the importance of good record keeping • Corrective notice was issued and progress of implementation in the follow up inspection	• Three (3) foreign citizens were present in the Amau Mall branch (note there are 2 branches – Amau Mall and ACC Building) • Two foreigners have valid work permits, one (1) of them namely, Malik was supposed to be at the ACC Building branch as per condition of his permit. He was reminded and advised to return to his approved location of employment. • The other foreigner, namely Fiaz Ahmad has a valid work permit with the correct location of employment. • The 3rd foreigner namely Afzaad Fareed is the owner's brothers, he has been spotted in the shop numerous times, he was advised through his brother that he shouldn't be there working, but was assured he was only here for a visit and is expected to return back home to Pakistan in the second week of January. • He was discovered again during the visit on the 22/01/2020 working managing his brother's business while his brother is abroad with his family. • Immigration Status: Student Visa.
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23. Jadyve Store	Business Status: Store Employees: 2; 2 females, no male Foreign Employees: nil Minimum Wage: \$3.00 Location: Motootua Phone#: 7789659	• An ad hoc business • No records of NPF and ACC	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• FULL COMPLIANCE • No foreign employees
24. Jap Auto	Business Status: Automotive Employees: 4; 2 females, 2 males Foreign Employee: 3 Minimum Wage: \$3.00 Location: Savalalo Phone#	• An ad hoc business • No Records available	• NON COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice was issued and progress of implementation in the follow up inspection	• NON COMPLIANCE • Jap Auto, in November 2019 forwarded 2 applications for 2 foreigners they were planning to bring over as mechanics. Their applications were not assessed based on the lack of information given for assessments. • The employer was informed via letter on the decision. • During inspection, it was discovered that one of the applicants is now working without work permit, and 2 other foreigners also working (“fesoasoani”) during the visit. Both have no work permit.
25. Kelsall Store	Business Status: Store Employees: 2; 2 females, no male Foreign Employees: 1 Minimum Wage: \$3.00 Location: Matautu Phone#: 7580190	• An ad hoc business • No records of NPF and ACC	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• FULL COMPLIANCE • Huang Lianfang, a Chinese lady working at the shop, she’s a Permanent Resident

26. KF Mart	Business Status: Supermarket Employees: 25; 17 males, 8 females Foreign Employee: 1 Minimum Wage: \$3.00 Location: Vaialele Phone#: 7725161	• All obligatory were provided • Effective implementation of provisions for maintaining employee records	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• NON COMPLIANCE • One foreign citizen was found in the supermarket sitting at the till. The foreign citizen was unresponsive to questions regarding her name and also any form of IDs. • Her status in Samoa is unknown.
27. KS Mart	Business Status: Mart Employees: 16; 5 females; 11 males Foreign Employee: 1 Minimum Wage: \$3.00 Location: Vaitele Phone#: 7733555/7296600	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• FULL COMPLIANCE • The one foreigner that was found on the premises, is married to a Samoan and now a Permanent Resident of Samoa. He and his wife are the owners of the shop
28. Kuang Store	Business Status: Retail Employees: 6; 3females, 3 males Foreign Employee: 1 Minimum Wage: \$3.00 Location: Vaimoso Phone#: 7505255	• Inspected from the scheduled employers list • Obligatory records of pay slips were absent	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• FULL COMPLIANCE • One foreigner (owner) he is a Permanent Resident of Samoa. • Advise employer to keep up with the good foreign employment standards
29. Laulii Mart	Business Status: Retail Employees: 7; 2 females, 5 males Foreign Employee: 2 Minimum Wage: \$3.00 Location: Laulii Phone#: 7768888	• An ad hoc business • Obligatory records of pay slips, attendance books, pay slips and leave records were absent	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• NON COMPLIANCE • Two foreigner were found working and living in the supermarket. • Both were unable to provide any form of ID and do not have any work permit. • The female claimed that they were there to “fesoasoani” as the owner was in China for the new year’s.

30. Lisa's Store	Business Status: Retail Employees: 16; 14 females, 2 males Foreign Employee: 1 Minimum Wage: \$3.00 Location: Vaitele Phone#: 7719668	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• FULL COMPLIANCE • The one foreigner that was found on the premises, is married to a Samoan (Lisa) and now a citizen of Samoa. He and his wife are owners of Lisa's Store
31. M & K Mart	Business Status: Retail Employees: 3; 2 females, 1 male Foreign Employee: 1 Minimum Wage: \$3.00 Location: Faatoia Phone#: 7777177	• An ad hoc business • Records of attendance book was absent	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• NON COMPLIANCE • 1 Chinese found without work permit • -Kui Lin (referred us to branch at Maluafou saying brother has passport and permit ID) • Advise employer of the standards regarding foreigners without work permit
32. Mamaki Samoa Limited	Business Status: Laundromat Employees: 7; 6 females, 1 male Foreign Employee: 2 Minimum Wage: \$3.00 Location: Fugalei Phone#: 33113	• Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	•
33. Mommy's Baby Petrol Station	Business Status: Petrol Station Employees: 10; 5 females, 5 males Foreign Employee: 1 Minimum Wage: \$3.00 Location: Maluafou Phone#: 7777171	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book,	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• FULL COMPLIANCE • Foreigner is a permanent resident of Samoa. (spousal sponsorship)

		payroll and leave records)		
34. New Century Ltd	Business Status: Supermarket Employees: 2; 1 male, 1 female Foreign Employee: 1 Minimum Wage: \$3.00 Location: Vailele Phone#: 7725161	• All obligatory were provided • Effective implementation of provisions for maintaining employee records	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• NON COMPLIANCE • Same foreign female as KF Mart as they are the same business owners.
35. New Era Construction Co Ltd	Business Status: Construction Employees: 41; no females; 41 males Foreign Employee: 5 Minimum Wage: \$3.00 Location: Falelauniu Phone#: 7787948	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• PARTIAL COMPLIANCE • Of the five foreigners, three foreigners work permits are still valid. • The other two is the manager of the business who was abroad in China to celebrate the Chinese New Years, his work permit status was unknown and the other worker, which claimed by the woman who was assisting that his work permit is valid but is currently with the manager of the business.
36. New Image Builders	Business Status: Construction Employees: 5; 1 female, 4 males Foreign Employee: nil Minimum Wage: \$3.00 Location: Vaitele Phone# 24429	• Inspected from the scheduled employers list • Records of NPF, ACC, Payroll, Attendance book and leaves were absent	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• FULL COMPLIANCE • No Foreign Employees
37. One and One	Business Status: Supermarket Employees: 9; 5 females, 4 males Foreign Employee: 2 Minimum Wage: \$3.00	• All obligatory were provided • Effective implementation of provisions for	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• NON COMPLIANCE • The two foreigners were found on the premises were confirmed by the local employees to be supervisors of the supermarket.

	Location: Vailoa Phone#: 7766866	maintaining employee records (pay slips, attendance book, payroll and leave records)		• They were discovered in an office like room within the supermarket which had a bed and also the supermarket surveillance cameras. • When they were asked for their work permits, they both claimed that they don't work there but are only there to 'help' out ("Fesoasoani") with the supermarket. • The names they gave were Tinka and Nina Ling. • Status unknown.
38. One Star Supermarket	Business Status: Supermarket Employees: 8; 5 females, 3 males Foreign Employees: 1 Minimum Wage: \$3.00 Location: Asau Phone#: 8486209	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	
39. Pacific Yummy Food Ltd	Business Status: Noodle business Employees: 42; 25 females, 15 males Foreign Employee: 2 Minimum Wage: \$3.00 Location: Vaitele Phone#: 7268872	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	

40. Pak Auto	Business Status: Car Dealer Employees: 5; 5 males Foreign employee: 1 Minimum Wage: \$3.00 Location: Vaigaga Phone#: 7546492	• All obligatory were provided • Effective implementation of provisions for maintaining employee records	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA	• FULL COMPLIANCE • Foreigners is now a permanent resident of Samoa and the owner of the PAK Auto
41. Papa Store	Business Status: Store Employees: 7; 4 females, 3 males Foreign Employee: 1 Minimum Wage: \$3.00 Location: Levili Phone#: 7269584	• An ad hoc business • Records of payroll and sign boss are not correct	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• NON COMPLIANCE • 2 foreigners found in store -Shi Giang Wang (manager) -Weng Hong Yu (wife) • Advise employer in regards to employment permit policies
42. Pearl Company	Business Status: Lighting business Employees: 7; 3 females, 4 males Foreign Employee: 4 Minimum Wage: \$3.00 Location: Vaitele Phone#: 7722118	• An ad hoc business • Obligatory records of pay slips were absent	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• NON COMPLIANCE • 2 foreigners were found working, the owner and his wife. • Asked about work permit, the owner claimed that he is an investor of Samoa and that his wife is here on family reunion. • His other 2 workers were abroad in China for their new year's during the visit.
43. Penina Supermarket	Business Status: Supermarket Employees: 18; 4 females; 14 males Foreign Employee: 2 Minimum Wage: \$3.00 Location: Vaialele Phone#: 7254550	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• FULL COMPLIANCE • There were 3 foreigner found in the supermarket. The owner of the supermarket who is now a Permanent Resident and married to a local resident, and two young men who they claimed to be their adopted sons.

44. Penny's Restaurant	Business Status: Restaurant Employees: 5; 2 females, 2 males Foreign Employee: 1 Minimum Wage: \$3.00 Location: Saleufi Phone#: 7632891	Record of Commencement Date of employment service were absent	- PARTIAL COMPLIANCE - Advised employer of the importance of good record keeping	- PARTIAL COMPLIANCE - Penny (Foreigner) is the owner of the restaurant. - She has a work permit but it was issued when she worked for a different Chinese Employer. - She was advised to renew her work permit under her business and that she was not allowed to take up any form of employment until that has been settled.
45. PPG Engineering Construction	Business Status: Construction Employees: 21;1 female; 20 males Foreign Employee: nil Minimum Wage: \$3.00 Location: Vaitele Phone#: 30505	- All obligatory were provided - Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	- FULL COMPLIANCE - Advised the employer to continue to maintain full compliance with the LERA.	- FULL COMPLIANCE - No foreigners found
46. Princessa	Business Status: Retail Employees: 6; 5 females, 1 male Foreign Employees: 3 Minimum Wage: \$3.00 Location: Lotopa Phone # 7795971	- An ad hoc business - No records of NPF and ACC	- PARTIAL COMPLIANCE - Advised employer of the importance of good record keeping - Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	- NON COMPLIANCE - Two foreigners were found working. - The male namely Zi Jun Chen was assisting the cashier while the old lady was stacking goods on the shelves. - The old Chinese lady is Zi's mother in law (Shaoying Wu). Zi's wife is away home for Chinese new year. - Shaoying status: 90 days visitor's visa that expired in 2018

				• Zi does not have a work permit, his passport is currently with the owner of Princessa (Chen)
47. Princessa	Business Status: Retail Employees: 12; 9 females; 3 males Foreign Employee: 3 Minimum Wage: \$3.00 Location: Matautu Phone#: 7793000	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• NON COMPLIANCE • Three foreigners were found working in Princessa. One was on the till, the male was in the office manning the surveillance videos and the other lady roaming around the supermarket. • When they were asked for IDs and work permit papers they said to contact the owner of Princessa Mr Chen as he has all their documents,
48. Princessa	Business Status: Retail Employees: 8; 3 females, 5 males Foreign Employee: 3 Minimum Wage: \$3.00 Location: Motootua Phone#: 7666888	• Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• NON COMPLIANCE • 3 Chinese found in shop -Zicong Chen (PR) -Huici Su – no working permit, refuse to give us passport -Tan Tian Cai (refer us to Chen at Fugalei saying he has all his passport and work ID but when we call Chen he said that he's applying for PR and that passport is with immigration.
49. Princessa	Business Status: Retail Employees: 5; 3female, 2 males Foreign Employee: 2 Minimum Wage: \$3.00 Location: Tanugamanono Phone#: 7250343	• An ad hoc business as it was noted a growing business • Obligatory records of payroll are not correct	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• NON COMPLIANCE • 3 foreigners found within the premises, 2 without working permit and 1 PR- Yan. Ynji, Yan Jian, Yong (PR), Chen Hong Gi • Advise employer in regards to permit standards which will be followed up in 2 weeks time.

50. Prince Mart	Business Status: Mart Employees: 4;2 females; 2 males Foreign Employee: nil Minimum Wage: \$3.00 Location: Leone Phone#: 7683979	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• FULL COMPLIANCE • No foreigners found
51. RTV Restaurant	Business Status: Restaurant Employees: 6; 5 females; 1 male Foreign Employee: 2 Minimum Wage: \$3.00 Location: Vailoa Phone#: 7777722	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• FULL COMPLIANCE • The 2 foreigner that were found at the restaurant are the owners of the restaurant. They are confirmed to be permanent residents of Samoa.
52. Shop Smart	Business Status: Store Employees: 4;2 females; 2 males Foreign Employee: 1 Minimum Wage: \$3.00 Location: Vailoa Phone#: 7235333	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• FULL COMPLIANCE • One foreigner working in the Store, he is also the owners husband. • Owner is a Samoan national • Foreigner is a Permanent Resident of Samoa.
53. South Star Restaurant	Business Status: Retail Employees: 7; 3 females, 4 males Foreign Employee: 2 Minimum Wage: \$3.00 Location: Matafele	• An ad hoc business • Records of pay slips was absent.	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation	•

	Phone#: 7505255		will be inspected in the follow up inspection.	
54. Vaimoso Mart	Business Status: Mart Employees: 5; 2 females; 3 males Foreign Employee: 1 Minimum Wage: \$3.00 Location: Vaimoso Phone#:	• All obligatory were provided • Effective implementation of provisions for maintaining employee records (pay slips, attendance book, payroll and leave records)	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• FULL COMPLIANCE • One foreigner found on premises, he is the owner of the business and also a permanent resident.
55. Wang Da Co Ltd	Business Status: Retail Employees: 6; 4 females, 2 males Foreign Employee: 1 Minimum Wage: \$3.00 Location: Vailoa Phone#: 7746479	• Records of leave, attendance book, pay slips and were absent	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• PARTIAL COMPLIANCE • 3 Chinese citizens found in shop -Xing Lin (PR) -Lilin Guo (PR) -Yu Xian Pie (no work permit) • Advise employer in regards to permit standards which will be followed up in 2 weeks time.
56. Whanau Store	Business Status: Store Employees: 3; all females Foreign Employee: 1 Minimum Wage: \$3.00 Location: Sinamoga Phone# 7763935	• An ad hoc business • No Records available	• NON COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice was issued and progress of implementation in the follow up inspection	• NON COMPLIANCE • A Chinese old woman was present at the shop; she was at the back of a room within the shop. • She was confirmed during the first visit to be assisting shoppers with their shopping. • She was advised through her Samoan daughter in law to provide some form of identification, however she was only able to provide it the following day with

				an expired Temporary Resident permit, which they have just applied for a renewal that very same day.
57. Wilson Laundromat	Business Status: Laundromat Employees: 2, 1 male, 1 female Foreign Employee: 1 Minimum Wage: \$3.00 Location: Vaitele Phone#	• An ad hoc business • No Records available	• NON COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice was issued and progress of implementation in the follow up inspection	
58. Wilson Supermarket	Business Status: Supermarket Employees: 8; 4 females, 4 males Foreign Employee: 2 Minimum Wage: \$3.00 Location: Matautu Phone#:	• An ad hoc business • Obligatory records of pay slips and attendance book were absent • 75% level of compliance	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• NON COMPLIANCE • 1 foreigner was in the shop working. • He claimed that his passport is with Jessie (owner of Jap Auto, Bargain Wholesale, etc) • Foreigner does not hold a work permit.
59. YGC Store	Business Status: Store Employees: 5; 1 female, 4 males Foreign Employee: 1 Minimum Wage: \$3.00 Location: Motootua Phone#: 7716790	• An ad hoc business • Obligatory records of attendance book and payroll were absent	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• NON COMPLIANCE • 1 Chinese found (cashier) employer said he drives to deliver. • Absence of BL • Refuse to give passport of the foreigner • Advise employer to renew license

60. Yong Xing Mart	Business Status: Mart Employees: 6 ;5 females; 1 male Foreign Employee: 1 Minimum Wage: \$3.00 Location: Puipaa Phone#: 7607498	• All obligatory were provided • Effective implementation of provisions for maintaining employee records	• FULL COMPLIANCE • Advised the employer to continue to maintain full compliance with the LERA.	• FULL COMPLIANCE. • Only 1 foreigner was found on the premises, she was also the owner of the shop. • This Foreigner was confirmed to be a Permanent Resident of Samoa
61. Yuan Fa Fast Food	Business Status: Restaurant Employees: 10; 6 females, 4 males Foreign Employee: 1 Minimum Wage: \$3.00 Location: Vaitele Phone# 7242259/26650	• An ad hoc business • Records of sign book was absent	• PARTIAL COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice issued and progress of implementation will be inspected in the follow up inspection.	• FULL COMPLIANCE • One foreigner (Permanent Resident – married to a local) • Advise employer to keep up with the good foreign employment standards
62. Yummy Fast Food	Business Status: Restaurant Employees: 2; 2 females Foreign Employee: 1 Minimum Wage: \$3.00 Location: Vaitele Phone# 7755781	• An ad hoc business • No Records available	• NON COMPLIANCE • Advised employer of the importance of good record keeping • Corrective notice was issued and progress of implementation in the follow up inspection	• FULL COMPLIANCE • One foreigner (Permanent Resident of Samoa)

Table 3: Occupational Safety and Health Common Findings/Issues

Government Offices	OSH Policy	Evacuation Plan	Accident Register	First Aid Kits	Trained First Aider*	Fire Protection Systems	Building Issues*	OSH Rep/Committee	Working Space	Wires/cables	Housekeeping Issues*	Electrical /switchboard panels	Storage Space	Electrical Issues*	Awareness	Insufficient Lighting	PPE Issues
AO	X	X	X	X	X	X		X	X	X							
AG	X	X	X	X	X				X	X	X						
LA	X	X	X	X	X	X	X		X	X	X	X		X			
PSC	X	X	X	X	X		X	X	X					X	X		
OMB	X	X	X		X		X		X	X							
OOTR	X				X	X			X	X							
OEC	X	X	X	X	X			X	X								
SLRC	X	X	X	X	X	X	X	X		X							
SBS	X	X	X		X	X	X	X	X					X			
MAF	X	X	X	X				X									
MCIT	X	X	X	X			X			X							
MCIL						X	X		X	X	X		X			X	
MESC	X	X	X	X	X	X		X									
MoF	X	X	X		X	X	X		X	X	X		X	X			
MFAT	X	X	X	X	X			X	X					X	X		
MOH	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
MJCA	X	X	X	X	X	X	X	X		X	X	X		X	X		
MNRE	X	X	X	X	X												
MPMC	X	X		X			X			X							
MCR		X	X			X						X		X			
MWCSD	X	X	X	X	X	X	X	X	X	X		X	X				
MWTI	X	X	X	X	X	X	X			X					X		X
MPE	X	X		X	X				X								
MOP	X	X	X	X		X	X	X	X	X	X			X	X		
SFESA	X	X	X														X
SPCS	X	X	X	X	X			X					X				X

TOTAL	24	24	22	19	19	14	14	13	15	15	7	5	5	9	6	1	3
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**First Aider – including updated training & refreshers*

**Fire Protection System Issues – include fire extinguishers & fire hydrant systems issues, regular/routine services, maintenance & tests, training and records*

**Building Issues – include all the leakages, damages on building structure*

**Housekeeping Issues – include all findings in relation to poor/ inadequate cleaning*

**Electrical Issues – include wall plugs with no switches, exposed electrical wires etc*

Table 4: Inspection of Foreign Investment Enterprises registered in FY2016/17 Findings - UPOLU

BUSINESS NAME	DETAILS	BUSINESS/COMPANY STATUS IN CURRENT FY2019/20	FINDINGS/COMMENTS
1. Airways International Limited	- Initial FIC approved and issued on the 30th August 2016 - Activity: Engineering Consultancy Services - Location: Fugalei - No further submissions for renewal were received since then.	Cease of business operations	Current Status: Deregistered Confirmed
2. Albina Reshetnikova trading as “Pacific Delights”	- Initial FIC approved and issued on the 10th November 2016. Haven’t renewed FIC since its initial approval. - Activity: 1. Retail sale of imported artificial jewelry, clothes, skin and hair care products. 2. Exporting of locally made jewelry, handicrafts, skin care products etc. - Location: Levili - Advised the owner to renew its certificate and also reminded them of their FIE obligations as stipulated under the FIA2000.	Active	Current Status: - Confirmed Active - Awaiting renewal submission for issuance of new/valid FIC.
3. Anna Bertram Consulting	- Initial FIC approved and issued on the 31st January 2017 - Activity: Consulting Services		Current Status: Deregistered Confirmed

	• Location: Motootua • Phone Disconnected.	Cease of business operations	
4. Ashley Bowe Consulting	• Initial FIC approved and issued on the 10th March 2017 • Activity: Human Rights and Good governance consultancy services • Location: Apia • No further submissions for renewal were received since then.	Cease of business operations	Current Status: • Deregistered Confirmed
5. Authentic Tokelau Handicrafts Limited	• Initial FIC approved and issued on the 4th August 2017. • Activity: Selling Authentic Tokelau Handicrafts • Location: Apia • No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: • Difficult to detect business location Current Status: • Deregistered Confirmed
6. Auto 1 Motors Limited	• Initial FIC approved and issued on the 5th April 2017. • Activity: 1. Wholesale and Retail of used vehicles and spare parts. 2. Repairing of motor vehicles and motorcycles • Location: Malifa • FIC last renewed in June 8th 2018. • FIC was expired in June 2019. • No further submissions for renewal were received since then.	Cease of business operations	Current Status: • Deregistered Confirmed

7. Barbara's Paradise Design Samoa	- Initial FIC approved and issued on the 12th August 2016 - Activity: Handcrafted Unicates fashion jewelry - Location: Vailele - Challenges: Limited access to business exposure. - Confirmed active - Renewal request received. Yet to issue with new/valid FIC	Active	Current Status: Confirmed Active.
8. Bella World Limited	- Initial FIC approved and issued on the 14th June 2017 - Activity: Laundromat - Location Vaitele - FIC was expired in June 2018	Cease of business operations	Issues Encountered: - Difficult to detect business location Current Status: - Deregistered Confirmed
9. Blue Limited	- Initial FIC approved and issued on the 25th July 2017 - Activity: Restaurant operator trading as "POWASOO" - Location: Apia - No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: - Difficult to detect business location Current Status: - Deregistered Confirmed
10. Bluesky Management Limited	- Initial FIC approved and issued on the 23rd June 2016. - Activity: Trust Deed for Bluesky Employee Share Trust. - Location: Maluafofou	Cease of business operations	Current Status: Deregistered Confirmed

	• FIC last renewed in June 15th 2018. • FIC was expired in June 2019. • Confirmed ceased of operations from Anish Chandra – Financial Controller at Bluesky		
11. Bluesky Pacific Holdings Limited	• Initial FIC approved and issued on the 4th November 2016 • Activity: Investment Holding Company for Bluesky subsidiaries elsewhere in the Pacific • Location: Maluafofua • Business operations still active.	Active	Current Status: • Confirmed Active
12. Boutique Glamping/Eco Village	• Initial FIC approved and issued on the 18th September 2017. • Activity: 1. Hiring Boutique Glamping 2. Educational Services on Solar or green living example. • Location: Lalomanu • Business operation was never established/commenced.	Cease of business operations	Current Status: • Deregistered Confirmed
13. Cadami Samoa Limited	• Initial FIC approved and issued on the 23rd June 2016 • Activity: Retailing of general merchandise goods excluding food and drinks items. • Location: Savalalo • FIC was expired in June 2017	Cease of business operations	Current Status: • Deregistered Confirmed

	No further submissions for renewal were received since then.		
14. CCC Concrete Company Limited	- Initial FIC approved and issued on the 30th August 2016 - Currently known as “Samoa Auto Company Limited” - Activity: 1. retailing of motor vehicles 2. Mechanical repairs and maintenance. - Location: Vaitele & Faleolo - FIC was last renewed in 23rd July 2018 - FIC was expired in July 2019.	Cease of business operations	Issues Encountered: - Difficult to detect business location Current Status: - Deregistered Confirmed
15. Chennai Trading Company Limited	- Initial FIC approved and issued on the 28th April 2016. - Activity: Import and Export Goods such as chemical, paper, fertilizer etc. - Location: Lotopa - No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: - Difficult to detect business location Current Status: - Deregistered Confirmed
16. Coconut Group Construction Limited	- Initial FIC approved and issued on the 8th August 2017. - Activity: 1. Construction Services. 2. Exporting of fresh/frozen Samoan products - Location: Matautu	Cease of business operations	Issues Encountered: - Difficult to detect business location. - Phone number disconnected. Current Status: - Deregistered Confirmed.

	No further submissions for renewal were received since then.		
17. Data Bureau (Samoa) Limited	- Initial FIC approved and issued on the 27th January 2016 - Activity: Providing Credit Information services - Location: Apia - No further submissions for renewal were received since then.	Cease of business operations	Current Status: Deregistered Confirmed
18. Datec Pacific Limited	- Initial FIC approved and issued on the 21st June 2016 - Activity: Information Technology related supply services - Location: Sanalele Complex - Business operation confirmed ceased. – confirmed by Gerard Williams (<i>Company shareholder</i>)	Cease of business operations	Current Status: Deregistered Confirmed
19. Delstar New Zealand	- Initial FIC approved and issued on the 20th October 2016 - Activity: Consultancy Services for design, supply and installation of smart meters and operating systems. - Location: Apia - No further submissions for renewal were received since then.	Cease of business operations	Current Status: Deregistered Confirmed
20. Diane Nansen	Initial FIC approved and issued on the 16th March 2016		Issues Encountered:

	• Activity: Garage Sales • Location: Vailima • No further submissions for renewal were received since then.	Cease of business operations	• Difficult to detect business location Current Status: • Deregistered Confirmed
21. Dominique Blariaux	• Initial FIC approved and issued on the 8th March 2017 • Activity: Consultancy Services • Location: Apia • No further submissions for renewal were received since then.	Cease of business operations	Current Status: • Deregistered Confirmed
22. Doublewin Company Limited	• Initial FIC approved and issued on the 10th April 2017 • Activity: 1. Chinese Cuisine Restaurant 2. Retail of merchandise goods such as toys, perfumes, hand-bags etc • Location: Savalalo • Business operations ceased. – confirmed by former owner Yongzhi Huang.	Cease of business operations	Current Status: • Deregistered Confirmed
23. Fero Samoa Limited	• Initial FIC approved and issued on the 7th July 2017 • Activity: Manufacturing of wire harness and assembly of electrical and automotive products for export • Location: Vaitele • Confirmed active	Active	Current Status: • Confirmed Active • Awaiting renewal submission for issuance of new/valid FIC.

	Reminded the company of their FIC obligations and advised accordingly to renew their FIC as soon as possible.		To follow up on the above matter.
24. Franklin Henry Wood	- Initial FIC approved and issued on the 21st February 2017 - Activity: Consultancy Services - Location: Apia - No further submissions for renewal were received since then.	Cease of business operations	Current Status: Deregistered Confirmed
25. Full Services Logistics (Samoa) Limited	- Initial FIC approved and issued on the 24th February 2016 - Activity – Freight and Customs Services - Location: Matautu - Shareholders - Leslie James Coad - Full Service Logistics (Samoa) Ltd - No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: - Difficult to detect business location - Phone numbers disconnected Conclusion: - Deregistered Confirmed
26. Fulton Hogan Limited	- Initial FIC approved and issued on the 1st November 2017 - Activity: Civil Construction including physical works for airport pavements, drainage and service infrastructure. - Location: Fugalei - No further submissions for renewal received since then.	Cease of business operations	Current Status: Deregistered Confirmed

27. Graham Bruce Powell	- Initial FIC approved and issued on the 30th March 2016. - Activity: Consultancy Services - Location: Apia - No further submissions for renewal were received since then.	Cease of business operations	Current Status: Deregistered Confirmed.
28. Granite Power Samoa Limited	- Initial FIC approved and issued on the 31st March 2017 - Activity: Supply of zero carbon electricity to the EPC - Location: Fugalei - No further submissions for renewal were received since then.	Cease of business operations	Current Status: Deregistered Confirmed
29. H & L Limited trading as “RTV Restaurant”	- Initial FIC approved and issued on the 15th December 2017 - Activity: Restaurant - Location Vailoa - Confirmed active - Advised to renew FIC as soon as possible	Active	Current Status: - Confirmed Active - Awaiting renewal submission for issuance of new/valid FIC. 2nd follow up completed
30. Hi Tech Repair Centre	- Initial FIC approved and issued on the 12th January 2016 - Activity: Sales, Repairs and Maintenance of electronic devices - Location: Fugalei - Currently known as “JJ Electronics”	Active	Current Status: Confirmed Active

	• Business operations confirmed active • FIC valid till March 2021.		
31. Hui Huang Retailing	• Initial FIC approved and issued on the 3rd November 2016. • Activity: Retailing of Merchandise goods ONLY such as clothes, toys etc. • Location: Vaimoso • No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: • Difficult to detect business location Current Status: • Deregistered Confirmed
32. Incyte Consulting PTY Limited	• Initial FIC approved and issued on the 26th May 2016 • Activity: Consulting Services • Location: Apia • No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: • Difficult to detect business location Current Status: • Deregistered Confirmed
33. Independent Investment & Consulting Co. Ltd	• NIL	NIL	Current Status: • Deregistered Confirmed
34. Island Love Company	• Initial FIC approved and issued on the 18th May 2017 • Activity: Retailing of food and beverages • Location: Matautu • Change of business ownership from Ms kaixia Hu (returned back to China) to Ms Shuangxiu Zeng - owner of KK Mart (Samoan citizen)	Citizen	Current Status: • Confirmed Active • Foreign shareholder has obtained Samoan citizenship

	• Certificate of citizenship was presented on site.		• To be deregistered given the citizenship status of the shareholder
35. Julian Velez	• Initial FIC approved and issued on the 4th August 2016. • Activity: Consultancy Services • Location: Apia • No further submissions for renewal were received since then.	Cease of business operations	Current Status: • Deregistered Confirmed
36. Khalsa Companies Limited	• Initial FIC approved and issued on the 1st November 2016 • Activity: 1. Pizza and Fast food Restaurant 2. Sewing and selling of men, women and children outfits 3. Selling of artificial jewelry, cosmetics and foot wares • Location: Vaigaga • No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: • Difficult to detect business location Current Status: • Deregistered Confirmed
37. King Wai Construction Enterprises Limited	• Initial FIC approved and issued on the 21st September 2016 • Activity: Construction of Buildings • Location: Alafua • Confirmed active • Advised accordingly to renew FIC as soon as possible.	Active	Current Status: • Confirmed Active • Awaiting renewal submission for issuance of new/valid FIC. • To follow up on the above matter.
38. KR Engineering and Mechanical Services	• Initial FIC approved and issued on the 24th April 2017		Issues Encountered:

	• Activity: Diesel Mechanical Services • Location: Vailele • No further submissions for renewal were received since then.	Cease of business operations	• Difficult to detect business location • Phone numbers disconnected Current Status: • Deregistered Confirmed
39. L & Z Limited	• Initial FIC approved and issued on the 24th April 2017 • Activity: Retailing of general merchandise goods • Location: Savalalo • FIC still valid till March 2021	Active	Current Status: • Confirmed Active
40. Lucky Inc. Limited	• Initial FIC approved and issued on the 24th August 2017. • Activity: 1. Shrimp farming for Wholesaling and Exports. 2. Manufacturing Retailing and Exporting of Foam Mattresses. • Location: Fagalii • No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered • Difficult to detect business location Current Status: • Deregistered Confirmed
41. Lucky Saints Inc. Limited	• Initial FIC approved and issued on the 31st August 2017 • Activity: 1. Commercial farming and Fisheries for Trading 2. Wholesaling and Retailing of general merchandise goods. • Location: Aleisa	Cease of business operations	Issues Encountered: • Difficult to detect business location Current Status: • Deregistered Confirmed

	- FIC was expired in August 2018 - No further submissions for renewal were received since then.		
42. Luyi Future Company Limited	- Initial FIC approved and issued on the 3rd July 2017. - Activity: Importing and Retailing of used cars and car parts - Location: Vailoa - No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: - Difficult to detect business location Current Status: - Deregistered Confirmed
43. Malaga Take International Limited	- Initial FIC approved and issued on the 17th August 2017 - Activity: 1. Producing and distribution of food products 2. Information Technology and communication services - Location: Vaitele - FIC was expired in August 2018. - No further submissions for renewal were received since then.	Cease of business operations	Current Status: Deregistered Confirmed
44. Matt McIntyre & Associates Pty Limited	- Initial FIC approved and issued on the 14th September 2016. - Activity: Consultancy Services - Location: IPA Complex - No further submissions for renewal were received since then.	Cease of business operations	Current Status: Deregistered Confirmed
45. Maua Quality Homestay	Initial FIC approved and issued on the 1st February 2017		Current Status:

	- Activity: Homestay Accommodation and Café - Location: Tufuiopa - FIC last renewed in February 2018 - FIC was expired in February 2019.	Cease of business operations	Deregistered Confirmed
46. Michael Waring	- Initial FIC approved and issued on the 6th January 2017 - Activity: Consultancy Services - Location: Apia - No further submissions for renewal were received since then.	Cease of business operations	Current Status: Deregistered Confirmed
47. Mohammed Anamul Hoque trading as “ABC Good”	- Initial FIC approved and issued on the 11th December 2017 - Activity: Garage Sale - Location: Afega - No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: - Difficult to detect business location Current Status: - Deregistered Confirmed
48. Navtej Singh	- Initial FIC approved and issued on the 23rd June 2016 - Activity: Network Design & Optimization Consultancy Services - Location: Apia - No further submissions for renewal were received since then.	Cease of business operations	Current Status: Deregistered Confirmed
49. Nest Tour Samoa Co. Ltd	Initial FIC approved and issued on the 18th October 2017		Current Status: Deregistered Confirmed

	• Activity: 1. Hotel and Tour Operator 2. Restaurant 3. Souvenir Shop • Location Tiavi • FIC expired in October 2018 • No further submissions for renewal were received since then.	Cease of business operations	
50. Nordicity & Fasken (JV)	• Initial FIC approved and issued on the 10th June 2016 • Activity: Samoan Connectivity Project Due Diligence • Location: Apia • No further submissions for renewal were received since then.	Cease of business operations	Current Status: • Deregistered Confirmed
51. Oceania Fresh Samoa Limited	• Initial FIC approved and issued on the 11th March 2016. • Activity: Oceania Fresh Samoa Limited • Location: Matautu • No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: • Difficult to detect business location. Current Status: • Deregistered Confirmed
52. Pasefika Media Limited	• Initial FIC approved and issued on the 28th April 2016. • Activity: Advertising and Media Production Services • Location: Malifa • Confirmed Citizenship of Owner – Certificate presented on site.	Citizen	Currents Status: • Confirmed Active • Foreign shareholder has obtained Samoan citizenship

			To be deregistered given the citizenship status of the shareholder
53. Patac Engineering	- Initial FIC approved and issued on the 24th June 2016 - Activity: Assist in Management and Delivery of Infrastructure Projects (Consultancy Services) - Location: Vaitele - FIC last renewed in June 2017 - FIC was expired in June 2018. - No further submissions for renewal were received since then.	Cease of business operations	Current Status: Deregistered Confirmed
54. Peter Morris	- Initial FIC approved and issued on the 28th September 2016 - Activity: Consultancy Services - Location: Apia - No further submissions for renewal were received since then.	Cease of business operations	Current Status: Deregistered Confirmed
55. Qing Tian trading as “Samoa Immigration & Investment”	- Initial FIC approved and issued on the 12th July 2017 - Activity: Immigration Advisor - Location: Apia - No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: - Difficult to detect business location - No contact detail(s)/contact person(s) in Samoa Current Status:

			• Deregistered Confirmed
56. Quick Fencing	• Initial FIC approved and issued on the 31st May 2016 • Activity: 1. Chain link Fencing 2. Related fencing activities • Location Mulivai, Safata • Confirmed ceased of operations by villagers • Owner has returned back to country of origin	Cease of business operations	Issues Encountered: • Difficult to detect business location Current Status: • Deregistered Confirmed
57. Ray Allan Wallis	• Initial FIC approved and issued on the 19th February 2016. • Activity: Building Contractor • Location: Vailele • No further submissions for renewal received since then. • Owner has returned to its country of origin.	Cease of business operations	Current Status: • Deregistered Confirmed
58. Relation Time Limited	• Initial FIC approved and issued on the 12th August 2016. • Activity: Importing and Retailing of used cars. • Location: Papauta • FIC last renewed in April 3rd 2017. • No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: • Difficult to detect business location Current Status: • Deregistered Confirmed
59. Ross De Clifford	• Initial FIC approved and issued on the 2nd May 2016.		Current Status:

	• Activity: Consultancy Services • Location: Apia • No further submissions for renewal were received since then.	Cease of business operations	• Deregistered Confirmed
60. Salani Se'e Galu Resort Limited trading as "Salani Se'e Galu Resort Limited"	• Initial FIC approved and issued on the 8th December 2016 • Activity: Accommodation Facility • Location: Salani • FIC expired in December 2017 • Reminded them of their FIC obligations regarding renewal of FIC. • Advised accordingly to renew their FIC as soon as possible	Active	Current Status: • Confirmed Active • Awaiting renewal submission for issuance of new/valid FIC • To follow up on the above matter.
61. Samoa Concierge Limited	• Initial FIC approved and issued on the 8th February 2016 • Activity: Business Support Services, Tour operator Reservations and associated activities • Location: Malifa • Business operations confirmed active • FIC last renewed in April 2018 • FIC was expired in April 2019 • Advised accordingly to renew their FIC as soon as possible.	Active	Current Status: • Confirmed Active • Awaiting renewal submission for issuance of new/valid FIC
62. Samoa Fresh Fish Limited	• Initial FIC approved and issued on the 15th July 2016.	Cease of business operations	Current Status: • Deregistered Confirmed

	• Activity: Export of Fresh Fish • Location: Apia • Company informed the ministry through a written letter of their closure.		
63. Samoa Helicopters Limited	• Initial FIC approved and issued on the 11th March 2016. • Activity: Tourism and Emergency Helicopter Operations. • Location: Mulinuu • Owner has returned back to country of origin – confirmed by Ian Blake from Sails Restaurant	Cease of business operations	Current Status: • Deregistered Confirmed
64. Samoa Imports & Logistics Limited	• Initial FIC approved and issued on the 4th July 2017 • Activity: 1. Wholesale commodity imports 2. Transport and stevedoring for containers 3. Ship agent for various vessels • Location: Taufusi • Confirmed Active • Advised accordingly to renew their FIC.	Active	Current Status: • Confirmed Active • Awaiting renew submission for issuance of new/valid FIC
65. Samoa Investment Company Limited	• Initial FIC approved and issued on the 23rd January 2015 • Activity: 1. Provision of Renewal Energy Electrical Systems 2.	Cease of business operations	Issues Encountered: • Difficult to detect business location Current Status:

	Landlord holding ownership of commercial properties • Location: Apia • FIC was expired in January 2018. • No further submissions for renewal were received since then.		• Deregistered Confirmed
66. Samoa Investment & Management Co. Ltd	• Initial FIC approved and issued on the 9th November 2017 • Activity: Investment Holding Company • Location: Vaitele • No further submissions for renewal were received since then.	Cease of business operations	Current Status: • Deregistered Confirmed
67. Samoa Tour Group Limited	• Initial FIC approved and issued on the 11th March 2016 • Activity: Mathematics and Chinese language classes & lessons • Location: Saleufi • Confirmed active • FIC still valid till March 2021	Active	Current Status: • Confirmed Active
68. Semisi Lavaka trading as “Golden Products Import”	• Initial FIC approved and issued on the 7th June 2016 • Activity: Importing of agriculture products and wholesale distribution to local businesses. • Location: Vaoala • No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: • Difficult to detect business location Current Status: • Deregistered Confirmed

69. Serendi Coco Samoa Limited	- Initial FIC approved and issued on the 30th August 2016 - Activity: 1.Manufacturing of coconut oil 2. Copra Dryer Facility. - Location: Nuu Fou - Business operations confirmed active - FIC valid till March 2021	Active	Current Status: Confirmed Active
70. Shanghai E-Power New Energy Company Limited	- Initial FIC approved and issued on the 6th December 2016. - Activity: Electricity Provider - Location: Tulaele - No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: - Difficult to detect business location Current Status: - Deregistered Confirmed
71. Shenzhen Zhongsa International Fishing Industry Development Co. Ltd	- Initial FIC approved and issued on the 24th February 2017. - Activity: 1.Manufacturing and exporting of Tinned Fish. 2. Manufacturing and exporting of Taro and Breadfruit chips. - Location: Pesega - No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: - Difficult to detect business location Current Status: - Deregistered Confirmed
72. Siaganu'u Limited	- Initial FIC approved and issued on the 23rd May 2017. - Activity: 1. Restaurant & Bar 2. Night Club 3. Gaming Arcade 4. Bingo Game & Supplies - Location: Faleapuna	Cease of business operations	Current Status: Deregistered Confirmed

	• Business activities were never established and operated. – confirmed from the owner’s mother in law (Samoan citizen) • Owner has returned back to country of origin.		
73. Smart Choice Limited	• Initial FIC approved and issued on the 30th November 2017 • Activity: Restaurant • Location: Ululoloa • Final request for amendment of relocation of business was approved in March 6th 2018 • Business confirmed to cease operations • No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: • Difficult to detect business location • Difficult to converse with Chinese that received office call. Current Status: • Deregistered Confirmed
74. Soosung Engineering Company Limited	• Initial FIC approved and issued on the 28th September 2016 • Activity: Consultancy Services • Location: Motootua • No further submissions for renewal were received since then.	Cease of business operations	Current Status: • Deregistered Confirmed
75. South Pacific Distributors Limited	• Initial FIC approved and issued on the 23rd November 2017 • Activity: Wholesalers and Distributors of alcoholic and non-alcoholic beverages and cleaning chemicals	Active	Current Status: • Confirmed Active

	• Location: Vaitele • Business operation still active. • FIC was expired in November 2018 • Advised accordingly to renew their FIC as soon as possible.		• Awaiting renewal submission for issuance of new/valid FIC
76. TE Moana Consultancy	• NIL	NIL	Current Status: • Deregistered Confirmed
77. Tesco Electronics & Auto Parts Limited	• Initial FIC approved and issued on the 17th March 2016. • Activity: Retail of electronics and Auto parts • Location: Pesega • No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: • Difficult to detect business location Current Status: • Deregistered Confirmed
78. The China Navigation Company PTE Ltd trading as “Swire Shipping Agencies”	• Initial FIC issued on the 30th August 2016. • Activity: Shipping and Freight Plus Services • Location: Apia • Last renewed on the 16th May 2019. • FIC still valid till May 2020 (Renewal Month) • No Changes to company’s details; location, shareholders, activity etc.	Active	Current Status: • Confirmed Active
79. The Green Lion Samoa	• Initial FIC approved and issued on the 19th October 2016. • Activity: 1. Volunteer programs in villages for marine conservation		Issues Encountered:

	projects such as coral regeneration and turtle nurses. 2. Health Workshops, Early education (Kindy) projects and Cultural appreciation classes. • Location: Toomatagi • FIC was last renewed in July 6th 2018. FIC expired in July 2019.	Cease of business operations	• Difficult to detect business location. • Phone was answered by voice mail Current Status: • Deregistered Confirmed
80. Theta Systems	• Initial FIC approved and issued on the 17th February 2016 • Activity: IT Consultancy and Implementing Services • Location: Apia • No further submissions for renewal were received since then.	Cease of business operations	Current Status: • Deregistered Confirmed
81. The Landing Limited	• Initial FIC approved and issued on the 2nd May 2017 • Activity: Filming and Broadcasting TV Series “Australian Survivor” • Location: Mulifanua • No further submissions for renewal were received since then.	Cease of business operations	Current Status: • Deregistered Confirmed
82. Tiffany Straza Consulting	• Initial FIC approved and issued on the 7th April 2016 • Activity: Consulting services on writing and editing for environmental science and conservation • Location: Vaoala • FIC expired in April 2018	Cease of business operations	Issues Encountered: • Difficult to detect business location Current Status: • Deregistered Confirmed

	No further submissions for renewal were received since then.		
83. TMJ Company Limited	- Initial FIC approved and issued on the 4th May 2017 - Activity: Travel Agency - Location: Vaitele - No further submissions for renewal were received since then.	Cease of business operations	Current Status: Deregistered Confirmed
84. TML Samoa Limited	- Initial FIC approved and issued on the 5th November 2016 - Activity: 1. Sale of marine equipment 2. Marine Consultancy - Location: Motootua - No further submissions for renewal were received since then.	Cease of business operations	Current Status: Deregistered Confirmed
85. Toleafoa Claus Wessing trading as “WESGROUP”	- Initial FIC approved and issued on the 7th February 2017 - Activity: 1. Internet Provider 2. Exporter Services - Location: Vaoala - No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: - Difficult to detect business location Current Status: - Deregistered Confirmed
86. TW Welch and Partners	- Initial FIC approved and issued on the 19th January 2016 - Activity: Consultancy Services - Location: Apia - No further submissions for renewal were received since then.	Cease of business operations	Current Status: Deregistered Confirmed

87. Unique Renovation Services Company Limited	• Initial FIC approved and issued on the 21st March 2016. • Last renewed in December 20th 2019. • Activity: Manufacturing and Delivery of ice, ice-cream and ice pops. • Location: Nuu Fou • Currently known as “IT IS URS Limited” • FIC still valid till expiry date in December 2020.	Active	Current Status: • Confirmed Active.
88. Vailele-Uta Natural Health & Well Being	• Initial FIC approved and issued on the 4th April 2017. • Activity: Infrared light therapy, Hyper baric oxygen & Bio cleanse ionic detox foot Spa. • Location: Vailele-Uta • Owner has returned back to Australia – confirmed from residents living in the area.	Cease of business operations	Current Status: • Deregistered Confirmed
89. Vanderburg Consulting	• Initial FIC approved and issued on the 28th March 2017 • Activity: Environmental Design Consulting • Location: Motootua • No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: • Difficult to detect business location Current Status: • Deregistered Confirmed
90. Vicky’s Catering	• Initial FIC approved and issued on the 30th November 2017		Issues Encountered:

	• Activity: Food catering and Delivery services • Location: Vaimoso • No further submissions for renewal were received since then.	Cease of business operations	• Difficult to detect business location. Current Status: • Deregistered Confirmed
91. Vigo Technology Company Limited	• Initial FIC approved and issued on the 18th September 2017 • Activity: Repairing of electrical appliances and equipment • Location: Fugalei • FIC last renewed in 11th October 2018 • FIC was expired in October 2019	Cease of business operations	Current Status: • Deregistered Confirmed
92. Virgin Australia International Airline Pty Ltd	• Initial FIC approved and issued on the 31st August 2017 • Activity: Airline • Location: Faleolo • Confirmed cease of business operations	Cease of business operations	Current Status: • Deregistered Confirmed
93. VNS Pty Limited trading as “VANNI’S SPARE PARTS”	• Initial FIC approved and issued on the 5th December 2016 • Activity: Retail of automotive and spare parts • Location: Saanapu • Confirmed cease of business operations from a family member. • Owner has returned back to country of origin	Cease of business operations	Current Status: • Deregistered Confirmed
94. Wakachiku Construction Company Limited	• Initial FIC approved and issued on the 14th July 2016.		

	• Activity: The project for Enhancement of Safety of Apia Port. • Location Matautu • Company advised closure of business activity through a written letter.	Cease of business operations	Current Status: • Deregistered Confirmed
95. Web Eye Limited	• Initial FIC approved and issued on the 16th February 2016 • Activity: Electronic fire and security protection services • Location: Vailima • FIC last renewed in May 2017 • FIC was expired in May 2018.	Cease of business operations	Issues Encountered: • Difficult to detect business location Current Status: • Deregistered Confirmed
96. Wenjie Huang	• Initial FIC approved and issued on the 15th July 2016 • Currently owned by DanielNela WJ Huang • Activity: 1. Retail of Printers 2. Motel Accommodation trading as “Global Motel” • FIC was expired in July 2018	Cease of business operations	Current Status: • Deregistered Confirmed
97. Xuexia Huang	• Initial FIC approved and issued on the 12th October 2016 • Activity: Hair Salon and Beauty Therapist Services • Location: Apia • No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: • Difficult to detect business location Current Status: • Deregistered Confirmed

98. Zombies on the Beach	• Initial FIC approved and issued on the 18th October 2016. • Activity: Software Development and Electronic Entertainment • Location: Faatoia • No further submissions for renewal were received since then.	Cease of business operations	Issues Encountered: • Difficult to detect business location Current Status: • Deregistered Confirmed
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Table 5: Joint Inspections: FIEs, DCS and CODE 121 Findings - SAVAII

FOREIGN INVESTMENT ENTERPRISES REGISTERED IN FY 2000/2001 – 2018/2019					
Foreign Investment Enterprises	Details on FIC, BL & Minimum wage rate	Shareholders Details	Employment Status		Summary of Inspection Findings
			Male	Female	
1. Adventures Savaii Limited	FIC reg. # – N/A Expiry date – 2011 Location – Manase – (Stevenson’s Resort) Activity – Hiring out of aquatic equipment, Mountain Biking, To build and operate a Zip Line across the crater on top of Mt Matavanu	William Allan Roxburgh (50%) Brendon Hugh Roxburgh (50%)	-	-	- The company could not be reached through its contact details. - It was confirmed by one of Stevenson’s employees that the company is not located in their business. - This company will be included in the Deregistration process.
2. Benny Investments Limited	FIC reg. # – N/A Location – Salelologa Activity - Manufacturing and selling of concrete products; and Importing and Selling of electronic products only.	Repeka Lole (60) Pradip Chandra Reddy (40)	-	-	- The company couldn’t be reached through its contact details. - It was registered on the 21st July 2011. - The team could not inspect this company because we couldn’t locate them in Salelologa and we asked around the people in the village and no one has any knowledge of this company and its service. - The company will be included in the deregistration process.

3. Big Hand Company Ltd t/a E-Home Electronics	FIC reg. # – 1031 Expiry date – March 2020 Location – Salelologa Activity – Retailing of general merchandised goods such as shoes, clothes, toys, etc. EXCLUDING food and drink items BL No. – 273859 Minimum wage – \$3	Yong Lin Chen (25%) Qun Huang Weiong Sun (25%) Chunchao Xue	1 (expat)	1 (local)	• Present during the inspection was Mr Zuxiang He. • The business operation is still active up to date. • It was noticed during inspection that the company is not selling goods such as merchandised but retailing of furniture, and home appliances. • The company was advised to amend their activity and renew their FIC which expires in March 2020.
4. Brothers Yan Company Ltd	FIC reg. # – 1188 Expiry date – December 2020 Location – Salelologa Activities – 1. Retailing of hardware, building materials and car tires EXCLUDING food & drink items 2. Construction 3. Car Wash and Repairing Services BL No. – 273688/86327 Minimum wage – \$3.00	Zhi Xin Yan (100%)	4 locals 1 expat	4 locals	• Present during the inspection was Mr. Zhi Xin Yan and Ms Yibo. • The company has already renewed its FIC and it will expire in December 2020. • Currently complying with the FIA2000. • No issues arise from this FIE. • Their Retailing activity is still active with their other approved activities of Construction and Car Wash are yet to commence. • The company has also added a new branch in Salelologa as well operating the same activity such as retailing of hardware, building materials and car tires EXCLUDING food & drink items.
5. Dearborne Pacific International Ltd	FIC reg. # – N/A Location – Salelologa Activity – 1. Internet Café 2. Tourist Information Office BL No. – Minimum wage -	Quin Rudin (50%) Michael Mai (50%)			• The team couldn't locate this business in Salelologa village nor reached them through their contact details. • It was registered as a Foreign Investment Enterprise on the 26th May 2010.

					• The company also haven't informed the ministry regarding the status of their operation yet. • This company will be included in the deregistration process.
6. Freedom Company Ltd	FIC reg. # – N/A Expiry date – Location – Salelologa Activity – Retailing of general merchandised goods such as clothes, shoes, toys, etc. EXCLUDING food & drink items	Kai Xue (50%) Liaoliang Xue (50%)			• Company was closed at the time of inspection. • Contacted the company and the male known as Guy said the owner of the company went to China and cannot return to Samoa due to the status of the Coronavirus. • The company will open again for operation once the owner returns back to Samoa.
7. Glen Maxwell Jenkins	FIC reg. # – N/A Expiry date – Location – Siufaga Activity – Electrical Repairs and Installations	Glen Maxwell Jenkins (50%)			• Inspection team could not locate this FIE. We asked around the people of Siufaga but they are not aware of such business. • FIE applied for a FIC on the 4th December 2012 and was never been renewed. • Under section 9 (b) of the FIA2000 the ministry cancels any Foreign Investment Certificate (FIC) given no establishment of business within two (2) years.
8. Lauiula Beach Fales	FIC reg. # – 0881 Location – Lano Activity – Accommodation Provider BL No. – Lauiula haven't received their BL yet from MCR Minimum wage – \$3.00	Petra Stastna (50%) Martin Pinter (50%)		2 (locals)	• Present during inspection – Su'a Rimoni Ah Chong. • It was confirmed by Mr Su'a Rimoni Ah Chong that the company is currently run and operated by himself • The previous foreign shareholders who run the business from 2017 until 2018 have returned

					back to Czech Republic in the beginning of 2019. • Mr Ah Chong is a Samoan citizen and he confirmed to the team that he has no plans in doing business with a foreigner. • Therefore, Foreign Investment Certificate should be cancelled under section 12 (i) of the FIA2000.
9. Louis Berger	FIC reg. # – N/A Location – Salelologa Activity – 1, Operation and Maintenance of 2.4MW solar plant for the generation of electricity. 2, Sale of electricity output to EPC				• Confirmed from Clarke Lawyers that the business has cancelled its operations in Samoa. • Louis Berger never started its operation since establishment. • Therefore, under the FIA2000 this business' FIC shall be cancelled under section 12 (e).
10. Savaii Sports Fishing Ltd	FIC reg. # – N/A Expiry date – April 2013 Location – Salelologa Activity – Tourist Based Sport Fishing	Mark Lester (100%)			• This business was operated from Lucia's Lagoon Resort and the couple who owns this company have returned back to Australia. • It was confirmed by one of Lucia's employees on the phone, that this company no longer operates there. • Therefore, note down for deregistration.
11. Summer Wholesale Ltd trading as Discount Store	FIC reg. # – 1032 Expiry date – March 2020 (expired) Location – Salelologa Activity – “Retailing of merchandised goods such as clothes toys etc” BL No. – 273857/86523 Minimum wage - \$3.00	Chun Chao XUE (75%) Xue Xia HUANG (25%)		2 locals	• Present during inspection: Mr Meihua Xue and two local workers. • Meihua was spotted working as a cashier and his Employment Permit was expired in 23 January 2019. • The team asked him of his renewal EP and he informed us that it's in Upolu with his son Michael. (team will confirm the status of EP with FEPP team)

12. Y & Y Enterprise Company Ltd	FIC reg. # – 1098 Expiry date – June 2020 Location – Salelologa Activities – 1. Restaurant 2. Retailing and Delivery of general merchandised goods such as clothes, shoes, toys, etc. EXCLUDING food and drink items BL No. – 274325/87126 Minimum wage – \$3.00	Zhikun Yan – 100%	3 (locals) & 2 (expats)	6 (locals)	• Present during inspection was Mr Zhikun Yan. • The restaurant is still active. • Restaurant is opened from 8am-10pm with day shift starting at 8am and finishes at 2pm and night shift starts at 2pm and closes at 10pm. • The activity of retailing and delivery of general merchandised goods EXCLUDING food and drink items is not in operation. • Mr Yan was advised to amend his FIC removing his second activity. • It was noticed during inspection, that the restaurant can be accessed from Y & Ks shop's door and also another door on the side. • Company is in compliance with the FIA2000.
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DUTY CONCESSION SCHEME (DCS)

Tourism Development			
<i>Company Name & Location</i>	<i>Nature of Business</i>	<i>Employment</i>	<i>Findings</i>
Stevensons at Manase Company Representatives Present: Lauren (Assistant Manager)	Tourists Accommodation Provider	Currently has 32 local employees (13males & 19 females)	- The inspection reconfirmed the completion of the whole project including the new kitchen that was under construction and the swimming pool from the team's last visit in March 2019. - Both the Construction materials and the Office Amenities have already expired. Construction materials have expired on 01st April 2018 and the Office Amenities has expired on 27th July 2019. - At the time of the inspection, Mr Lauren, a non-citizen who is the current Assistant Manager of the Resort stated that she just recently employed in three weeks by the business and that she has no information about the business. - The team then sorted if there are any contacts for the Manager or Managers of the resort for the team to contact for such information. - The team then sends an email to said Manager Ariane on 4th March attaching the Inspection form for her confirmation. Attached to this report is the email send out. As of today, the team still has not received the said form but was advised from the business that Managers of the Business are currently in New Zealand.

Manufacturing Developments

Samoa Coconut Cluster Location: Vaisala Savaii Company Representatives Present: Supervisor: .	Manufacturer of organic virgin coconut oil and by-product	• Total of 8 permanent employees • Specifically 6 males & 2 females • Minimum wage - \$20 per day (6 hrs for 5 days)	• During the inspection, all machines as per Company request for assistance have already been imported and in used for their daily productions. • Samoa Coconut Cluster is not a FIE. It is 100% owned by local organisations and individuals. • Suppliers – 20 local farmers and Aopo is their main village that supply coconuts for them. • They always collect 10 farmers (coconuts) in a week and those people will get \$200 to \$500. • Right now, coconut now increased the price to .60 sene but before was .40 sene • They haven't joined SAME yet and they are exporting. • Main markets: NZ, Australia, USA, Hawaii, Thailand and locally here in Samoa. • Reason why stopping them from exporting some times because of the "Certification of Product". Right now, Thailand order is on hold because of "Certification" • They confirmed that they are partnership with Fuatino, before they were using Fuatino's machine, but they are now using their new machines as per their request for extension. • Monthly export: 50 * 20 litre = 1 tonnes (1,000 litres), 20 litre \$240.00 WST. • Minimum wage \$20 per day, 6 hours maximum 5 days and no expatriates. The business is aware of the lapsing dates of the assistance with construction materials already lapsed in late 2017 and plants/equipment lapsing in Dec 2018.
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			• However, an extension on the company's request in importing their specific machineries and the timeframe of these machines has lapsed on 31st December 2019. • The team has also related to the company that any future extension for the company will not be allowed as per the later from the Investment Committee dated 6th May 2019 and that they are only allowed this extension.
Louis Berger Power Savaii Limited. Proposed Project Location: Salelologa Savaii (near the market place and Don Bosco High School) Company Representatives Present: N/A	1. Manufacturer of electricity – solar plant 2. Selling of electricity to EPC.		• The Team sighted the proposed location for the project and no operation has been carried out (Salelologa Area near the Market place). • The team only sighted some equipment such as wiring and so at the location. • The team were able to confirm through phone call with the Company legal representative that the project has not yet started. • It was then confirmed from the legal representative that the said Company has returned back to their Origin and that they will no longer be operate here in Samoa due to the fact that it is lengthy process from the EPC in regards to their proposal and agreement. • This Company is also a registered FIE • Confirm then to remove from the list of approved Project under the Duty Concession Scheme.
CODE 121			
Savaii Koko Company Representatives Present:	Supplier/Exporter of Koko beans, supplier of other koko products such as mashed koko	➤ 3 permanent employees at the time of the inspection	• Approval of the Savaii Koko under the Code121 scheme was on 25th October 2017.

Ms Valelia Ioana – Business Representative	(kokomalu), plants and farming soil from koko shells.	• Minimum wage \$3.00	• At the time of inspection, the company still uses the scheme for their tools and equipment brought under the scheme and are utilized. • At the time of the inspection, the business was focusing on three main products: koko beans for export, crushed koko to be sold locally and the koko plant for the replanting scheme which they called it youth group programmes and seminars. • Also they focused on producing a new soil for farming utilizing the koko shells. • Koko Farm Capacity: • The business claimed that they have the largest koko farm in Savaii with a capacity of over 300 over acres. • The process for preparing the koko beans to be export ready takes 6 to 8 weeks while the fragmentation process takes only 7 nights. Packaging uses the old sacks (taga tositolu) used for export • Their main marketing is NZ & Japan. • Main branch is located at Vaitele Fou and the Farm and processing branch is Asau, Savaii • They provided youth group programmes and seminars & trainings for the youth who are not interested to go school or work. • Not only Asau are collecting cocoa beans but there are some villages are also collecting cocoa beans to get money from this manufacturer which are: Faasaleleaga, Taga, Aopo and whole of Savaii. • Minimum wage \$3.00
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			• The process of doing cocoa is being capture and attached • Container is processes at Vaitele at their main branch. • The team also has forward the said inspection form to the owner of the Company for his further information. To date, the team still has not received it.
Lata Plantation Company Representative Present: Manager, Richard Wetzel	Local agricultural produce such as meat (beef) and vegetables. Also a distributor of bottled drinking water	• 5 local employees • Minimum wage - \$3.00	• The Savaii inspection confirmed receipt of the rest of the equipment mainly the medal gates and the weigh system exempted for duty under the scheme. • The business focuses on producing meat (beef) and growing vegetables as well as the bottled drinking water as their main products. All these products are sold locally only, the company does not export. • Monthly sales: Is estimated about \$10k while the annual sales is estimated about \$120k per year • Lata Plantation Development does not export. Reason why? Not enough funds (investments) and not enough resources to cater for both local and international markets. • Main Markets: Are local Resorts, Customers and Samoa Meats Supplies. • Last year, they deliver 17 cows to Samoa Meats Supplies and this year, will be 15 cows and that at the time of the inspection, the business were in the process to send the said cows to the Samoa Meat Supplies. • Future plan for Lata Plantation Development is to export to other countries. Especially the company local produces and bottled water. • Yes, all items imported duty free under the Code 121 Scheme, utilized exclusively for the purpose

			for which they were approved and therefore compliance with their approval • No suggestions for improvements to the Code 121 Scheme, everything is all good. • Need more grants for supporting Private Sector Development. Therefore, the team had briefly advised the General Manager of Lata Plantation on the Private Sector Organisation grants every year and its processes accordingly. The team had also briefed the company on the new amendments made to the Customs (Development Projects) Regulations 2010. • They are continuing fencing the field and they already used one of the sliding race gates. • Right now, Richard Wetzell starting on a BEE FARM (honey) and plus, the scale worked well for the cows. • On June 2019, they used a SCALE and that scale is very useful for the cows. The main target for the cows is 500 kilograms which are good for sales but if it is below then treatments are needed for such cattle.
Poly Style Company Representatives Present: Seupule Metu	Exporter of Taro and other local starch (The business mainly supplies to the US market).	N/A	• At the time of the inspection it was sad to hear that the owner of the Poly Style, Mr Michael Angel Ulugia has recently passed away in the United States. This was confirmed from the family member Mr Seupule Metu, who also is the owner of the Traditional Land the said business was using. • Mr Metu advised that team that due to the sudden passing of the said Mr Ulugia, the business had stopped exporting agricultural produce overseas

			and that they have not used the assistance since then. • Mr Metu also advised the team that they would like to be removed as the plantation is now just a family plantation and could only sell at the market. • This was taken noted by the team and to be removed from the CODE121 recipients.
Samoa Agro Marketing Business Representative Present: John Low and son	Exporter of Taro	• Minimum wage rate: 3.50 per hour • A total of 3 confirmed local employees.	• The team confirmed that the said company have changed their operation location from the MAF facility to a local residents in Salelologa (next to the Jetover Hotel). • It is also confirmed that the company is still exporting taro. • The business is owned by Mr John Low and his family and has been under the CODE121 program since 18th April 2017 • Further business was given lands from SLC and they appreciate the support of the Government in this area. Now the business is working with MAF and WIBDI. Apart developing the land given to them, the business also buys from the local farmers. • Sales/Supply Volume per annum: A total of 2-4 20ft containers of taro shipped per month with estimated sales of \$12,000 SAT per 20ft container. • Main Markets: The business's main markets are NZ and Australia. • At the time of the inspection the company has three local employees packaging the taro and loading them unto the truck for shipment to Upolu and for the loading of the container for exporting.

Savaii Foods and Produced Limited Business Representative Present: Mamea Dr Emosi Fereti Puni (Director)	Commercial Manufactures of Agricultural Products for Export	• 12 local employees • Minimum rate per hour is \$3.00	• The Savaii Food & Produced Limited is a recent established company and has recently applied under the DCS and Code121 schemes. • In May 2019 it was refer from the IC for the said application to be assessed under the Code121 program. • Therefore on 4th June 2019, the said company has been approved as a qualifying business under the Code121. • At the time of the inspection it was confirmed from Mr Puni that the said approval has never been revert back to him since his application was made to MCIL. • Aim for Savaii Foods & Produced Limited is to catch the market • Main market: New Zealand and their competitive country is Fiji (producers). • They take all raw materials for important use and they package it to send it to NZ. • The Company has been in operation since July 2019. • In 6 months they get ½ million from 60 tonnes being exported and will be anticipated a 100 tonnes of their exports by July 2020 (12 months) • The complete chain of Savaii Foods & Produced Limited is to produce – import/export – sell. • The company buy local produces from local farmers and from the local markets. • Such local produce includes, breadfruits (aveloloa), bananas, pineapples, taro etc. • At the time of the inspection, the company was in the process of packaging breadfruits for New Zealand.
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SUMMARY OF FINDINGS FROM SPOT CHECKS ON NON COMPLIANT STORES

Name of Business	Location	Ownership Type	Business Activity	Business License Number	FINDINGS
1.Salelologa Mini Mart	Salelologa	Sole trader	Retailing of food and drink items	273937/86634	• Business License for Salelologa Mini Mart is registered under a local citizen known as Faitele Afamasaga. • Mr. Faitele Afamasaga was not present during our site visit. • At the time of the inspection, the team found 1 Chinese (Mr Zeng Li) who is a PR holder #41667. • Mr Li was at the office of the shop and according to local employees he is the sole owner of the shop. • Mr Li has a wife (Ms Hong Qiong Liu) of China who was not present at the time of the inspection but also stays at the same location with Mr Li. • The shop is a retail of foods and drinks and located at Salelologa, not further from the Salelologa wharf.
2.YKY Store	Salelologa	Company	Restaurant	274321/87119	• The shop is located at Salelologa, opposite from the Jetover Hotel. • For many previous it is assumes that foreigners are managing and running the shop. • At the time of the inspection, the team found no foreigners but only locals inside the shop. • The business license of the shop is under Palepa Tulaga Daqun- Ye and she is a local married to a foreigner. Both owners were not at the location at the time of the inspection.

					• According to the cashier and supervisor, Mrs Palepa and Daqun are both in Apia. • The team also notices that there is an exit and entry from the shop to the Y & Y restaurant located behind the shop and most of the customers use this entry to the restaurant. • For the team to continue monitor this shop for future findings as it is still assuming that the said owner of the restaurant is running and managing the shop.
3.Xing Fang Mart	Salelologa	Sole trader	Retail of food and drinks	2767559/90048	• Business License is under Theresa Liu, Samoa Citizen • Mrs Theresa Liu was not present at the shop at the time of the inspection as she is currently in China. This is according to her husband Mr Chin Yuan Liu who is also a Samoan Citizen. • At the time of the inspection, the team sighted a Chinese at the cashier Mr Zhaowei Chen of China. • According to Mr Liu, Mr Chen is his nephew from China and he just recently married a Samoan Citizen. • The team seeks such confirmation and sighted the marriage certificate of Mr Zhaowei Chen of China and Ms Aloiai Soo of Salelologa. They were married on the 5th February 2020. • The team then explained to the owner Mr Liu that under the Foreign Investment Act 2000. Where the retail of food and drinks activity is reserve only for locals and that non-citizens are not allowed to engage in such activity. • According to Mr Liu, his nephew has recently married and therefore needed help financially for his family and that he is not employed, he is only at the shop to help out with the family business. The team still emphasis to him that it is still not allowed as it is a reserved activity.

					• Therefore, the team to continue monitor this business in future inspection even though the owners are locals.
4.Lanling Supermarket	Salelologa	Sole Trader	Retailing of food and drink items	273132/85621	• The Business License is under Lili Chen, a Samoan citizen. • Lili Chen is married to a Chinese national named Mr Fushan Chen. • At the time of the inspection, the team found Ms Lili Chen at the shop with her husband Mr Fushan Chen. • The team also found Mr Fushan Chen's said to be cousin at the shop as well. His cousin is from China and that according to Mrs Chen he is only here to visit and currently helping out with the shop. • At the time of the inspection, the team assumes that the said cousin has some form of managing for the shop, as at the time a deliver was waiting for his signature. • The shop is currently employing 7 local employees. 3 are males and 4 are females • There are two different shifts for employees. From 6am – 2pm and 2pm -10pm.
5.King's Mart	Salelologa	Sole Trader	Retailing of food and drink items	274131	• This business is owned and operated by a Chinese man (Renyi Wang) and his Samoan wife. (Seluia Renyi Wang) • Business License is under the wife Seluia Renyi Wang and operated at Salelologa. • No foreigners were sighted during our visit and Mrs Seluia Renyi Wang managed to relay all the information regarding their business operation. • According to Seluia, her husband's Citizenship is in process and according to the Samoa Immigration he will receive his Citizenship in two weeks.

6.Liarown Lin	Siufaga	Sole trader	Retail of food and drink items	268120/79628	- The shop is located at Siufaga and it is owned by a local and her foreign spouse. - Liarown Lin before has two branches as prior to our last inspection last year. One at Siufaga and another at Salelologa. - At the time of this inspection it was confirmed by the owner Ms Liarown Lin that she no longer had a branch in Salelologa and that it is only at Siufaga. - Liarown is married to a Chinese citizen, Mr. Zhenjian Lin. At the time of the inspection, Mr zhenjian Lin was not on site. - The shop employed 6 local employees (2 males and 4 females) - Recommend this shop to be removed from the non-compliance list as it is confirmed by this inspection that a local and her spouse owns it.
7.Su'a Zanzussy's Mini-Mart	Salelavalu	Sole trader	Retail of food and drink items	N/A	- At the time of the inspection, the team found that the shop was currently closed and was out of business for some time. - Also recommend to remove this from the non-compliance list as the business is not in operation anymore.
8.C.S Mart	Salelologa	Sole Trader	Retail of food and drink items	276758/9004	- Business License is under Chinyuan Liu and he is a Samoan Citizen. He is married to Theresa Liu, who owns also the Xin Fang Mart in Salelologa. - The C S Mart is located also in Salelologa, opposite the Frankie supermarket. - At the time of the inspection, the team found three Chinese nationals at the shop. - They are Liu Yi, You Fa Lee and Chi Hong Liu. - According to them they are related to Mr Liu and Mr Liu has all their passports.

					• The team approached Mr Liu and he confirmed that they are his family members from China and that he is currently working on their valid visas from the Samoa immigration and that as of the time of the inspection all their passports are in the Samoa Immigration. • The team has indicated with both the Chinese Nationals at the shop and Mr Liu and this is not allowed under the Foreign Investment Act 2000 as the shop is only reserved for locals or Samoan citizens. • Recommend for this shop to continue monitor by the team.
9.Spend Less Mart	Salelologa	Sole Trader	Retail of Food and drink items	N/A	• From previous inspection, this shop was under Liarown Lin as a branch. • As confirmed from the said Liarown Lin, this location is no longer under her license. • At the time of the inspection, the team found that the shop has no valid business license on site at the shop. • According to the local cashier, no has no information what so ever on their business license. • The only business license that was sighted by the team is when the shop was under Liarown Lin in 2019. The local cashier also confirmed that they have another branch located at Papa. • At the location at Papa, the team found one (1) Chinese man named Mr Zhe Lu. According to the cashier Mr Lu is the owner and he manages the shop daily. Hi wife manages the shop at Salelologa but at the time the team did not find anyone at Salelologa branch. • According to Mr Solomona Fiavaai, the landlord of the building in Salelologa, he only leases out his place to Mr Lu to have his business but he has no

					information about who the business license is under. • The shop in Salelologa employed 5 local employees (4 females and 1 male) whilst the shop in Papa employed only 2 females. • Both shops opens from 6:30am – 2:30pm (1st shift) and the 2:30pm -10pm (2nd shift) • Minimum rate per hour is \$3.00 • Recommend for the two shops (Salelologa & Papa) to include under the non-compliance cases for the team to still monitor and for the Business License to confirm who the business license is under.
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