

# CUMULATIVE DIGEST

MATTERS REFERRED TO IN DECISIONS OF THE INDUSTRIAL APPEAL COURT, INDUSTRIAL RELATIONS COMMISSION AND INDUSTRIAL MAGISTRATES COURT CONTAINED IN VOL. 97 PART 1, SUB PARTS 1 - 6.

## Digest Headings

\* Denotes New Heading

Industrial Appeal Court	Public Service Appeal Board
Full Bench	Public Service Arbitrator
Commission In Court Session	Commissioner
President	Board of Reference
Industrial Magistrate	Police Appeal

Page

Editor’s Note: The Registrar wishes to advise that as from January 2004, the format of the “Cumulative Digest” published at the back of the Western Australian Industrial Gazette has changed to incorporate “Catchword Phrases”, please refer to the Notice at (83WAIG3937).

All documents within the above headings are in chronological order.

### INDUSTRIAL APPEAL COURT

Employment law - Long service leave - Whether entitlement under both the employee's Industrial Agreement and the Long Service Leave Act 1958 (WA) or whether one or the other applies - Statutory construction - Proper construction of the Long Service Leave Act - Meaning of 'employee' - Operation of s 4(3) of the Long Service Leave Act - Whether person is, by virtue of industrial agreement or other instrument, 'entitled to, or eligible to become entitled to, long service leave at least equivalent to the entitlement to long service leave under' the Long Service Leave Act - Manner and time at which comparison between entitlement under industrial agreement or other instrument, and entitlement under Long Service Leave Act, to be undertaken - Whether comparison to be made prospectively by reference only to the terms of the respective instruments or whether comparison to be undertaken from time to time over the course of the employee's working life having regard to the individual's particular circumstances - Appeal allowed - Public Transport Authority of Western Australia -v- Junghee Yoon - IAC 4 of 2015 - Industrial Appeal Court - Buss J/Murphy J/Kenneth Martin J - 09/02/2017.....	249
Industrial law - Termination of employment - Unfair dismissal - Primary remedy - Reinstatement - Alternative option of re-employment - Capped compensation payment as further alternative - Impracticability of reinstatement or re-employment as remedy - Reversal of reinstatement decision of Commissioner - Full Bench assesses that reinstatement and re-employment are both impracticable - Asserted error of law by Full Bench in construction or interpretation of statute - Meaning of 'impracticable' - Statutory interpretation of that term in the context of reinstatement or re-employment of unfairly dismissed employee - Distinction between error of law in construction or interpretation of statute in contrast to an application of law to underlying facts - No error of law in construction or interpretation of statute - Application of law to facts by Full Bench outside jurisdictional parameters of Industrial Appeal Court - Appeal dismissed - Australian Rail Tram and Bus Industry Union of Employees West Australian Branch - v - Public Transport Authority of Western Australia - IAC 1 of 2016 - Industrial Appeal Court - BussJ/Murphy J/Kenneth Martin J - 02/05/2017 .....	431

### FULL BENCH

Industrial Law (WA) - Appeal against decision of Commission - Claim of contractual benefits - Appellant's claim for commissions for the sale of land - Implied term of appellant's contract requiring him to prove his work was the effective cause of the listing of property for sale - Principles entitling a real estate agent to commission considered - Turns on own facts - Brian John Nathan -v- Hevbren Pty Ltd as Trustee of the Annandale Family Trust t/as Lagoon Realty - FBA 8 of 2016 - Full Bench - The Honourable J H Smith, Acting President/Senior Commissioner S J Kenner/Commissioner D J Matthews - 22/12/2016.....	107
Industrial Law (WA) - Appeals against decisions of Commission - Declaration made that employee was unfairly dismissed and order for compensation for loss and injury made - Order for quantum of compensation for injury varied - Principles regarding assessment of compensation considered - Claim of contractual benefits for pay in lieu of reasonable notice - Whether an implied term to give reasonable notice is a term implied in law or in fact considered - The existence of a notice provision in s 117(2) of the Fair Work Act 2009 (Cth) excludes the implication of a term in the contract of employment to give reasonable notice - Mark Darren Richards -v- GB & G Nicoletti - FBA 3 of 2016 and FBA 4 of 2016 - Full Bench - The Honourable J H Smith, Acting President/Chief Commissioner P E Scott/Senior Commissioner S J Kenner - 20/12/2016 .....	117
Industrial Law (WA) - Application pursuant to s 72 of the Industrial Relations Act 1979 (WA) - Amalgamation of two registered employee organisations - Principles applicable to an application to intervene considered - Application by federal registered organisation to intervene dismissed on grounds of insufficient interest - Notices of objection filed on behalf of persons not members of the applicants dismissed on grounds no standing to object - Notices of objection filed on behalf of members dismissed on grounds not satisfied leave should be granted to allow notices out of time - Application complies with the requirements of the Industrial Relations Act 1979 - Registration of new organisation approved - The Australian Workers' Union, West Australian Branch, Industrial Union of Workers and The Food Preservers' Union of Western Australia Union of Workers -v- (Not applicable) - FBM 2 of 2016 - Full Bench - The Honourable J H Smith, Acting President/Commissioner T Emmanuel/Commissioner D J Matthews - 23/12/2016 .....	148
Industrial Law (WA) - Application pursuant to s 71 for declaration relating to qualifications of persons for membership of a State Branch of a Federal organisation and offices that exist within the State organisation - The Australian Workers' Union, West Australian Branch, Industrial Union of Workers -v- (Not applicable) - FBM 4 of 2016 - Full Bench - The Honourable J H Smith, Acting President/Chief Commissioner P E Scott/Commissioner D J Matthews - 30/01/2017 .....	173
Industrial Law (WA) - Application pursuant to s 71(7) of the Industrial Relations Act 1979 (WA) for approval of financial agreement between State organisation and Federal body - Requirements of s 71 considered - Agreement approved - The Australian Rail, Tram and Bus Industry Union of Employees, West Australian Branch -v- (Not applicable) - FBM 5 of 2016 - Full Bench - The Honourable J H Smith, Acting President/Senior Commissioner S J Kenner/Commissioner D J Matthews - 27/03/2017.....	343

## CUMULATIVE DIGEST—continued

	Page
<b>FULL BENCH—continued</b>	
Industrial Law (WA) - Referral of a decision made under Public Sector (Redeployment and Redundancy) Regulations 2014 (WA) dismissed for want of jurisdiction as applicant not an employee at time the referral made and no standing to refer a decision where employee is terminated - Referral under s 29(1)(b)(ii) also dismissed for want of jurisdiction of a claim for money owed under a voluntary severance agreement on grounds s 80E(1) of Industrial Relations Act 1979 (WA) confers exclusive jurisdiction in respect of industrial matters relating to a government officer - Principles of statutory construction considered - <i>expressum facit cessare tacitum</i> principle considered - When regard is had to s 101 of Public Sector Management Act 1994 (WA) termination of employment in s 95(6) of the Public Sector Management Act is to be construed as including termination by employee - Jurisdiction of Public Service Arbitrator applies to a former government officer - Jurisdiction conferred by s 95 and s 96A of Public Sector Management Act ousts a referral made by an employee to invoke the general jurisdiction conferred by s 23(1) of the Industrial Relations Act. - Matthew Crowley -v- Chief Executive Officer, Department of Commerce - FBA 9 of 2016 - Full Bench - The Honourable J H Smith, Acting President/Chief Commissioner P E Scott/Commissioner T Emmanuel - 12/05/2017 .....	454
Industrial Law (WA) - Application pursuant to s 62(2) of the Industrial Relations Act 1979 (WA) for the Full Bench to authorise registration of alterations to registered rules - Qualification for membership rule - Statutory criteria satisfied - Application granted - Association of Independent Schools of Western Australia (Inc) -v- (Not applicable) - FBM 3 of 2016 - Full Bench - The Honourable J H Smith, Acting President/Commissioner T Emmanuel/Commissioner D J Matthews - 5/05/2017 .....	465
Industrial Law (WA) - Appeal against decision of Commission - Claim of contractual benefits - Construction of terms of contract - Principles for ascertainment of the terms of a contract of employment considered - Appellant employed as graduate surveyor under articles of apprenticeship to become a licensed surveyor - Professional training agreement formed part of terms of appellant's contract of employment - No breach of terms of contract of employment - Turns on own facts - Robert Kinneen -v- Whelans - FBA 10 of 2016 - Full Bench - The Honourable J H Smith, Acting President/Chief Commissioner P E Scott/Senior Commissioner S J Kenner - 30/05/2017 .....	589
Industrial Law (WA) - Appeal against decision of the Commission - Claim of contractual benefit for redundancy pay - Condition of contract providing for redundancy pay uncertain - Condition saved from uncertainty by application of the National Employment Standards for redundancy pay - Contract terminated on grounds 'ordinary and customary turnover of labour' disentitled the employee to redundancy pay - Order made at first instance quashed - Spotless Group -v- Dennis Buckle - FBA 1 of 2017 - Full Bench - The Honourable J H Smith, Acting President/Chief Commissioner P E Scott/Senior Commissioner S J Kenner - 9/06/2017.....	610
<b>PRESIDENT</b>	
Industrial Law (WA) - Application to stay operation of order - Instituting an appeal - Whether capacity to repay the judgment debt if the appeal is successful - Application dismissed - Turns on own facts - Spotless Group -v- Dennis Buckle - PRES 1 of 2017 - President - The Honourable J H Smith, Acting President - 7/02/2017 .....	177
<b>INDUSTRIAL MAGISTRATE</b>	
Alleged contravention of s 44 of the Fair Work Act 2009 - Failure to make redundancy payment as required by s 119 of the Fair Work Act 2009 - Alleged failure to pay redundancy in accordance with contract of employment - Accessorial liability. - Glenn Edward Trigg; Adrian Troy Bestwick; Gregory Paul Tomlinson -v- Group Training South West Inc, Stan Liaros; Group Training South West Inc, Stan Liaros; Group Training South West Inc, Stan Liaros - M 184 of 2015 and M 185 of 2015 and M 186 of 2015 - Industrial Magistrate - INDUSTRIAL MAGISTRATE G. CICCINI - 12/01/2017 .....	49
Application to dismiss claim following the determination of a preliminary issue - Whether any real issue remains to be tried. - Martin Venier -v- Baker Hughes Australia Pty Ltd (ABN 20 004 752 050) - M 117 of 2015 - Industrial Magistrate - INDUSTRIAL MAGISTRATE G. CICCINI - 12/01/2017.....	60
INDUSTRIAL LAW - Contravention of civil penalty provisions on terms of a modern award on overtime and penalty rates - Small Claims Procedure. - Aldo Becherelli -v- Mediterranean Pty Ltd trading as Lucioi - M 47 of 2016 - Industrial Magistrate - Industrial Magistrate M Flynn - 8/02/2017 .....	182
Alleged failure to comply with Department of Corrective Services - Registered Nurses (ANF) Industrial Agreement 2010 - Entitlements after employment ends - Pro-rata long service leave - Paid overtime after elect to accrue time in lieu of payment. - Martin Fedec -v- The Minister for Corrective Services - M 172 of 2014 - Industrial Magistrate - INDUSTRIAL MAGISTRATE G. CICCINI - Industrial Magistrate M Flynn - 1/03/2017.....	273
Orders for the payment of redundancy entitlement - Whether interest should be ordered - Whether penalties should be ordered, quantum of penalties - Whether costs order should be made. - Glenn Edward Trigg; Adrian Troy Bestwick; Gregory Paul Tomlinson -v- Group Training South West Inc, Stan Liaros; Group Training South West Inc, Stan Liaros; Group Training South West Inc, Stan Liaros - M 184 of 2015 and M 185 of 2015 and M 186 of 2015 - Industrial Magistrate - INDUSTRIAL MAGISTRATE G. CICCINI - 23/02/2017 .....	279
INDUSTRIAL LAW - Small Claim - Modern award coverage - Travel Industry - Classification of travel consultant within General Retail Industry Award 2010 [MA000004] - Contravention of terms of a modern award on minimum pay; overtime and penalty rates - Serious misconduct - Christine Dorothy Zeeb -v- Kalhaven Holdings Propriety Limited - M 23 of 2016 - Industrial Magistrate - Industrial Magistrate M Flynn - 20/04/2017.....	474
<b>PUBLIC SERVICE APPEAL BOARD</b>	
Industrial Law (WA) - Appeal against decision to terminate employment - Substandard performance - Appeal filed outside of 21 day time limit - Application for extension of time - Board satisfied applying principles that discretion should be exercised - Extension of time granted - Procedural fairness considered - Principles applied - Held performance substandard - Appellant not harshly, oppressively or unfairly dismissed - Paul Edward Chorley -v- Director General Department of Transport - PSAB 7 of 2016 - Public Service Appeal Board - Commissioner T Emmanuel - 19/01/2017 .....	224
<b>PUBLIC SERVICE ARBITRATOR</b>	
Industrial Law (WA) - Public Service Arbitrator - Matter referred for hearing and determination pursuant to s 44 - Interpretation of agreement entered into under the industrial agreement - Remuneration of radiologists - Transfer of services to Fiona Stanley Hospital - Meaning of 'end of transitioning' - Agreement dealt with the baseline earnings pool - Agreement did not expressly deal with annual reconciliation - Respondent's decision varied - Australian Medical Association (WA) Incorporated -v- South Metropolitan Health Service, established pursuant to s 32(1)(b) of the Health Services Act 2016 - PSACR 5 of 2016 - Public Service Arbitrator - Commissioner T Emmanuel - 20/01/2017 .....	206
<b>COMMISSIONER</b>	
Industrial law (WA) - Termination of employment - Unfair dismissal - Teacher - Substandard performance - Performance issues - Performance assessment process - Australian Professional Standards for Teachers - Improvement Action Plan - Transfer for second assessment - Jennifer Anderson -v- Director General, Department of Education - U 67 of 2016 - Chief Commissioner P E Scott - 13/01/2017 .....	63
Claim for redundancy payment - Claim disputed - Respondent cites ordinary and customary turnover of labour exception - Held claimant's termination due to ordinary and customary turnover of labour - Claim dismissed - Andrew Crawford -v- Spotless Management Services Pty Ltd - B 138 of 2016 - Commissioner D J Matthews - 5/01/2017.....	73
Claim for payment of commission while employed - Contractual terms in relation to commission not disputed - Payment ordered - Claim for monies owed due to variation of contract - Variation of contract due to agreed cessation of employment - Claim disputed - Claimant's evidence preferred - Payment ordered in line with variation of contract - Raelene Denton -v- Torque Productions Pty Ltd - B 96 of 2016 - Commissioner D J Matthews - 30/12/2016.....	75

## CUMULATIVE DIGEST—continued

	Page
COMMISSIONER—continued	
Claim for redundancy payment - Claim disputed - Respondent cites ordinary and customary turnover of labour exception - Held claimant's termination due to ordinary and customary turnover of labour - Claim dismissed - Dean Woodcock -v- Spotless Management Services Pty Ltd - B 142 of 2016 - Commissioner D J Matthews - 5/01/2017.....	83
Claim for redundancy payment pursuant to contract - Claim disputed - Respondent argues no redundancy policy exists therefore contractual term referring thereto void for uncertainty - Held clause not uncertain - Principles applied - Contract intended claimant receive redundancy payment upon termination - Quantum of claim amount unchallenged - Payment ordered - Dennis Buckle -v- Spotless Group - B 159 of 2016 - Commissioner D J Matthews - 5/01/2017.....	200
Industrial law - Whether the Commission has jurisdiction to deal with a claim for enforcement of a contract of employment against a national system employer - Whether claim for denied contractual benefits is a non-excluded matter under s 27(1) of the Fair Work Act 2009 (Cth) - Contractual benefits that are also safety net entitlements - Difference between a safety net entitlement and a contractual benefit - Jurisdictional objection not upheld - Nolan Paul Grobler -v- Mr Andre Stasikowski Stass Environmental (ABN 73 976 537 552) - B 189 of 2016 - Commissioner T Emmanuel - 3/03/2017.....	288
Industrial law (WA) - Termination of employment - Alleged harsh, oppressive and unfair dismissal - Employment on basis that terms would be renegotiated - Applicant's failure to renegotiate contract in reasonable time and on reasonable terms - Respondent's business performing poorly - Held dismissal not harsh, oppressive or unfair - Application dismissed - Application for costs per section 27(1)(c) - Application for costs not granted as claim not frivolous - Sally Hutchings -v- Bianca and Dave Emporium Trading as Thorley's - U 148 of 2016 - Commissioner D J Matthews - 7/03/2017.....	293
Contractual benefits claim - Entitlements under contract of employment - Applicant's lack of communication - Principles applied - Hardship to applicant outweighed by significant delay, inadequate explanation for the delay and prejudice to the respondent - Application dismissed for want of prosecution - Rebecca Scarlett Victoria Kirkman -v- Falcon Settlements Pty Ltd (ABN 62 097 79 7996) t/a Peel Legal, Barristers & Solicitors - B 86 of 2016 - Commissioner T Emmanuel - 24/02/2017.....	296
Industrial Law (WA) - Termination of employment - Alleged harsh, oppressive and unfair dismissal - Application filed outside of 28 day time limit - Application for extension of time - Principles applied - Action taken to contest the dismissal in the Fair Work Commission - Applicant was acting under legal advice at all material times in relation to the commencement of the Fair Work Commission claim - Commission not persuaded that claim is without merit - Unfair not to accept the application out of time - Extension of time granted - Samantha McCourt -v- Suzanne Wilson Karizma Hair Studio - U 175 of 2016 - Senior Commissioner S J Kenner - 6/12/2016.....	300
Industrial law (WA) - Contractual benefits claims - Oral contract of employment - Claims for payment for additional hours allegedly worked - Claim contractual term that additional hours could be worked at claimants discretion - Claim additional hours to be paid at rate of \$25.00 per hour cash - No term for payment of additional hours - Additional hours not worked by claimant Rose - If term for payment of \$25.00 per hour cash existed it would not be enforced as it is contrary to public policy - Claims dismissed - Catherine E McKeown Stephen Rose -v- GC & K Barrett Trading as Carnarvon Caravan Park - B 136 of 2016 and B 137 of 2016 - Commissioner D J Matthews - 7/03/2017.....	303
Alleged denial of contractual entitlement - Contract of employment - Application to dismiss - No real question to be tried - Sandra Tye -v- Care Services Administration Pty Ltd - B 2 of 2017 - Chief Commissioner P E Scott - 17/02/2017.....	307
Industrial Law (WA) - Termination of employment - Harsh, oppressive and unfair dismissal - Whether transit officer used excessive force by deploying OC spray - Whether dismissal was a proportionate and appropriate penalty - Principles applied - Dismissal was harsh, oppressive and unfair - Appropriate penalty should have been a demotion - Application upheld - The Australian Rail, Tram and Bus Industry Union of Employees, West Australian Branch -v- The Public Transport Authority of Western Australia - CR 9 of 2016 - Senior Commissioner S J Kenner - 8/02/2017.....	317
Application for true interpretation and variation of subclause of various industrial agreements - Respondent applied for dismissal pursuant to section 27 (1)(a) Industrial Relations Act 1979 - Respondent's application dismissed - Subclauses relate to disciplinary provisions, deadlines for actions and the ability to extend deadlines - Principles of interpretation of industrial instruments discussed and applied - Ambiguity in subclauses found - Commission takes into account evidence of surrounding circumstances - Declaration made - No variation ordered - The Public Transport Authority of Western Australia -v- Australian Rail, Tram and Bus Industry Union of Employees, Western Australian Branch - APPL 3 of 2017 - Commissioner D J Matthews - 24/03/2017.....	354
Application for true interpretation and variation of clause of industrial agreement - Respondent applied for dismissal pursuant to section 27 (1)(a) Industrial Relations Act 1979 - Respondent's application dismissed - Clause relates to temporary transfer allowance - Principles of interpretation of industrial instruments discussed and applied - Clause found to be unambiguous - Declaration made - No variation ordered - The Public Transport Authority of Western Australia -v- Australian Rail, Tram and Bus Industry Union of Employees, Western Australian Branch - APPL 11 of 2017 - Commissioner D J Matthews - 24/03/2017.....	361
Unfair dismissal application - Respondent a trading corporation - Western Australian Industrial Relations Commission does not have jurisdiction - Application dismissed - David Neil Adams -v- The Australian Municipal, Administrative, Clerical and Services Union - U 116 of 2016 - Commissioner D J Matthews - 17/03/2017.....	379
Practice and procedure - Discovery, inspection and production of documents - Relevant principles - Order made - Mr Leslie Magyar -v- Department of Education - APPL 66 of 2016 - Commissioner T Emmanuel - 12/04/2017.....	393
Industrial Law (WA) - Contractual benefits claim - Failure to effect proper service - Application discontinued - Yohan Vales de Menezes -v- Firelake Pty Ltd - B 111 of 2016 - Senior Commissioner S J Kenner - 10/04/2017.....	513
Unfair dismissal claim - interim order sought - application dismissed - Carlo Elio Grossetti -v- City of Wanneroo (ABN 64 295 981 165) - U 113 of 2016 - Commissioner D J Matthews - 1/11/2016.....	514
Industrial law (WA) - Termination of employment - Alleged harsh, oppressive and unfair dismissal - Dismissal occurred within period of probation - Dismissal not harsh, oppressive or unfair substantively or procedurally - Alleged denied contractual benefits - Termination complied with contract - No denial of contractual benefits - Carlo Elio Grossetti -v- City of Wanneroo (ABN 64 295 981 165) - U 113 of 2016 and B 113 of 2016 - Commissioner D J Matthews - 26/04/2017.....	516
Industrial Law (WA) - Contractual benefits claim - Preliminary matter - Whether the terms and conditions of The Griffin Coal Mining Company (Maintenance) Agreement 2012 were incorporated into the applicant's contract of employment - Interpretation of contracts - Principles applied - Terms are ambiguous or capable of more than one meaning - What a reasonable person in the position of the parties would have understood the contract to mean - Application dismissed - Brett Arthur King -v- Griffin Coal Mining Company Pty Ltd - B 155 of 2016 - Senior Commissioner S J Kenner - 27/02/2017.....	527
Industrial Law (WA) - Termination of employment - Harsh, oppressive and unfair dismissal - Teacher dismissed for misconduct - Degree of physical contact was not reasonable or necessary to manage student - Whether dismissal was disproportionate to the conduct complained of - Whether the employer failed to properly take account of the teacher's response - Principles applied - Conduct was a breach of the Department of Education Behaviour Management in Schools policy - Dismissal was not disproportionate to the conduct - Admission and apology are not significant factors of mitigation - Length of service and difficult family circumstances do not mean an employee can avoid dismissal where it is otherwise justified - Application dismissed - Barry Landwehr -v- Director General, Department of Education - U 93 of 2016 - Chief Commissioner P E Scott - 26/04/2017.....	542
Industrial law (WA) - Alleged unfair dismissal - Jurisdiction - Employer a trading corporation - Medical practice with trading activities - No jurisdiction - Application dismissed - Kiraly Pugliese -v- Lindisfarne Nominees (WA) Pty Ltd as trustee for Lindisfarne Trust trading as Lindisfarne Medical Group - U 17 of 2017 - Chief Commissioner P E Scott - 27/04/2017.....	552
Claimant purportedly terminated by respondent - Claim termination a breach of contract - Claim for payment of balance of fixed term contract - Claim in alternative for payment of one year's remuneration pursuant to contract - Claim disputed - Respondent contends claimant barred from bringing proceedings due to binding settlement agreement - Held purported termination did not comply with Local Government Act 1995 - Termination not valid - Alleged settlement agreement relating to termination not binding as subject matter of agreement non-existent - Claimant resigned from employment - Damages limited to period from date of purported termination to date of resignation - Robert Whooley -v- Shire of Denmark - B 74 of 2016 - Commissioner D J Matthews - 3/01/2017....	555

## CUMULATIVE DIGEST—continued

	Page
COMMISSIONER—continued	
Assessment of damages on successful claim that contractual benefits had been denied - Order made - Robert Whooley -v- Shire of Denmark - B 74 of 2016 - Commissioner D J Matthews - 19/04/2017.....	562
Applicant's member dismissed by respondent - Refusal to re-employ - Application for interim order for re-employment - Consideration of whether interim order for re-employment within power - Principles applied - Application dismissed - The State School Teachers' Union of W.A. (Incorporated) -v- The Director General, Department of Education - C 10 of 2017 - Commissioner D J Matthews - 2/05/2017 .....	564
Application for true interpretation and variation of clause of industrial agreement - Respondent applied for dismissal pursuant to section 27 (1)(a) Industrial Relations Act 1979 - Respondent's application dismissed - Dispute relates to whether term "Rostered Day Off" has its defined meaning throughout agreement - Principles of interpretation of industrial instruments discussed and applied - Clause found to be unambiguous - Respondent contends section 30 Minimum Conditions of Employment Act 1993 enlivened - Contentions not made out to sufficient level to abandon textual approach - No variation ordered - The Public Transport Authority of Western Australia -v- The Australian Rail, Tram and Bus Industry Union of Employees, West Australian Branch - APPL 18 of 2017 - Commissioner D J Matthews - 22/05/2017.....	621
Industrial law (WA) - Termination of employment - Alleged harsh, oppressive and unfair dismissal - Applicant employed on casual basis - Principles applied - Continuing employment relationship between applicant and respondent - Applicant dismissed - Respondent's business performing poorly - Held dismissal not harsh, oppressive or unfair - Application dismissed - John Allen -v- Danni's Elite Services - U 191 of 2016 - Commissioner D J Matthews - 16/06/2017 .....	637
Industrial Law (WA) - Contractual benefits claim - Whether the terms of the contract provided for payments to be made in respect of overtime - Principles applied - No direction given by employer for the employee to work the hours claimed - Employee was paid a higher hourly rate in lieu of other benefits - Contract did not contain an express or implied term entitling the employee to payment for work performed outside of ordinary hours of work - Extra hours of work were donations - Application dismissed - William Geoffrey Carter -v- Mt Pleasant Bowling Club Inc - B 13 of 2017 - Senior Commissioner S J Kenner - 16/05/2017 .....	640
Industrial Law (WA) - Contractual benefits claim - Whether application is beyond the jurisdiction of the Commission - Whether employment had a sufficient connection with the State of Western Australia - Whether employer has been properly identified - Whether application is otherwise vexatious and frivolous - Principles applied - Jurisdiction found - Employment did have a real connection with Western Australia - Employee has properly named employer for the purpose of these proceedings - Application not vexatious or frivolous - Declarations and order issued - MR BRUCE CRIPPS -v- TALGA RESOURCES LTD ACN 138 405 419 ABN 32 138 405 419 AUSTRALIAN PUBLIC COMPANY, LIMITED BY SHARES FORMER NAME: TALGA GOLD LIMITED - B 120 of 2016 - Senior Commissioner S J Kenner - 7/12/2016.....	645
Unfair dismissal application - Respondent a trading corporation - Western Australian Industrial Relations Commission does not have jurisdiction - Application dismissed - Ricky King -v- GOURMET BEEF PTY LTD - U 209 of 2016 - Commissioner D J Matthews - 16/05/2017 .....	655
Industrial law (WA) - Termination of employment for substandard performance - Alleged harsh, oppressive and unfair dismissal - Applicant claims performance was at all times of a satisfactory standard - Applicant alleges substandard performance claim a fabrication and that review of performance incompetent - Allegations of fabrication and incompetency rejected - Found performance of applicant was substandard at the relevant time - Proper process and investigation undertaken - No denial of natural justice - Respondent's concerns about substandard performance reasonably held and demonstrated - Held dismissal not harsh, oppressive or unfair - Application dismissed - Lynette Lindecker -v- Director General, Department of Education - U 150 of 2016 - Commissioner D J Matthews - 16/06/2017 .....	657
Claim for payment of hours worked outside of "normal work hours" - Claimant a salaried professional - No contractual term for payment for overtime hours or payment for time off in lieu hours - Claim dismissed - Albert Scholten -v- MVP Accountants & Advisors Pty Ltd - B 213 of 2016 - Commissioner D J Matthews - 13/06/2017.....	663
Industrial Law (WA) - contractual benefits claims - whether the respondent was duly served with notice of the proceedings - applications to be listed for hearing and determination - Yi Zhang; Rong Zhang -v- Enjoy Going (Australia) Pty Ltd - B 24 of 2017 and B 25 of 2017 - Commissioner T Emmanuel - 7/06/2017.....	665
Practice and procedure - Discovery, inspection and production of documents - Relevant principles - Application for costs - Order made - Mr Leslie Magyar -v- Department of Education - APPL 66 of 2016 - Commissioner T Emmanuel - 22/05/2017 .....	677
<b>POLICE APPEAL</b>	
Removal of Police Officer – Appeal against removal – Code of Conduct – Conduct likely to bring discredit on and unbecoming of a member of the Police Force - Loss of Confidence by Commissioner of Police – Loss of Confidence proceedings not suspended pending criminal trial – Misconduct as criminal offence or disciplinary matter – Allegations of assault and grievous bodily harm disciplinary matters and not relied on same considerations as required to prove criminal conduct - Denial of procedural fairness and natural justice – Right to claim privilege against self-incrimination – Denial of real opportunity to respond to allegations and express contrition - Shane Michael Ferguson -v- The Commissioner of Police - APPL 109 of 2015 - Police Appeal - Chief Commissioner P E Scott/Commissioner T Emmanuel/Commissioner D J Matthews - 1/05/2017 .....	502
Industrial law (WA) – Removal of Police Officer – Loss of Confidence by Commissioner of Police – Appeal against removal – Whether removal harsh, oppressive or unfair – Conduct unbecoming of a Police Officer – Police Officer convicted of criminal offence – False or misleading testimony in court – Commissioner of Police able to rely on conduct not the subject of a conviction - Nigel Beverly -v- The Commissioner of Police - APPL 41 of 2016 - Police Appeal - Chief Commissioner P E Scott/Senior Commissioner S J Kenner/Commissioner D J Matthews - 15/05/2017 .....	627