

# CUMULATIVE DIGEST

MATTERS REFERRED TO IN DECISIONS OF THE INDUSTRIAL APPEAL COURT, INDUSTRIAL RELATIONS COMMISSION AND INDUSTRIAL MAGISTRATES COURT CONTAINED IN VOL. 97 PART 2, SUB PARTS 1 - 9.

## 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.

### FULL BENCH

Industrial Law (WA) - Appeal against decision of Commission - Claim of contractual benefits for payment of outstanding salary for the remainder of a fixed term contract - Application summarily dismissed at first instance pursuant to s 27(1)(a) of the Industrial Relations Act 1979 (WA) - Principles to be applied when considering to dismiss on grounds a claim has no question to be tried considered - Requirements of procedural fairness considered - Whether statutory 'right' created a contractual right considered - No error demonstrated - Sandra Tye -v- Care Services Administration Pty Ltd - FBA 4 of 2017 - Full Bench - The Honourable J H Smith, Acting President/Senior Commissioner S J Kenner/Commissioner T Emmanuel - 28/07/2017.....	1319
Industrial Law (WA) - Termination of employment - Appeal against a decision that dismissal was harsh, oppressive and unfair and order of reinstatement - Disciplinary history found to be a relevant consideration in determining proportionate and appropriate penalty not considered at first instance - Power to make order of reinstatement to a lower increment level pursuant to s 44 of the Industrial Relations Act 1979 (WA) considered - Decision suspended and remitted for further hearing to reconsider penalty - Public Transport Authority of Western Australia -v- The Australian Rail, Tram and Bus Industry Union of Employees, West Australian Branch - FBA 5 of 2017 - Full Bench - The Honourable J H Smith, Acting President/Chief Commissioner P E Scott/Commissioner D J Matthews - 14/07/2017 .....	1329
Industrial Law (WA) - Appeal against decision of Commission dismissing a claim that a teacher was dismissed on grounds of substandard performance - Application to adduce additional evidence - Principles considered - No error demonstrated - Turns on own facts - Jennifer Anderson -v- Director General, Department of Education - FBA 2 of 2017 - Full Bench - The Honourable J H Smith, Acting President/Senior Commissioner S J Kenner/Commissioner D J Matthews - 8/09/2017.....	1420
Industrial Law (WA) - Appeal against decision of Industrial Magistrate's Court - Construction of industrial agreement - Principles considered - Industrial Magistrate dismissed claim for payment of pro-rata long service leave - Employee had resigned in acceptance of the terms of settlement of a claim for workers' compensation - Meaning of words employment 'ended by employer' considered - Martin Fedec -v- The Minister for Corrective Services - FBA 6 of 2017 - Full Bench - The Honourable J H Smith, Acting President/Chief Commissioner P E Scott/Commissioner T Emmanuel - 19/09/2017.....	1595
Industrial Law (WA) - Appeal against the decision of the Commission dismissing a claim that a teacher was unfairly dismissed - Hearing on the papers at first instance - Testing of veracity of evidence necessary where the papers contain conflicting material matters - Turns on own facts - Barry Landwehr -v- Sharyn O'Neill Director General, Department of Education - FBA 10 of 2017 - Full Bench - The Honourable J H Smith, Acting President/Senior Commissioner S J Kenner/Commissioner T Emmanuel - 13/10/2017.....	1671
Industrial Law (WA) - Application for interpretation and variation of industrial agreement - Power of the Commission to interpret considered and compared to power of the Industrial Magistrate's Court to interpret an industrial agreement in the course of an application to enforce an industrial agreement considered - The Australian Rail, Tram and Bus Industry Union of Employees, West Australian Branch -v- Public Transport Authority of Western Australia - FBA 7 of 2017 - Full Bench - The Honourable J H Smith, Acting President/Chief Commissioner P E Scott/Senior Commissioner S J Kenner - 19/09/2017.....	1689
Industrial Law (WA) - Supplementary decision - Orders to be made in light of reasons for decision - The Australian Rail, Tram and Bus Industry Union of Employees, West Australian Branch -v- Public Transport Authority of Western Australia - FBA 7 of 2017 - Full Bench - The Honourable J H Smith, Acting President/Chief Commissioner P E Scott/Senior Commissioner S J Kenner - 16/10/2017 .....	1718

### COMMISSION IN COURT SESSION

State Wage order - Commission’s own motion - Minimum wage for employees under Minimum Conditions of Employment Act 1993 - Award rates of wage - Award minimum wage - State wage principles - On the Commission’s Own Motion -v- (Not applicable) - APPL 1 of 2017 - Commission in Court Session - Chief Commissioner P E Scott Senior/Commissioner S J Kenner/Commissioner T Emmanuel/Commissioner D J Matthews - 14/06/2017.....	693
---	-----

### PRESIDENT

Industrial Law (WA) - Application to stay operation of order - An appeal instituted - Whether there is a real risk that it would not be possible for a successful appellant to be restored substantially to its former position if the judgment against it is executed considered - Turns on own facts - Stass Environmental Pty Ltd as trustee for the Stass Family Trust -v- Nolan Paul Grobler - PRES 3 of 2017 - President - The Honourable J H Smith, Acting President - 15/08/2017 .....	1355
Industrial Law (WA) - Application pursuant to s 66 of the Industrial Relations Act 1979 (WA) - Alleged breaches of union rules - Disciplinary action taken against applicant by the National body registered under the Fair Work (Registered Organisations) Act 2009 (Cth) - Structure of National and State organisations considered - Effect of dual registration - Separate corporate organisations - Applicant held office in National body by election and in State organisation pursuant to s 71(5) of the Industrial Relations Act 1979 (WA) - Power to enforce petition pursuant to s 66 of the IR Act where officers hold office pursuant to s 71(5) considered - Requirement of particulars of alleged breaches of union rules considered - Mark Bebich -v- Transport Workers' Union of Australia, Industrial Union of Workers, Western Australian Branch - PRES 4 of 2017 - President - The Honourable J H Smith, Acting President - 29/11/2017 .....	1828

## CUMULATIVE DIGEST—continued

	Page
<b>INDUSTRIAL MAGISTRATE</b>	
INDUSTRIAL LAW - FAIR WORK - Enterprise Agreement - Employer entitlement to deduct pay - 'stoppage of work for any cause for which the employer cannot reasonably be held responsible' - onus of proof of exception - powers of 'eligible State or Territory court' - Assessment of pecuniary penalties for contraventions of Enterprise Agreement - Australasian Meat Industry Employees Union, South and Western Australia Branch, Joel Crosswell, Bill Tamainu, Christopher Thelander -v- Shagay Pty Ltd as Trustee for the Shagay Unit Trust trading as Western Meat Packers, Andrew Fuda, Chief Executive Officer - M 157 of 2016 - Industrial Magistrate - Industrial Magistrate M Flynn - 20/07/2017.....	1360
Imposition of penalties for breach of sections 49M(1) and 49M(2) of the Industrial Relations Act 1979 and clause 59 of the Public Service Award 1992; whether injunctive relief should be ordered; whether costs should be ordered - The Civil Service Association of Western Australia Incorporated -v- The Commissioner of Police in his capacity of the employing authority of the Police Department - M 107 of 2016 - Industrial Magistrate - INDUSTRIAL MAGISTRATE G. CICCCHINI - 22/06/2017.....	1443
INDUSTRIAL LAW - Fair Work Act 2009 - Claim for redundancy entitlement allegedly owed - Small Claims procedure - 'Ordinary and customary turnover of labour' - 'Employment for a "specified task"' - Margaret Anne Fallens -v- AEG Ogden (Perth) Pty Ltd - M 203 of 2016 - Industrial Magistrate - INDUSTRIAL MAGISTRATE M FLYNN - 14/07/2017.....	1446
Alleged breach of the Clerks Private Award 2010 [MA000002] - Alleged failure to pay annual leave entitlement upon termination of employment - Alleged failure to pay all of the claimant's long service leave entitlement - Sandra Lewington -v- Tyson Holdings Pty Ltd trading as IMPACT PUBLICATIONS - M 13 of 2017 - Industrial Magistrate - INDUSTRIAL MAGISTRATE G. CICCCHINI - 23/08/2017.....	1452
Claim by Industrial Inspector for recovery of unpaid long service leave - Whether employment was continuous - Whether respondent is deemed to be liable - Whether previous business owner is liable - Rajendra Desai, Department of Commerce -v- Harman & Co Pty Ltd - M 3 of 2017 - Industrial Magistrate - INDUSTRIAL MAGISTRATE G. CICCCHINI - 6/07/2017.....	1457
INDUSTRIAL LAW - Fair Work Act 2009 - Claim for redundancy entitlement allegedly owed - Small Claims procedure - 'Ordinary and customary turnover of labour' - 'Employment for a "specified task"' - Ammar Timour -v- AEG Ogden (Perth) Pty Ltd ABN 67 084 272 088 - M 162 of 2016 - Industrial Magistrate - INDUSTRIAL MAGISTRATE M FLYNN - 14/07/2017.....	1461
INDUSTRIAL LAW - Fair Work Act 2009 - Small Claim - Modern award coverage - Receptionist - Classification within General Retail Industry Award 2010 [MA000004] - Contravention of terms of a modern award on minimum pay - Overtime and penalties - Kathy Upton -v- Indi Blue Pty Ltd (ABN 28 852 132 841) - M 173 of 2016 - Industrial Magistrate - INDUSTRIAL MAGISTRATE G. CICCCHINI - 5/07/2017.....	1467
Application by respondent for summary judgment - Whether there is a real issue of fact or law to be tried - Release and discharge given to a party in family law proceedings - Claim under Minimum Conditions of Employment Act 1993 (WA) and Long Service Leave Act 1958 (WA) against same party - Jodie Cheryl Pannell -v- Dr William David Pannell - M 95 of 2016 - Industrial Magistrate - Industrial Magistrate M Flynn - 22/09/2017.....	1604
Alleged breach of the WA Health - Health Services Union - Pacts - Industrial Agreement 2014 and WA Health - Health Services Union - Pacts - Industrial Agreement 2016 - Alleged failure to pay correct overtime - Alleged failure to credit additional annual leave - Construction of clauses 12(1), 12(7), 15 and 33.11 of the Agreements - Nam Thanh Nguyen -v- North Metropolitan Health Service - M 55 of 2016 - Industrial Magistrate - INDUSTRIAL MAGISTRATE G. CICCCHINI - 18/10/2017.....	1722
Costs - Whether proceedings initiated frivolously or vexatiously - Jodie Cheryl Pannell -v- Dr William David Pannell - M 95 of 2016 - Industrial Magistrate - Industrial Magistrate M Flynn - 1/12/2017.....	1846
<b>PUBLIC SERVICE APPEAL BOARD</b>	
Application for recusal - Application brought on basis of reasonable apprehension of bias - Principles discussed and applied - Application dismissed - Application for referral of questions of law under section 27(1)(u) Industrial Relations Act 1979 - Public Service Appeal Board capable of fairly and competently hearing and determining questions sought to be referred - Application dismissed - Richard Brown -v- Commissioner, Department of Corrective Services - PSAB 22 of 2016 - Public Service Appeal Board - Commissioner D J Matthews - 22/05/2017.....	1390
Industrial Law (WA) - Appeal against decision to terminate employment - Decision to terminate based on finding of misconduct - Appellant denies misconduct occurred - Recording of appellant making contact with respondent witness tendered as exhibit - Public Service Appeal Board raises concerns about the recording - Submissions made about the contact between appellant and respondent's witness - Contact found to be improper - Consequences of improper conduct considered - Appellant's improper conduct makes reinstatement to former role impossible - Richard Brown -v- Commissioner, Department of Corrective Services - PSAB 22 of 2016 - Public Service Appeal Board - Commissioner D J Matthews - 9/08/2017.....	1393
Industrial Law (WA) - Application for interim order following placement of an advertisement for a permanent replacement for the appellant in the position of Head of the respondent's training academy - Whether act may render any claim for reinstatement nugatory in that it may not be possible or practicable to restore the appellant to her former office - Whether Appeal Board has jurisdiction to grant the interim order - Principles applied - The power to "adjust" is the only substantive power open to the Appeal Board - Only the decision to dismiss in the present case is amenable to reform - An order in the nature of an injunction is not an order which involves the reforming of the actual decision to dismiss the appellant - The Appeal Board does not have jurisdiction to make the interim orders sought - Application dismissed - Deborah Harvey -v- Commissioner for Corrections Department of Corrective Services - PSAB 2 of 2015 and PSAB 2 of 2016 - Public Service Appeal Board - Senior Commissioner S J Kenner - 30/11/2016.....	1521
Industrial Law (WA) - Appeal against decision of the respondent to take disciplinary action - Appeal against decision of the respondent to terminate employment - Whether appeals are in the nature of a hearing de novo - Whether misconduct occurred - Whether decision was harsh, oppressive and unfair - Whether the appellant was denied procedural fairness - Whether penalties imposed were fair or reasonably proportionate to the conduct engaged in - Principles applied - Appeals upheld and decisions of the respondent quashed - Orders issued - Deborah HARVEY -v- Commissioner for Corrections, DEPARTMENT of Corrective Services - PSAB 2 of 2015 and PSAB 2 of 2016 - Public Service Appeal Board - Senior Commissioner S J Kenner - 15/08/2017.....	1525
Industrial Law (WA) - Appeal against decision to terminate appointment as Head of Department - Jurisdiction of the Public Service Appeal Board - Whether a disciplinary decision or finding was made - Whether disciplinary action was taken in relation to a breach of discipline - Lack of trust and deterioration of relationship - Construction of s 80I(1)(c) of the Industrial Relations Act 1979 - Dr Poh Koof Loh -v- Ms Elizabeth MacLeod Chief Executive East Metropolitan Health Service - PSAB 5 of 2017 - Public Service Appeal Board - Commissioner T Emmanuel - 8/12/2017.....	1871
<b>PUBLIC SERVICE ARBITRATOR</b>	
Public Service Arbitrator - Industrial Law (WA) - Reclassification - Digital media services position - New duties - Increased autonomy - Whether there has been a significant increase in work value - Caroline Winca -v- Western Australia Police - PSA 18 of 2016 - Public Service Arbitrator - Commissioner T Emmanuel - 12/09/2017.....	1556
Industrial Law (WA) - Public Service Arbitrator - Matter referred for hearing and determination pursuant to s44 - Machinery of government changes - Change in employing authority - Whether it is in the public interest to hear and determine the matter - Whether the matter should be dismissed - Whether the Arbitrator should refrain from further hearing or determining the matter - The Civil Service Association of Western Australia Incorporated -v- Director General, Housing Authority - PSACR 25 of 2015 - Public Service Arbitrator - Commissioner T Emmanuel - 27/09/2017.....	1648
Public Service Arbitrator - Industrial Law (WA) - Claim for reclassification - Manager Medico-legal/FOI Service - New clinical services - New duties - More responsibility - Education - Flow on effect - Whether there has been a significant increase in work value - Catherine Shaw -v- South Metropolitan Health Service - PSA 2 of 2016 - Public Service Arbitrator - Commissioner T Emmanuel - 13/11/2017....	1882

## CUMULATIVE DIGEST—continued

	Page
COMMISSIONER	
Industrial law (WA) – Termination of employment – Harsh, oppressive or unfair dismissal – Whether the Commission has jurisdiction – Trading corporation – Principles applied – Applicant’s claim beyond jurisdiction of Commission – William Geoffrey Carter -v- Mt Pleasant Bowling Club Inc - U 13 of 2017 - Senior Commissioner S J Kenner - 30/05/2017.....	745
Contractual benefits claim – Claim that contract contains term that claimant drives trucks for respondent – Claim that conduct of parties evinces an intention that the claimant was employed as a truck driver – Claimant removed from duties that involved driving trucks due to safety incident – Law applied to uncontroverted facts – Employee owes a duty of reasonable care and skill in carrying out duties – Respondent considers claimant’s driving unsafe – Respondent’s view untested in proceedings – Claim dismissed – John Richard De Boer -v- City of Perth - B 217 of 2016 - Commissioner D J Matthews - 19/06/2017 .....	749
Industrial Law (WA) - Contractual benefits claim - Entitlements under contract of employment - Claim for annual leave, leave loading, notice and superannuation - Proper name of employer - Application upheld in part - Order issued - Nolan Paul Grobler -v- Mr Andre Stasikowski Stass Environmental (ABN 73 976 537 552) - B 189 of 2016 - Commissioner T Emmanuel - 4/07/2017.....	753
Industrial Law (WA) - Teacher - Breach of discipline - Disciplinary action taken - Direction was a lawful order - Lawful order disobeyed - Penalty appropriate - Mr Leslie Magyar -v- Director General, Department of Education - APPL 66 of 2016 - Commissioner T Emmanuel - 19/06/2017.....	769
Industrial Law (WA) - Occupational Safety and Health - Application for review of decision to deregister plant design - Principles applied - Units fall within the extended definition of boiler for the purposes of Reg 4.1 - The design alteration in relation to the gas side chambers of the Units meets the requirements for registration and is consistent with sound engineering practice - Altered design is limited to Units at Fiona Stanley Hospital - Exemption requests should be granted - Application to review allowed - Exhaust Control Industries Pty Ltd -v- Lex McCulloch WorkSafe Western Australia Commissioner - OSH 5 of 2016 - Senior Commissioner S J Kenner - 29/06/2017.....	1373
Practice and procedure - Discovery, inspection and production of documents - Relevant principles - Respondent undertakes to provide certain documents - Not necessary to make order - David Douglas Rivett -v- Richmond Wellbeing Inc. ABN 36658041325 - U 47 of 2017 and B 47 of 2017 - Commissioner T Emmanuel - 4/09/2017.....	1489
Industrial Law (WA) - Compulsory conference - Application for interim orders - Maintain the status quo - Prevent roster change - Patient safety - Nurse registration - Not satisfied interim orders are necessary - The Australian Nursing Federation, Industrial Union of Workers Perth -v- East Metropolitan Health Service - C 19 of 2017 - Commissioner T Emmanuel - 1/09/2017.....	1493
Industrial Law (WA) - Further application for interim order of reinstatement or re-employment pending final hearing and determination of substantive claim - Whether Commission has power to make the interim order sought - Whether Commission is deprived of jurisdiction in relation to the applicant’s substantive claim - Principles applied - Commission’s jurisdiction is not excluded by reason of s 23(2a) of the Act - Commission has no power to make the interim order sought - Application for interim orders dismissed - The State School Teachers’ union of W.A. (Incorporated) -v- The Director General, Department of Education - C 10 of 2017 - Senior Commissioner S J Kenner - 18/08/2017 .....	1497
Industrial law (WA) - Decision to register a registrable employee - Whether the regulations have been fairly and properly applied - Whether the employee could be transferred - Whether the selection processes complied with the merit principle and the transparency principle - Peter Adams -v- Ms Anne Nolan, Director General Department of Finance - APPL 13 of 2017 - Commissioner T Emmanuel - 14/08/2017 .....	1561
Industrial Law (WA) - Substituted voluntary severance for registrable employees - Preliminary issue - Whether or not declining a request for substituted voluntary severance is a relevant "section 94 decision" for the purposes of s 95(1) of the Public Sector Management Act 1994 (WA) capable of being referred to the Commission under s 95(2) - Principles applied - The Director General’s consideration of the matter and his refusal to act constituted a decision to not approve the substituted voluntary severance - The non-approval of the proposed substituted voluntary severance was a decision for the purposes of s 95(1) of the Act - Raymond Stanley Willis -v- Department of Education Services - APPL 25 of 2016 - Senior Commissioner S J Kenner - 28/03/2017 .....	1571
Industrial law (WA) - Alleged harsh, oppressive and unfair dismissal - Applicant summarily dismissed for misconduct - Respondent accepts onus to prove allegation - Respondent unable to prove allegation on balance of probabilities - Application upheld - Compensation and reinstatement ordered - Zainal Omar Mattar -v- The Minister for Corrective Services - U 41 of 2017 - Commissioner D J Matthews - 8/09/2017 .....	1627
Contractual benefits claim - Claimant’s employment terminated - Claimant initially terminated due to redundancy - Respondent contends claimant was subsequently summarily dismissed for dishonesty - Claim for salary - Claim for payment in lieu of notice - Claim for accrued annual leave - Claim for a bonus - Respondent contends no entitlements as claimant summarily dismissed - Principles discussed and applied - Legislation discussed and applied - Found claimant could have been summarily dismissed for negligence and incompetence - Claim for salary and accrued annual leave upheld - Claim for payment in lieu of notice fails - Claim for a bonus not made out - Daniel Edward Muirhead -v- Gold City Corp Pty Ltd as Trustee for the Mattellee Trust t/as Vendwest Vending Machines - B 185 of 2016 - Commissioner D J Matthews - 20/09/2017 .....	1632
Industrial Law (WA) - Contractual benefits claim - Entitlements under contract of employment - Claims for unpaid salary, notice and annual leave - Employer could choose to give notice or pay an amount in lieu of notice - Distinction between a debt owed under a contract and a claim for damages for breach of contract - Applications upheld - Orders issued - Yi Zhang; Rong Zhang -v- Enjoy Going (Australia) Pty Ltd - B 24 of 2017 and B 25 of 2017 - Commissioner T Emmanuel - 22/09/2017.....	1639
Industrial Law (WA) - Dispute over possible termination of employment - Employer entitled to continue disciplinary proceedings - Unless allegations baseless proceedings should not be interfered with - Western Australian Municipal, Administrative, Clerical and Services Union of Employees -v- Community Living Association Inc. - C 28 of 2017 - Commissioner D J Matthews - 18/09/2017 .....	1647
Industrial Law (WA) - Claim for enforcement of contract of employment - Respondent contends Western Australian Industrial Relations Commission does not have jurisdiction to hear and determine claims for enforcement of contracts of employment of employees of constitutional corporations - Held Fair Work Act 2009 (Cth) does not exclude Western Australian Industrial Relations Commission from hearing and determining such claims - Jurisdiction found - Darryl Wayne Anglesey -v- Timberglenn Pty Ltd - B 45 of 2017 - Commissioner D J Matthews - 22/06/2017.....	1726
Contractual benefits claim - Claimant’s employment terminated - Claim refers to payment of days off in lieu - Claim characterised in the proceedings as underpayment of annual leave entitlement - Respondent contends claimant had no contractual entitlement to days off in lieu - Respondent contends in the alternative that days off in lieu never properly approved - Respondent contends annual leave balance was properly adjusted to account for days off in lieu taken without contractual entitlement thereto during course of employment or in the alternative without approval - Contractual entitlement to 636.7 hours of annual leave found as at date of termination - Respondent’s defence rejected on several grounds - Claim upheld - Payment ordered - Darryl Wayne Anglesey -v- Timberglenn Pty Ltd - B 45 of 2017 - Commissioner D J Matthews - 16/10/2017 .....	1728
Speaking to the minutes and applications for interest and legal costs and expenses – Interest not dealt with in reasons for decision – No claim made for interest in the proceedings – No power to award interest – Application dismissed – No power to award legal costs for interlocutory proceedings or substantive proceedings – Matter not frivolously defended – No basis to award expenses – Application for legal costs and expenses dismissed - Darryl Wayne Anglesey -v- Timberglenn Pty Ltd - B 45 of 2017 - Commissioner D J Matthews - 2/11/2017 .....	1734
Application for recusal - Application brought on basis of reasonable concern of apprehended or ostensible bias - Principles discussed and applied - Application dismissed - Western Australian Police Union of Workers, Civil Service Association of Western Australia Incorporated -v- Commissioner of Police - APPL 73 of 2016 - Commissioner D J Matthews - 23/03/2017 .....	1742
Application for enterprise order - Relevant principles to be applied - Parties proposed enterprise orders contain agreed provisions - Agreed provisions are industrial matters and fair and reasonable in all the circumstances - Certain provisions remain in dispute - Consideration given to submissions and evidence of the parties and the fairness and reasonableness of disputed proposed provisions - Western Australian Police Union of Workers -v- Commissioner of Police - APPL 73 of 2016 - Commissioner D J Matthews - 18/09/2017 .....	1749
Applicant contests penalties imposed for seven breaches of discipline - Respondent contends reprimands and fines imposed were appropriate - Totality principle discussed and applied - Found fine of seven days of pay disproportionate to misconduct when circumstances fully considered - Found fine of four days of pay appropriate in all the circumstances - Gregg Hatrick Meikle -v- Ms Sharyn O’Neill Director General, Department of Education - APPL 25 of 2017 - Commissioner D J Matthews - 17/10/2017.....	1810

CUMULATIVE DIGEST—*continued*

	Page
<i>COMMISSIONER—continued</i>	
Application for true interpretation of clause of industrial agreements - Respondent applied for dismissal pursuant to section 27 (1)(a) Industrial Relations Act 1979 - Respondent's application dismissed - Dispute relates to meaning of word "required" - Principles of interpretation of industrial instruments discussed and applied - "Required" interpreted - The Public Transport Authority of Western Australia -v- Australian Rail, Tram and Bus Industry Union of Employees, Western Australian Branch - APPL 17 of 2017 - Commissioner D J Matthews - 8/09/2017.....	1840
Industrial Law (WA) - Termination of employment - Harsh, oppressive or unfair dismissal - Whether dismissal was a proportionate and appropriate penalty for the transit officer's conduct - Whether there has been a loss of trust and confidence - Principles applied - Dismissal of transit officer could never be an appropriate penalty where the factual foundations for the dismissal were overturned and determined against the respondent - Not persuaded that reinstatement to demoted position would be impracticable - Declaration and orders issued - 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 - 12/10/2017.....	1853
Industrial Law (WA) - Occupational Safety and Health Tribunal - Application to review decision of WorkSafe Commissioner to not grant an exemption from compliance with regulation 3.54(1)(b) - Whether there has been substantial compliance - Whether compliance is unnecessary or impracticable - Principles applied - Applicant has not substantially complied with the Regulations - Applicant has not established compliance is unnecessary or impracticable - Tribunal is not satisfied an exemption should be granted - Decision of WorkSafe Commissioner is affirmed - Gerry Hanssen, Hanssen Pty Ltd Director -v- Lex McCulloch, WorkSafe Western Australia Commissioner - OSHT 2 of 2017 - Senior Commissioner S J Kenner - 18/09/2017 .....	1888
<i>POLICE APPEAL</i>	
Removal of police officer - Loss of confidence by Commissioner of Police - Application to tender new evidence - Impracticability of removal taken to have always been of no effect - 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 - 23/06/2017 .....	1482
Industrial Law (WA) - Removal of police officer - Loss of confidence by Commissioner of Police - Impracticability for it to be taken that the appellant's removal from office is and has always been of no effect - Compensation for loss for costs of mitigation - Compensation for loss or injury caused by removal from office - No particular compensation for injury to police officers generally - question of injury as a result of a fall from garce, humiliation or reputational damage - 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 - 15/09/2017...	1609