



Government of **Western Australia**
Department of the Registrar
Western Australian Industrial Relations Commission

FREEDOM OF INFORMATION STATEMENT 2025

Prepared in accordance with Section 94
Freedom of Information Act 1992 (WA)

A handwritten signature in black ink, appearing to read 'Susan Bastian'.

Susan Bastian

Chief Executive Officer

9 June 2025

1. Right to Access

The *Freedom of Information Act 1992* (WA) (FOI Act) gives the public the legal right to access information held by Government agencies and local and public authorities that is not otherwise publicly available.

It is the aim of the Department of the Registrar, Western Australian Industrial Relations Commission (the Department) to make information available promptly and at the least possible cost.

Therefore, whenever possible, documents will be provided outside the FOI process.

If you are thinking of lodging an FOI application, it is recommended that you contact the Department before doing so. The information you are seeking may be available without the need to seek access through an FOI application.

2. The Department

The Department is established under the *Public Sector Management Act 1994* and is responsible to the Minister for Industrial Relations.

The Department administers the industrial relations regime in Western Australia through five broad interrelated functions including:

- ❑ administration of the *Industrial Relations Act 1979* (WA) (the IR Act)
- ❑ enabling the operations of the Western Australian Industrial Relations Commission (the Commission) and its various tribunals
- ❑ enabling the operations of the Industrial Magistrates Court of Western Australia (IMC)
- ❑ facilitating the transmission of matters to the Western Australian Industrial Appeal Court (IAC); and
- ❑ ensuring Industrial Organisations and Industrial Agents adhere to the requirements of the IR Act.

The Department provides the Commission and the IMC with the physical and virtual infrastructure, human resource functions, administrative and financial resources, integral to perform their roles.

The Department also provides the administrative support necessary for the lodgement of appeals to the IAC.

3. Strategic Direction and Organisational Structure

The Department's Strategic Plan 2024 – 2028 provides a framework for its activities and operations and outlines the strategic direction of the Department.

The Strategic Plan and Organisational Structure can be viewed on the Department's website at www.dotr.wa.gov.au.

4. Decision Making Functions

The Department reports to the Minister for Industrial Relations. The Department adheres to Government policy and directives, relevant legislation including the *Public-Sector Management Act 1994* (WA) and associated guidelines, policies, and instructions of the Public Sector Commissioner.

The IR Act and the *Industrial Relations Commission Regulations 2005* (WA) (the IRC Regulations) prescribe the responsibilities and activities of the Registrar. These statutory responsibilities and activities determine the functions, objectives, and strategic direction of the Department of the Registrar. The Chief Executive Officer of the Department is also appointed as the Registrar of the Commission.

While the Chief Executive Officer is ultimately accountable for all the Department's activities and operations, each section within the Department has autonomy in day-to-day decision making, allocation of resources and determination of section priorities. The sections operate within the broad parameters of the Strategic Plan, which is endorsed by the Chief Executive Officer.

5. Public Participation in Policy Formulation & Performance of Departmental Functions

The Department is focused on achieving and maintaining high standards of service delivery using resources in a transparent and accountable manner. External and internal feedback is valuable to assist in developing specific strategies and plans to assist in achieving these outcomes. One such resource is the client satisfaction survey conducted annually by the Department.

The Department encourages feedback from clients, members of the public, community groups and organisations in relation to the Department's performance and policies. Feedback may be provided by visiting our website on www.dotr.wa.gov.au or by calling (08) 9420 4444.

6. Freedom of Information

The FOI Act enables members of the public to ensure that their personal information which is held by government agencies is accurate, complete, up to date and not misleading.

The objects of the FOI Act are achieved by —

- (a) creating a general right of access to State and local government documents; and
- (b) providing means within the Department to ensure that personal information held is accurate, complete, up to date and not misleading; and
- (c) requiring that certain documents concerning the operations of the Department are made available to the public.

7. Definition of a “Document”

Although the FOI Act refers to information, its focus is on information contained in documents. For the purposes of the FOI Act, a document can be any record, part of record and any copy, reproduction or duplicate of a record. This includes letters, emails, maps, plans, photographs, tape recordings, films, video tapes and/or electronically stored information as well as files, notes and any form of paper document.

8. Exemptions to Access

Some documents, or parts of documents, may be exempt from access. This includes personal information about another person, information provided in confidence, legal advice, matters revealing the deliberative processes of Government and business information of commercial value. The exemptions are outlined in *Schedule 1 – Exempt Matter of the Freedom of Information Act 1992*.

9. Requests for Amendment of Information

If you believe that personal information held by the Department is inaccurate, incomplete, out of date or misleading, you may apply to the Department requesting an amendment in accordance with section 46(1) of the FOI Act. This provision exists to ensure the Department does not unfairly harm the person referred to, misrepresent facts about them or does not give a misleading impression.

Applicants must provide details and, if necessary, documentation in support of their claim.

In addition, applicants must indicate how they want the amendment to be made within the options set out in the Act, including:

- ☐ altering information
- ☐ striking out or deleting information
- ☐ inserting information; and
- ☐ inserting a note in relation to information.

10. Applications

An application made under the FOI Act for access to documents, amendment or personal information or review of a decision must:

- ☐ be in writing (either by email or letter)
- ☐ provide enough information to enable identification of the document
- ☐ give an Australian postal address to which notices may be sent; and
- ☐ be lodged with the Department with any relevant application fee.

The application can be in the form of an email or letter, or you can use our FOI Application Form (attached).

11. Applications and enquiries should be addressed to:

By Email

Attention: FOI Co-ordinator

Email: registry@wairc.wa.gov.au

By Post:

Attention: FOI Co-ordinator

Department of the Registrar,
Western Australian Industrial
Relations Commission

Locked Bag 1

Cloisters Square Post Office

Perth WA 6850

In Person

Department of the Registrar,
Western Australian Industrial
Relations Commission

Level 17, 111 St Georges Terrace

Perth WA 6000

Other Contact

Telephone: 9420 4444

Facsimile: 9420 4500

Email: registry@wairc.wa.gov.au

12. Fees and Charges

Under the FOI Act, no fee or charge is payable for access to, or amendment of, personal information. However, a fee is payable for FOI applications which request access to non-personal information. The following table outlines the fees and charges applicable under the FOI Act. Please note that other than the application fee for non-personal information, all charges are made at the discretion of the Department.

1. Fees	
Personal information about the application	No Fee
Application fee (for non-personal information)	\$30.00
2. Type of Charge	
Charge for staff time dealing with the application (per hour or pro rata)	\$30.00
Charge for access time supervised by staff (per hour or pro rata)	\$30.00
Photocopy staff time (per hour or pro rata)	\$30.00
Per photocopy	\$0.20
Transcribing from tape or other device (per hour or pro rata)	\$30.00
Duplicating tape, film or computer information	Actual cost
Delivery, packaging, and postage	Actual cost
3. Deposits	
For charges more than \$25, a deposit of 25% may be required to be paid. The Department will provide a notice of estimated Charges & seek further instruction from the applicant on their intention to proceed. Applicants must respond within 30 days of being provided with the estimate of charges.	

A reduction in charges may be sought in cases of financial hardship.

13. Notice of Decision

Within 45 days of lodging your FOI application, you will be provided with a written Notice of Decision outlining our decision and the reasons for the decision, unless an extension of time is granted.

The Decision will include whether full access or partial (edited) access will be granted, or whether access is refused.

You can assist us in expediting your request by ensuring that it is specific.

14. Rights of Review

If you are refused access to information and you are not satisfied with this decision, you are entitled to request an internal review by the Department. The review is carried out by an officer of the Department who is equal or superior in rank to the initial decision maker. A request for an internal review should be made in writing within 30 days of receiving the Notice of Decision.

You will be notified of the outcome of the review within 15 days.

If you disagree with the result of the internal review, you may then apply to the Office of the Information Commissioner for an external review. A request for an external review should be submitted within 60 days of receiving the Notice of Decision (third parties have 30 days).

No fees or charges are applied to internal or external reviews.

15. Office of the Information Commissioner

Should you have any queries or require any further information about your review rights, or the FOI process generally, you may contact the Information Commissioner at:

Office of the Information Commissioner of Western Australia
Albert Facey House
469 Wellington Street
PERTH WA 6000 (entry off Forest Place)

Telephone: (08) 6551 7888 or Country Free call 1800 621 244

Email: info@foi.wa.gov.au

Web address: [OIC Home Page](#)

The FOI Act can be viewed on the Western Australian Legislation website at www.legislation.wa.gov.au.

16. Documents Held by the Department

Access to Departmental documents is mostly gained through the Department's website at www.dotr.wa.gov.au. In addition, there are also other information sources available to ensure that information is accessible wherever possible, outside of the Freedom of Information provisions.

17. Department Website

The Department's website provides information in relation to the Department's functions and activities.

The Department's website includes, but is not limited to the following:

- ☐ Overview of Department and organisational structure
- ☐ Annual Reports
- ☐ Strategic Plan 2024-2028
- ☐ Freedom of Information
- ☐ Disability Access and Inclusion Plan 2023-2028
- ☐ Public Interest Disclosure
- ☐ Contact details

18. Court Records

A significant proportion of the documents held by the Department relate to court records for various tribunals and courts including the:

- ☐ Western Australian Industrial Relations Commission, the Full Bench and the Commission in Court Session
- ☐ Public Service Arbitrator
- ☐ Public Service Appeal Board
- ☐ Road Freight Transport Industry Tribunal
- ☐ Work Health and Safety Tribunal
- ☐ Industrial Magistrates Court of Western Australia; and
- ☐ Western Australian Industrial Appeal Court.

The Department is responsible for the custody and management of these court records. Many court documents are part of the public record and therefore readily accessible to the public, via the Commission's Website. However, there are also legislative provisions which enable the tribunals and courts to determine, limit or prevent access to some court record in certain circumstances.

For further information about accessing court records, please phone (08) 9420 4444 or email registry@wairc.wa.gov.au.

19. Transcript of Court Hearings

Transcript is the written record of a hearing and the official copy of the proceedings before a tribunal or court. Transcripts are in most instances public documents. However, in some cases, there may be conditions limiting or preventing access to documents.

Requests can be made to view transcript. There is no cost when inspecting transcript in the Department's Registry. However, there are fees if obtaining hard copy or electronic copies. For transcript enquiries, please phone (08) 9420 4444 or email registry@wairc.wa.gov.au.

20. Alternative Sources of Information

The following websites provide information relating to the activities, operation and decisions of the Commission at www.wairc.wa.gov.au and the IMC at www.imc.wa.gov.au.

The Department maintains these websites, in consultation with the Commission and the IMC.

21. WA Industrial Relations Commission Website

The Commission's website (www.wairc.wa.gov.au) provides a comprehensive range of information related to the activities and functioning of the Commission.

The Commission's website includes, but is not limited to the following:

- ☐ Hearing lists of matters before the Commission
- ☐ Database of Decisions and Orders, including those of:
 - Western Australian Industrial Relations Commission, Full Bench and Commission in Court Session
 - Public Service Arbitrator
 - Public Service Appeal Board
 - Road Freight Transport Industry Tribunal
 - Occupational Safety and Health Tribunal
 - Industrial Magistrates Court of Western Australia; and
 - Western Australian Industrial Appeal Court.
- ☐ Awards and Agreements
- ☐ Recent Decisions and Latest News
- ☐ General Orders
- ☐ Guides and procedures
- ☐ Applications & Forms (including on-line lodgement)
- ☐ Practice Notes
- ☐ List of Registered organisations (union and employer organisations)
- ☐ Registered Industrial Agents
- ☐ General Notices
- ☐ Western Australian Industrial Gazette; and
- ☐ Annual Reports - Chief Commissioner of the Commission

22. Industrial Magistrates Court (IMC) Website & Decisions

The Industrial Magistrates Court of Western Australia is a Court of law established under the IR Act and constituted by an Industrial Magistrate. Industrial Magistrates exercise both general jurisdiction powers and prosecution powers.

Access to IMC records is determined by the provisions of the IR Act or the *Magistrates Court Act 2004* (WA), depending on which jurisdictional power is being exercised. Access may also vary depending on whether the person seeking access is or is not a party to proceedings. Information in relation to the IMC can be found at www.imc.wa.gov.au.

All decisions and published reasons for decision of the IMC are published in the Western Australian Industrial Gazette (WAIG) and on the Industrial Magistrate's Court website at www.imc.wa.gov.au and the Commission's website at www.wairc.wa.gov.au.

Enquiries in regard to accessing documents related to Industrial Magistrates Court matters should be made to:

Assistant Deputy Registrar

Telephone: (08) 9420 4444

Facsimile: (08) 9420 4500

Email: registry@wairc.wa.gov.au

23. Western Australian Industrial Appeal Court (IAC)

The IAC is constituted in accordance with the IR Act. It is a court of appeal, within the Supreme Court of Western Australia.

The IAC hears and determines appeals against decisions of the Chief Commissioner of the Commission, the Full Bench, or a Commission in Court Session. It can also hear appeals against a decision of the Industrial Magistrates Court, in certain circumstances.

The IAC sits at the Supreme Court and the Registry of the Supreme Court receives and processes documents lodged to the IAC for filing.

The Department also provides a Registry service and certain administrative support services to the IAC. The Department is also the primary custodian of IAC court records and documents.

While the IAC is not part of the Commission, the Registrar is required to publish decisions and published reasons for decision of the IAC in the Western Australian Industrial Gazette (WAIG). These are also available on the Commission's website www.wairc.wa.gov.au.

Enquiries regarding accessing documents associated with Industrial Appeal Court matters should be made to the Assistant Deputy Registrar, telephone: (08) 9420 4444
Email: registry@wairc.wa.gov.au



Government of **Western Australia**
Department of the Registrar
Western Australian Industrial Relations Commission

FREEDOM OF INFORMATION (FOI) APPLICATION FORM

Application for access to documents held by the Department of the Registrar,
Western Australian Industrial Relations Commission
(*Freedom of Information Act 1992, Section 12*)

1. Personal Details of Applicant

Preferred Title: Hon. Dr. Mr. Mrs. Ms. Miss. Other:

Surname	
Given Name(s)	
Australian Postal Address & postcode	
Telephone number(s)	
Email	
Fax	

2. Type of FOI Application

I am seeking access to personal information	
I am seeking access to non-personal information	
I am applying on behalf of a business/organisation	
If applying on behalf of a business/organisation please provide the name below:	

3. FOI Access Request

I am applying for access to documents(s) concerning:

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Date range for document search (if applicable):

From:/...../..... to:/...../.....

Please provide enough information to enable the requested document(s) to be identified. Attach additional pages, if required.

4. Fees and Charges

If you are applying for access to non-personal information (information other than that about yourself), an application fee of \$30 applies. This fee must be paid upon submission of an FOI application.

In some cases, fees and charges may be reduced on the basis of financial disadvantage. If you think you may qualify, please request it in the *Applicant Declaration* section and attach a copy of your Australian pension/concession card(s) or other supporting documentation.

5. Applicant Declaration

I have attached the \$30 fee for access to non-personal information together with my FOI application and understand that I may be required to pay further processing charges in respect of this application. Should processing charges be incurred, I understand that I will be provided with a statement of charges.

I am requesting a reduction in the charges (attach relevant documentation in support of this request, including proof of Australian pension/concession card(s)).

Signature: **Date:**

6. Lodgement of FOI Application

Post	Attention: FOI Coordinator, Department of the Registrar, Western Australian Industrial Relations Commission Locked Bag No 1 Cloisters Square Perth WA 6850
In Person	Department of the Registrar, Western Australian Industrial Relations Commission Level 17, 111 St Georges Terrace Perth WA
Email	registry@wairc.wa.gov.au (mark "Attention: FOICoordinator")
Fax	08 9420 4500 (mark "Attention: FOI Coordinator")

An acknowledgement of receipt of this application will be forwarded to the applicant.

7. Further Information

If you require further information, please contact the FOI Coordinator on 9420 4444.

This document is available in alternative formats to people with disability upon request.