



## Do you have a dispute with your employer?

### Have you considered MEDIATION?

If you have a dispute with your employer, but you don't want to go to court, there are other options available to you.

One of these options is **mediation**. Mediation involves an independent, impartial and qualified third party assisting you and your employer to resolve the dispute.

In most cases, mediation will be faster and cheaper than other methods of dispute resolution. Unlike litigation in the courts, it is private and confidential. A mediator cannot make a binding decision, however this can be a real advantage as resolution through mediation may result in a mutually agreeable outcome. Unlike litigation, you cannot require your employer to participate in mediation.

The Employment Law Centre of WA (Inc) (**ELC**) may be able to assist you to prepare for the mediation process, but does not usually represent clients in mediations. If you are interested in resolving your employment dispute through mediation, there are two options available to you:

#### 1. Private mediation

Mediation can occur through a private mediator. ELC may be able to refer you to a qualified mediator who may provide his or her services free of charge to you and your employer. Please contact our office if you would like us to refer you to a private mediator. You should be aware that the mediator will not be representing you in the mediation.

#### 2. Mediation through the WAIRC

The *WA Employment Dispute Resolution Act 2008* allows employers or employees to ask a Commissioner of the Western Australian Industrial Relations Commission to mediate any question, dispute, or difficulty that arises between them. The mediation is free of charge. For more information, visit <http://www.edr.wairc.wa.gov.au/>.

**You should also be aware that ELC makes no representation as to the quality of the services of the mediator and you must rely on your own inquiries before you engage the mediator.**