

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the termination of the Ipswich City Council Local Government Civic Centre Employees Certified Agreement 2018* [2022] QIRC 376

PARTIES: **Ipswich City Council**

AND

United Workers' Union, Industrial Union of Employees, Queensland

CASE NO.: CB/2022/89

PROCEEDING: Termination of an agreement

DELIVERED ON: 5 October 2022

HEARING DATE: 5 October 2022

MEMBER: Power IC

HEARD AT: Brisbane

ORDER: ***The Ipswich City Council Local Government Civic Centre Employees Certified Agreement 2018 is terminated.***

CATCHWORDS: INDUSTRIAL LAW – QUEENSLAND – AGREEMENTS – application for termination of agreement after nominal expiry date – requirements for termination – agreement terminated

LEGISLATION: *Industrial Relations Act 2016* (Qld), ss 189 and 228

APPEARANCES: Mr N. Sheehan for the Ipswich City Council.

Mr D. Peverill for the United Workers' Union, Industrial Union of Employees, Queensland.

Reasons for Decision

- [1] On 9 September 2022, the Ipswich City Council ('the Applicant') applied, pursuant to s 228(1) of the *Industrial Relations Act 2016* (Qld) ('the Act'), to terminate the

Ipswich City Council Local Government Civic Centre Employees Certified Agreement 2018 ('the certified agreement').

[2] The certified agreement has a nominal expiry date of 1 October 2021.

[3] Section 228 of the Act provides:

228 Termination after nominal expiry date

- (1) After the nominal expiry date of a certified agreement or arbitration determination, the following persons may apply to the commission to terminate the agreement or determination—
 - (a) the employer;
 - (b) a valid majority of the relevant employees;
 - (c) an employee organisation to which the agreement or determination applies and that has at least 1 member who is a relevant employee.
- (2) The person who intends to apply to terminate the agreement or determination must give all other persons to whom the agreement or determination applies notice of the intention.
- (3) The commission must approve the termination if, and must refuse to approve the termination unless, satisfied subsection (2) has been complied with and—
 - (a) for an agreement or determination that provides that it may be terminated if particular conditions are met—the conditions have been met; or
 - (b) for an agreement or determination that does not provide for the way it may be terminated—
 - (i) the other parties to the agreement or determination agree to it being terminated; and
 - (ii) termination of the agreement or determination is not contrary to the public interest.
- (4) The termination takes effect when the commission's approval takes effect.

[4] I have had regard to:

- (a) the submissions made by the parties who appeared today; and
- (b) the affidavit of Mr Nicholas Sheehan, Workplace Relations Manager of the Applicant.

[5] The certified agreement does not provide that particular conditions need to be met before it may be terminated.

[6] I am satisfied that the Applicant has given the requisite notice of its intention to apply to terminate the certified agreement.

[7] On 9 September 2022, the Applicant made an application, pursuant to s 189 of the Act, to certify the *Ipswich City Council Civic Centre Employees Certified Agreement 2021*.

[8] The Applicant and the United Workers' Union, Industrial Union of Employees, Queensland have agreed to the terms of the *Ipswich City Council Civic Centre Employees Certified Agreement 2021* which will replace the certified agreement.

[9] I am satisfied that:

- (a) all parties to the certified agreement agree to it being terminated; and
- (b) the termination of the certified agreement is not contrary to the public interest.

[10] Section 228(4) of the Act provides that termination takes effect when the Commission's approval takes effect.

[11] I approve the termination of the *Ipswich City Council Local Government Civic Centre Employees Certified Agreement 2018* with effect from 5 October 2022.

[12] I make the following order:

The Ipswich City Council Local Government Civic Centre Employees Certified Agreement 2018 is terminated.