



Form 20 – Affidavit

INDUSTRIAL REGISTRAR
19 JUN 2025
QUEENSLAND

Industrial Relations Act 2016, s 989

Industrial Relations (Tribunals) Rules 2011, r 52, r 53, r 55

Information

- This form is to be used to prepare an Affidavit.
- Please read this form carefully and complete all relevant sections. Information that is missing or non-compliant with the relevant section of an Act or the Rules may result in the non-acceptance of your form.
- Documents which are longer than 30 pages in length must be provided to the Industrial Registry in hard copy before it will be accepted for filing.
- For further information please refer to the website www.qirc.qld.gov.au or contact the Industrial Registry on 1300 592 987 or via email at qirc.registry@qirc.qld.gov.au.

Instructions

- Affidavits must comply with the formal requirements for documents in accordance with rules 50 to 57 of the *Industrial Relations (Tribunals) Rules 2011*.
- The affidavit must set out the facts divided into consecutively numbered paragraphs. Each paragraph should be confined to a distinct part of the subject matter.
- This affidavit must be sworn or affirmed before a person authorised by law to witness the swearing of affidavits (e.g. Justice of the Peace, Commissioner for Declarations, Lawyer).
- Each page must be signed by the deponent (person making the affidavit) and the witness (person taking the affidavit).
- ***Attach extra page(s) if you need more space, ensuring that Part 5 containing the signature is always on the last page of the form and that each additional page is signed at the bottom of the page by the deponent and witness.***
- Any handwritten alteration to the affidavit must be initialled by the deponent and witness.
- If this affidavit contains exhibits (document mentioned in the affidavit and used with the affidavit) you will need to complete a **Form 21 - Certificate of Exhibit to Affidavit** for each exhibit (which is also to be signed and witnessed).
- If the affidavit is sworn by a person incapable of reading the affidavit or physically incapable of signing it, the witness must complete the Certificate at Part 6.
- If required by the Court, Commission or Registrar, the deponent must appear to give evidence or for cross-examination.
- The Court, Commission or Registrar may remove or strike out any material contained within the affidavit deemed to be a scandalous or oppressive matter.

Signe

[Signature of the deponent/substitute signatory]

Taken by:

Justice of the Peace/Commissioner for Declarations/Lawyer

1. Matter details

Applicant:	National Retail Association, Union of Employers
	v
Respondent:	NA

If there are more than two parties to the application, please complete a **Form 1 – Parties list** and file with this form.

This affidavit is filed for the:	<input checked="" type="checkbox"/> Applicant/Appellant <input type="checkbox"/> Respondent (or as the case may be)
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2. Contact details of party filing this affidavit

Title [please select]:	<input checked="" type="checkbox"/> Mr <input type="checkbox"/> Mrs <input type="checkbox"/> Ms <input type="checkbox"/> Miss <input type="checkbox"/> Mx <input type="checkbox"/> Other: _____
Name of Party:	National Retail Association, Union of Employers
Name of contact person: [if party is an organisation]	David Stout
Postal/Service address:	Level 3/67 St Pauls Terrace
	Suburb/Town Spring Hill Postcode 4000
Phone number:	3240 0100 Mobile number: 0409 926 066
Email address:	

3. Deponent's details (person making the affidavit)


Title [please select]:	<input checked="" type="checkbox"/> Mr <input type="checkbox"/> Mrs <input type="checkbox"/> Ms <input type="checkbox"/> Miss <input type="checkbox"/> Mx <input type="checkbox"/> Other: _____
Deponent's Name:	David Stout
Postal/Service address*:	Level 3/67 St Pauls Terrace
	Suburb/Town Spring Hill Postcode 4000

* The deponent does not have to give a residential address if they are concerned about their safety. They may give another address at which they are satisfied they will receive documents e.g. a business address.

Sign



Taken



Justice of the Peace/Commissioner for Declarations/Lawyer

4. Evidence

Attach extra pages if you need more space ensuring that Part 5 containing the signature is always on the last page of the form and that each additional page is signed at the bottom of the page by the deponent and witness.

Affidavit

David Stout

3/67 St Pauls Terrace Spring Hill QLD 4000

I, _____ of _____
[insert full name of deponent] [insert residential or business address of deponent*]

☐ state on oath: OR ☒ do solemnly and sincerely affirm and declare, that:

1. I am the Director of Policy for the National Retail Association, Union of Employers. The National Retail Association is Australia's most diverse retail association.

2. The Mount Isa Mines Rodeo was first held in 1959 and is now recognised as the largest rodeo in the southern hemisphere. We submit that the Mount Isa Rodeo is a unique sporting event of local, state, and national significance, with a high level of contribution to the economy and tourism industry.

3. The 2025 Mount Isa Mines Rodeo will run from Friday 8 August to Sunday 10 August with multiple rounds of Rodeo events and nightly live entertainment on Friday and Saturday, and culminating in the Indigenous Rodeo Championship and Rodeo Finals on Sunday.

4. The Mount Isa Mines Rodeo has sporting significance and is a key part of the Australian Professional Rodeo Association (APRA) National Rodeo Circuit, with competitors earning placings towards the National Finals Rodeo. The 2025 event features a \$166,500 prize pool.

5. The Mount Isa Mines Rodeo is significant to the local and state economy. The total estimated visitor spend for the Mount Isa Mines Rodeo in 2024 was \$689,800. With an average daily spend of \$172,450 between Thursday and Sunday, this represents a 94% increase on the average daily spend during June to August and a 331% increase compared to during January to March. In 2022, the overall economic impact to Mount Isa of over \$6.7 million, and Queensland of over \$10 million. In 2025, the event has attracted 30 sponsors across local government and businesses.

6. The Mount Isa Mines Rodeo presents a significant tourism opportunity for local businesses to benefit from increased foot traffic and sales with 41.3% of attendees from outside the Mount Isa City Council in 2024 and an average of 61% occupancy across 98 accommodation sites, a 110% increase compared to the week prior.

7. The Mount Isa retail community has the infrastructure capacity to service the existing population of 23,000. During the Rodeo, the population will swell by tens of thousands of people which is simply beyond the existing infrastructure. To meet the needs of both locals and visitors, National Retail Association submits that Mount Isa needs to have all available services open during the event.

8. Accordingly, the National Retail Association asks the Commission to grant an order under Part 5 Division 3 of the Act for Mt Isa for Friday 8 August up to and including Sunday 10 August 2025. This covers the period of the Mount Isa Mines Rodeo event (See Exhibit B for a map of the area).

Signed: _____
[Signature of the deponent/substitute signatory]

Taken by: _____
Justice of the Peace/Commissioner for Declarations/Lawyer

5. Signature

The contents of this affidavit are true and correct. Where the contents of this affidavit are based on information and belief, the contents are true to the best of my knowledge and I have stated the source of that information and the grounds for the belief and, if contained in a document, I have attached that document to this affidavit.

I understand that it is a criminal offence to provide a false matter in an affidavit, for example, the offence of perjury under section 123 of the Criminal Code.

I state that: [Deponent to complete – **only tick if applicable** – leave blank if not applicable]:

☐

This affidavit was made in the form of an electronic document


☐

I electronically signed this affidavit

☐

This affidavit was made, signed and witnessed under Part 6A (Audio visual link) of the *Oaths Act 1867*.

SWORN/AFFIRMED BY:

Signature of person making the affidavit	
Full name of deponent:	DAVID STOUT
Signature of deponent:	
Sworn/Affirmed at [place]:	
Date:	18/6/25


Alternative signature panel if substitute signatory signs

Complete this section only if the affidavit was signed by a substitute signatory (a person directed to sign the affidavit on behalf of the deponent)

Signed for and at the direction of the deponent by:

Full name of substitute signatory:	
Signature of substitute signatory:	
Sworn/Affirmed at [place]:	
Date:	

BEFORE ME:

Witness details	
Full name of witness:	Lindsay Carroll
Signature and type of witness:	
	<input type="checkbox"/> Justice of the Peace <input type="checkbox"/> Commissioner for Declarations <input checked="" type="checkbox"/> Lawyer
Date:	18-6-25
Insert name of law practice/place of employment:	NRA Legal, Spring Hill

6. Certificate (pursuant to rule 55 of the *Industrial Relations (Tribunals) Rules 2011*):

WITNESS to complete [only tick if applicable]

If deponent is incapable of reading or physically signing the affidavit

- ☐ I certify that this affidavit was read in the presence of the deponent who seemed to understand it, and signified that they made the affidavit.
- ☐ I certify that this affidavit was read in the presence of the deponent who seemed to understand it, and signified that they made the affidavit, but was physically incapable of signing it.
- ☐ A substitute signatory signed for and at the direction of the deponent.

7. For Special Witnesses (see s 12 of the *Oaths Act 1867*)

SPECIAL WITNESS to complete [only tick if applicable]

For special witnesses only:

- ☐ I am a special witness under the *Oaths Act 1867* (see s 12 of the *Oaths Act 1867*).
- ☐ This affidavit was made in the form of an electronic document.
- ☐ I electronically signed this affidavit.
- ☐ This affidavit was made, signed and witnessed under Part 6A (Audio visual link) of the *Oaths Act 1867* - I understand the requirements for witnessing a document by audio visual link and have complied with those requirements.

Signature

[Signature of the deponent/substitute signatory]

Taken by

[Signature of witness]

Justice of the Peace/Commissioner for Declarations/Lawyer



Form 21 – Certificate of Exhibit to Affidavit

Industrial Relations Act 2016, s 989

Industrial Relations (Tribunals) Rules 2011, r 53

Information

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Matter details

Applicant: National Retail Association, Union of Employers

v

Respondent: N/A

Exhibit details

Name of document: Statement of facts

Marked: Exhibit A

Mentioned in the affidavit of: David Stout

Signature

**Full name of deponent/
substitute signatory:**

DAVID STOUT

**Signature of deponent/
substitute signatory:**

[Redacted signature]

Full name of witness:

Lindsay Carroll

**Signature and type of
witness:**

[Redacted signature]

☐ Justice of the Peace

☐ Commissioner for Declarations

☒ Lawyer

Sworn/Affirmed at [place]:

Spring Hill

Date:

10/6/23

Exhibit A – Statement of Facts
QUEENSLAND INDUSTRIAL RELATIONS COMMISSION
Trading (Allowable Hours) Act 1990
National Retail Association Limited, Union of Employers
Applicant
Mount Isa Mines Rodeo

Application Summary

1. The National Retail Association is Australia's most diverse retail organisation. The Association represents thousands of retailers nationwide, ranging from individual retail outlets and franchise locations to large supermarkets and department stores.
2. Part 5 Division 3 of the Trading (Allowable Hours) Act 1990 ("The Act"), as revised in 2022, provides for non-exempt shops operating in a stated area for an event to be considered exempt for the period of that event, if the QIRC declares the event to be a special event. The National Retail Association and its members believe the Mount Isa Mines Rodeo fits the description of a special event.
3. The Mount Isa Mines Rodeo was first held in 1959 and is now recognised as the largest rodeo in the southern hemisphere.
4. The 2025 Mount Isa Mines Rodeo will run from Friday 8 August to Sunday 10 August. Friday and Saturday schedule features multiple rounds of Rodeo events, followed by nightly performances by Queensland country music artist Luke Geiger, and Sunday will include the Indigenous Rodeo Championship in the morning, followed by the Rodeo Finals in the afternoon.
5. The National Retail Association asks the Commission to grant an order under s 5(1)(c) of the Act for Friday 8 August to Sunday 10 August 2025. This covers the period of the Mount Isa Mines Rodeo (See Exhibit B for a map of the area).

Justification

6. In deciding whether to declare an event to be a special event, the Commission must consider the cultural, religious or sporting significance of the event, and the significance of the event to the economy and the tourism industry. The Commission must also consider whether there is a need for a non-exempt shop to trade for hours greater than the core trading hours for the period of the event.
7. Further, the Commission must have regard to the size of the place where the event will be held, whether the event will be held at multiple places, predicted attendance numbers, expected media coverage, any contribution the event may make to Queensland's national or international reputation. The Commission must also have regard to a submission made by a local government for an area in which the declaration is likely to have an impact or an industrial organisation in relation to the likely impact of the special event declaration on employees.
8. A declaration must state the details of the event, the subject of the declaration, the period for which the declaration applies, and the area to which the declaration applies. Accordingly, the National Retail Association asks the Commission to grant an order under Part 5 Division 3 of the Act for Mt Isa for Friday 8 August up to and including Sunday 10 August 2025. This covers the period of the Mount Isa Mines Rodeo event (See Exhibit B for a map of the area).
9. Non-exempt retailers within the highlighted area are in support of this application. We note that this application, if approved, will give non-exempt retailers exempt status. This application allows retailers to better cater to the needs of visitors to the region for the event, as well as residents.

We contend that such an order is in keeping with the letter and the intent of the Act and is in line with similar applications previously granted by the Commission. We note applications for the Mount Isa Rodeo were granted in 2018, 2019, 2021, 2022, 2023 and 2024 (TH/2018/1, TH/2019/3, TH/2021/9, TH/2022/6, TH/2023/3, TH/2024/2).

10. The National Retail Association recognises the tremendous efforts of our essential retail team members who continued to serve our community during the global COVID-19 pandemic and natural disasters. We also recognise the necessary staff contribution for stores to trade additional hours.
11. The National Retail Association understand that s 36BA applies in relation to an employee of particular shops in the area to which the declaration applies. As previously stated prior to the amendment of the Act, any work during extended hours will continue to be on a voluntary basis.

Sporting significance of the event

12. The Mount Isa Mines Rodeo is an Australian Professional Rodeo Association (APRA) affiliated rodeo. APRA was founded in 1944 and is the oldest national rodeo organisation in the world. APRA is the national governing body for professional rodeo competition that runs over 100 affiliated events annually across six regional circuits around Australia. The most prestigious rodeos, including the Mount Isa Mines Rodeo, form part of the national circuit which culminates at the National Finals Rodeo each year to determine the Australian Champions. The Mount Isa Mines Rodeo is a highly significant event for the circuit, with competitors earning placings towards the National Finals Rodeo (<https://prorodeo.com.au/nfr-2025/>).
13. The 2025 Mount Isa Mines Rodeo features a \$166,500 prize pool across the Saddle Bronc Ride, Bull Ride, Bareback Bronc Ride, Rope & Tie, Steer Wrestling, Team Roping, Barrel Race and Breakaway Roping events (<https://prorodeo.com.au/event/mount-isa-rodeo-2025/>). Each open event attracts \$15,000, 2nd division at \$2,000 and Junior at \$500. The Indigenous Rodeo Championship now has a \$2,000 purse for Senior events and \$500 for Junior.
14. Mark Thompson, Chair of the Mount Isa Mines Rodeo Community Board said "bigger prizemoney means the best of the best will ride into town, bringing their A-game, their grit, and their wildest rides. It also means tougher bulls, bolder broncs, and edge-of-your-seat action for fans. It's about attracting elite talent, giving local and visiting fans the greatest show on dirt, and honouring the rodeo's incredible legacy as we write the next chapter—led by locals, for locals" (<https://newshub.medianet.com.au/2025/05/2025-mount-isa-mines-rodeo-announces-record-prize-pool/102260/>).
15. The Mount Isa Mines Indigenous Rodeo Championship is recognised as an opportunity for First Nations cowboys and cowgirls to compete at the highest level with a free Indigenous Rodeo Clinic to support athletes to develop skills, network and connect with other emerging athletes. Mark Thompson, Chair of the Mount Isa Rodeo Community Board said the return of the event demonstrates the depth of talent in Indigenous rodeo across the country: "To see the level of skill, commitment and interest from our Indigenous riders — particularly the young guns coming up through the ranks — shows this sport is in great hands" (

Economic significance of the event

16. The total estimated visitor spend for the Mount Isa Mines Rodeo in 2024 was \$689,800. With an average daily spend of \$172,450 between Thursday and Sunday, this represents a 94% increase on the average daily spend during June to August and a 331% increase compared to during January to March.

17. The 2025 event has attracted 30 sponsors across local government and businesses, including the Mount Isa City Council, Glencore Queensland Metals, Bell & Moir Toyota, XXXX, Mount Isa Coaches, Totally Workwear and Mount Isa Furniture and Bedding.
18. The 2022 Mount Isa Mines Rodeo had an overall economic impact to Mount Isa of over \$6.7 million, and Queensland of over \$10 million. The Mount Isa Mines Indigenous Rodeo Championship generated over \$818,000 to the Mount Isa economy, and over \$497,000 to the Queensland economy. In 2023, an estimated \$11,328,999 was spent in Queensland by overnight visitors to the event.
19. In 2024, the Mount Isa Rodeo event organisers raised ticket costs due to the post-COVID slowdown and rising event management and logistics costs. With cost-of-living pressures reducing consumer discretionary spending, the 2024 event saw an estimated 12% decrease in ticket sales and the Mount Isa Rodeo entered voluntary administration in October 2024 (<https://www.indailysa.com.au/news/just-in/2024/10/28/australias-wimbledon-of-rodeo-in-administration>).
20. In December, the Queensland Government allocated an additional \$2 million to the Mount Isa Transition Fund to revive the event. Deputy Premier, Minister for State Development, Infrastructure and Planning Jarrod Bleijie said the grant boost would allow the Mount Isa Council to support the rodeo that would deliver economic benefits to the region. The Mount Isa Rodeo is an iconic regional tourism event for the North-West and for Queensland" (<https://statements.qld.gov.au/statements/101753>).
21. The Mount Isa City Council appointed a new community board to run the event from 2025 onwards, and has been named a presenting partner, providing cash sponsorship, in-kind support and ancillary venue costs. Councillor Travis Crowther said the Mount Isa Mines Rodeo's new board had brought the event back to the community. "I think they're going to bring a lot more tourism back into the city, which then has a flow-on effect for all of the businesses, so it'll be well worth it down the track" (<https://www.mountisa.qld.gov.au/Latest-News/Council-a-Presenting-Partner-of-2025-Mount-Isa-Mines-Rodeo>).
22. Chairman Mark Thompson has halved ticket prices to \$50 per day for adults, \$35 for pensioners, \$20 for children and \$300 for a three-day family pass, ensuring the event is affordable but support the long-term viability of the event (<https://www.northwestweekly.com.au/entry-for-a-pineapple-rodeo-keeps-ticket-pricing-promise-2025-04-02>).
23. Since its inception in 1959, the Mount Isa Rodeo has given over \$6m to charity, making it the largest fundraising platform for charities in Northwest Queensland. In 2021, 590 volunteers ran the event with over \$67,000 going to 27 local groups, clubs and organisations. In 2022, a record 900 volunteers were involved, contributing over \$123,000.

Tourism significance of the event

24. The Mount Isa Mines Rodeo has grown from 25,000 in 2021, 34,574 in 2022, and peaked at over 40,000 in 2023. The 2024 Rodeo saw lower attendance, estimated at around 36,000.
25. Queensland Minister for Environment and Tourism Andrew Powell said that the Mount Isa Rodeo was a critical event for the region. "Tourism is an important industry in the North-West of our state and there is no bigger drawcard for Mount Isa than its famous rodeo. As well as the economic benefits that the rodeo provides the city and the region, these kinds of events are an important opportunity for the Mount Isa community, friends, families and visitors to come together, creating community pride and connection" (<https://statements.qld.gov.au/statements/101753>).

26. The 2024 Mount Isa Mines Rodeo post-event report estimates that 41.3% of attendees were from outside the Mount Isa City Council, including Menzies, Brimbank, Parramatta, Longreach, Mornington, and Townsville.
27. During the 2024 event, analysis of over 98 hotels, motels and sharing economy properties across the Mount Isa region showed an average occupancy of 61%, a 110% increase when compared to the week prior.
28. 2021 Rodeo attendees spent an average 8.7 nights away from home and interstate visitors spent 15.5 nights away from home. The event generated over 43,700 visitor nights in Queensland, of which 52% were spent in the Mount Isa region, and 48% across other parts of Queensland. Several attendees extended their stay a total of 441 nights in the Mount Isa region because of the Rodeo.
29. The tourism significance of the event has been nationally recognised for many years, representing Queensland at the Qantas Australian Tourism Awards for the best Festivals and Events category. The event won Gold in 2016, Silver in 2017, Gold in 2018 and Gold again in 2019. At the 2022 Queensland Tourism Awards, the Mount Isa Mines Indigenous Rodeo Championship won Gold and the Mount Isa Mines Rodeo won Silver in the Festival and Events Category.
30. The 2025 Mount Isa Mines Rodeo has been promoted across Tourism and Events Queensland, Outback Queensland, local and national news outlets, social media, and travel blogs. This year, Channel 9's Today Show hosts Karl Stefanovic and Sarah Abo, weather presenter Tim Davies and 12-person production crew will broadcast live from the Rodeo. Mayor Peta MacRae said having the city and the rodeo featured on Today and reaching a national audience would be invaluable when it comes to getting the city's messages out and showcasing what Mount Isa has to offer (<https://www.mountisa.qld.gov.au/Latest-News/Today-Show-Coming-to-Mount-Isa>).

Demonstrated need

31. The Mount Isa Mines Rodeo schedule features multiple Rodeo events and nightly entertainment on Friday and Saturday, and Sunday includes the Indigenous Rodeo Championship in the morning, followed by the Rodeo Finals in the afternoon.
32. The Mount Isa retail community has the infrastructure capacity to service the existing population of 23,000. During the Rodeo, the population will swell by tens of thousands of people which is simply beyond the existing infrastructure. During the 2024 Mount Isa Mines Rodeo, one non-exempt retailer saw an additional 1,200 customers during the event compared to the week prior. To meet the needs of both locals and visitors, National Retail Association submits that Mount Isa needs to have all available services open during the event.

Conclusion

33. The National Retail Association submits that the Mount Isa Mines Rodeo clearly meets the criteria under the Act as "a unique or infrequent event of local, State or national significance". We further submit that the Commission, should it be mindful to grant this application, could comfortably rely on the available evidence in support of the sporting significance of the event, and its significance to the economy and tourism.

May it please the Commission.



Form 21 – Certificate of Exhibit to Affidavit

Industrial Relations Act 2016, s 989

Industrial Relations (Tribunals) Rules 2011, r 53

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Matter details

Applicant:	National Retail Association, Union of Employers
	v
Respondent:	N/A

Exhibit details

Name of document:	Description of location
Marked:	Exhibit B
Mentioned in the affidavit of:	David Stout

Signature

Full name of deponent/ substitute signatory:	DAVID STOUT
Signature of deponent/ substitute signatory:	[Redacted Signature]
Full name of witness:	Lindsay Carroll
Signature and type of witness:	[Redacted Signature]
	<input type="checkbox"/> Justice of the Peace <input type="checkbox"/> Commissioner for Declarations <input checked="" type="checkbox"/> Lawyer
Sworn/Affirmed at [place]:	Spring Hill
Date:	18/6/26

Exhibit B – Description of Location



Starting at Abel Smith Parade turning south onto Sunset Dr through to Camooweal St then on to Patricia St and West St
 Travelling south through to Isa St then onto Pamela St then to East St
 Turning east onto Barkly Hwy then onto Abel Smith Parade to the starting point at Sunset Dr