

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the termination of the Queensland Police Service
Certified Agreement 2022 [2025] QIRC 270*

PARTIES: **State of Queensland (Queensland Police Service)**

AND

Queensland Police Union of Employees

AND

**The Queensland Police Commissioned Officers'
Union of Employees**

CASE NO: CB/2025/115

PROCEEDING: Termination of an agreement

DELIVERED ON: 13 October 2025

HEARING DATE: 13 October 2025

MEMBER: Gazenbeek IC

HEARD AT: Brisbane

ORDER: ***The Queensland Police Service Certified
Agreement 2022 is terminated***

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

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

APPEARANCES: L. Hodge and K. Matley for the State of Queensland
(Queensland Police Service)

A. Jarrett (of Hall Payne Lawyers) and C. Fraser for
the Queensland Police Union of Employees

K. Johnson for The Queensland Police
Commissioned Officers' Union of Employees

Reasons for Decision

- [1] On 30 September 2025, the State of Queensland (Queensland Police Service) ('the Service') applied, pursuant to s 228(1) of the *Industrial Relations Act 2016* (Qld) ('the Act'), to terminate the *Queensland Police Service Certified Agreement 2022* ('the certified agreement').
- [2] The certified agreement has a nominal expiry date of 30 June 2025.
- [3] The application was filed in the Industrial Registry together with an affidavit in support of Mr Luke Hodge (Acting Director, Enterprise Bargaining) of the Service, and a notice of intention to terminate the certified agreement.
- [4] The named parties to the agreement are the Commissioner of the Service, the Queensland Police Union of Employees ('QPU'), the Queensland Police Commissioned Officers' Union of Employees ('QPCO'), and the following persons:
 - (a) Police Officers of the Service; and
 - (b) Police Support Officers, including:
 - Police Liaison Officers;
 - Torres Strait Island Police Liaison Officers;
 - Employees of the Police Pipes and Drums Band; and
 - Assistant Watchhouse Officers.
- [5] On 30 September 2025, the Service also applied, pursuant to s 189 of the Act, to certify the *Queensland Police Service Certified Agreement 2025*.¹
- [6] The Service, QPU, and QPCO have agreed to the terms of the *Queensland Police Service Certified Agreement 2025*, which will replace the certified agreement.
- [7] The hearing of this application was listed before the Commission on 13 October 2025, at which the Service, QPU, and QPCO each confirmed their support of the application to terminate the certified agreement.

¹ *In the making of the Queensland Police Service Certified Agreement 2025* [2025] QIRC 271.

[8] Having regard to the material relied upon in support of the application, and the submissions made at the hearing before me, I am satisfied that:

- the Service has given the requisite notice of its intention to apply to terminate the certified agreement;²
- the certified agreement does not provide that any particular conditions need to be met before it may be terminated;³
- all parties to the certified agreement agree to it being terminated;⁴ and
- the termination of the certified agreement is not contrary to the public interest.⁵

[9] Section 228(4) of the Act provides that termination takes effect when the Commission's approval takes effect. Accordingly, I approve the termination of the certified agreement with effect from today's date, being 13 October 2025.

[10] I make the following order:

The Queensland Police Service Certified Agreement 2022 is terminated

² *Industrial Relations Act 2016* (Qld) s 228(2); Affidavit of Mr L. Hodge (Acting Director, Enterprise Bargaining), filed 30 September 2025, 3.

³ *Industrial Relations Act 2016* (Qld) s 228(3)(a).

⁴ *Ibid*, s 228(3)(b)(i).

⁵ *Ibid*, s 228(3)(b)(ii).