

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the making of the Queensland Police Service Certified Agreement 2025 [2025] QIRC 271*

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/2025/116

PROCEEDING: Application for certification 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 2025 is certified***

CATCHWORDS: INDUSTRIAL LAW – COLLECTIVE BARGAINING – application for certification of an agreement – requirements for certification – agreement certified

LEGISLATION: *Industrial Relations Act 2016 (Qld)* ss 171, 189, 191, 193, 216, 227, 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 189(1) of the *Industrial Relations Act 2016* (Qld) ('the Act'), to certify the *Queensland Police Service Certified Agreement 2025* ('the agreement').
- [2] 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:
 - (i) Police Liaison Officers;
 - (ii) Torres Strait Island Police Liaison Officers;
 - (iii) Employees of the Police Pipes and Drums Band; and
 - (iv) Assistant Watchhouse Officers.
- [3] Further, the agreement is to be read in conjunction with the *Queensland Police Service Employees Award – State 2016*, and does not apply to executive officers appointed under the *Police Service Administration Act 1990* (Qld).
- [4] The hearing of this application was listed for 13 October 2025, with more than seven days' notice of this date provided by the Industrial Registry.¹
- [5] At this hearing on 13 October 2025, the Service, QPU, and QPCO each confirmed their support of the application to certify the agreement.
- [6] Having regard to the submissions made by the parties who appeared at the hearing of 13 October 2025, and to the materials filed,² I am satisfied that:³
 - (a) each of the relevant requirements in ch 4 pt 5 div 2 sub-div 2 of the Act have been satisfied; and

¹ *Industrial Relations Act 2016* (Qld) s 191.

² Affidavit of Mr S. Gollschewski (Commissioner of the Queensland Police Service), filed 30 September 2025.

³ *Ibid*, s 193.

- (b) there is nothing in the agreement which would require me to refuse to grant the application pursuant to ch 4 pt 5 div 2 sub-div 3 of the Act.

[7] Accordingly, the application to certify the *Queensland Police Service Certified Agreement 2025* is granted.

[8] The agreement operates from the date it is certified,⁴ namely 13 October 2025. While the agreement has a nominal expiry date of 30 June 2028, the agreement will continue to operate until it is terminated under section 227 or 228 of the Act.⁵

[9] I order accordingly:

The *Queensland Police Service Certified Agreement 2025* is certified

⁴ Ibid s 216(1).

⁵ Ibid s 216(2).