

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the termination of Redland Council Officers' Certified Agreement 2022* [2025] QIRC 303

PARTIES: **Redland City Council**

AND

The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees

Queensland Services, Industrial Union of Employees

CASE NO: CB/2025/112

PROCEEDING TYPE: Application to terminate an agreement

DELIVERED ON: 6 November 2025

HEARING DATE: 31 October 2025

MEMBER: Pratt IC

HEARD AT: Brisbane

ORDER: **1. The *Redland Council Officers' Certified Agreement 2022* is terminated.**

CATCHWORDS: INDUSTRIAL LAW – COLLECTIVE BARGAINING – AGREEMENTS – application for termination of agreement – requirements for termination – agreement terminated.

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

APPEARANCES: Ms T Lowe of Redland City Council for the Applicant

Mr D Knight of Queensland Services,
Industrial Union of Employees for the Second
Respondent

The First Respondent did not appear

Reasons for Decision

- [1] On 25 September 2025, Redland City Council ('the Applicant') applied to terminate the *Redland Council Officers' Certified Agreement 2022* ('the Agreement') pursuant to section 228(2) of the Industrial Relations Act 2016 (Qld) ('the IR Act').
- [2] The Agreement has a nominal expiry date of 1 May 2025.
- [3] Section 228(3) of the IR Act provides:
 - (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] I have had regard to the submissions made by the parties who appeared at the hearing on 31 October 2025 supporting the termination of the Agreement,¹ and the affidavit of Ms Louise Rusan, the Chief Executive Officer of the Applicant, filed on 25 September 2025.
- [5] The Agreement does not provide that particular conditions need to be met before it may be terminated.
- [6] I am satisfied that the Applicant gave the requisite notice of its intention to apply to terminate the Agreement.

¹ The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees were notified of the hearing but did not appear.

- [7] On 25 September 2025, the Applicant also made an application to certify the *Redland City Council Officers' Agreement 2025* pursuant to section 189 of the *Industrial Relations Act 2016* (Qld) ('the IR Act').
- [8] The Applicant and the following employee organisations have agreed to the terms of the *Redland City Council Officers' Agreement 2025* that will replace the Agreement:
- (a) The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees; and
 - (b) Queensland Services, Industrial Union of Employees
- [9] I am satisfied that:
- (a) all parties to the Agreement agree to it being terminated; and
 - (b) the termination of the Agreement is not contrary to the public interest.
- [10] Section 228(4) of the IR Act provides that the termination takes effect when the Commission's approval takes effect.
- [11] I approve the termination of the Agreement from 31 October 2025.
- [12] I make the following order:

Order

- 1. The *Redland Council Officers' Certified Agreement 2022* is terminated.**