

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the making of the Medical Officers' (Queensland Health) Certified Agreement (No. 7) 2025* [2025] QIRC 291

PARTIES: **State of Queensland (Queensland Health)**

AND

Together Queensland, Industrial Union of Employees

AND

Australian Salaried Medical Officers' Federation Queensland, Industrial Organisation of Employees

CASE NO: CB/2025/128

PROCEEDING: Application for certification of an Agreement

DELIVERED ON: 29 October 2025

HEARING DATE: 29 October 2025

MEMBER: McLennan IC

HEARD AT: Brisbane

ORDER: ***The Medical Officers' (Queensland Health) Certified Agreement (No. 7) 2025 is certified.***

CATCHWORDS: INDUSTRIAL LAW – application for certification of an Agreement – requirements for certification – Agreement certified

LEGISLATION: *Industrial Relations Act 2016* (Qld) ch 4

APPEARANCES: Ms Clare Dwyer for State of Queensland (Queensland Health)

Mr Michael Thomas for Together Queensland,
Industrial Union of Employees

Dr Hau Tan for Australian Salaried Medical Officers'
Federation Queensland, Industrial Organisation of
Employees

Reasons for Decision

- [1] On 24 October 2025, the State of Queensland (Queensland Health) ('the Department') made an application pursuant to s 189 of the *Industrial Relations Act 2016* (Qld) ('the IR Act') to certify the *Medical Officers' (Queensland Health) Certified Agreement (No. 7) 2025* ('the Agreement').
- [2] The named parties to the Agreement are the Department, the Hospital and Health Services and the following employee organisations:
 - Together Queensland, Industrial Union of Employees
 - Australian Salaried Medical Officers' Federation Queensland, Industrial Organisation of Employees
- [3] The Commission is satisfied that all parties have agreed on the terms of the Agreement, which were approved by a valid majority of relevant employees in a properly conducted ballot.
- [4] Along with the Department, Together Queensland, Industrial Union of Employees and the Australian Salaried Medical Officers' Federation Queensland, Industrial Organisation of Employees appeared today and consented to the present application. No other person appeared or sought to make submissions.
- [5] The Agreement applies to health services conducted by/on behalf of the State of Queensland as follows:
 - Medical officers (including international medical graduates and students in medicine) employed by Queensland Health (i.e. HHSs, Clinical Excellence, Corporate Services and other divisions of the Department of Health) who are employed pursuant to awards listed in clause 1.6;
 - the Chief Executive of the Department of Health, and each HHS established in accordance with the *Hospital and Health Boards Act 2011* (Qld), as the employer in relation to such employees.

[6] Having regard to the submissions made by the parties who appeared at the hearing today, as well as the Affidavit of Ms Alarna Lane-Mullins, Chief Human Resources Officer of the Department filed 24 October 2025:

- I am satisfied of each relevant requirement in ch 4 pt 5 div 2 sub-div 2 of the IR Act; and
- 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 IR Act.

[7] The application to certify the Agreement is granted. The Agreement operates from the day it is certified, which is 29 October 2025.

[8] Although the nominal expiry date of the Agreement is 30 June 2028, it continues to operate until it is terminated under the IR Act.

[9] I make the following order:

The Medical Officers' (Queensland Health) Certified Agreement (No. 7) 2025 is certified.