

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the making of the Whitsunday Regional Council Certified Agreement 2025 [2025] QIRC 325*

PARTIES: **Whitsunday Regional Council**

AND

**The Association of Professional Engineers,
Scientists & Managers, Australia,
Queensland Branch**

**The Australian Workers' Union of
Employees, Queensland**

**Plumbers and Gasfitters Employees' Union
of Queensland, Union of Employees**

**Construction, Forestry, Mining and
Energy, Industrial Union of Employees,
Queensland**

**Queensland Services, Industrial Union of
Employees**

**The Electrical Trade Union of Employees,
Queensland**

**Automotive, Metals, Engineering, Printing
& Kindred Industries Industrial Union of
Employees, Queensland**

CASE NO: CB/2025/134

PROCEEDING: Application for certification of an agreement

DELIVERED ON: 27 November 2025

HEARING DATE: 27 November 2025

MEMBER: Hartigan DP

HEARD AT: Brisbane

ORDER: ***The Whitsunday Regional Council Certified Agreement 2025 is certified.***

CATCHWORDS: INDUSTRIAL LAW – QUEENSLAND – AGREEMENTS – CERTIFICATION OR APPROVAL – where application for certification was filed – whether requirements for certification were met – agreement certified

LEGISLATION: *Industrial Relations Act 2016* (Qld) s 189, s 201, s 227, s 228

APPEARANCES:

Mrs A. Farmer of the Local Government Association of Queensland with Ms N. Hansen on behalf of the Whitsunday Regional Council

Mr E. Dalgleish on behalf of the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland

Mr T. Stephens on behalf of the Australian Workers' Union or Employees, Queensland

Mr D. Knight on behalf of the Queensland Services, Industrial Union of Employees

Mr C. Baumann on behalf of the Automotive, Metals, Engineering, Printing & Kindred Industries Industrial Union of Employees, Queensland

Reasons for Decision

- [1] On 7 November 2025, Whitsunday Regional Council ('the Council') applied, pursuant to s 189 of the *Industrial Relations Act 2016* (Qld) ('the IR Act') to certify the *Whitsunday Regional Council Certified Agreement 2025* ('the Agreement').

[2] The named parties to the Agreement are the Council and the following employee organisations:

- The Association of Professional Engineers Scientists & Managers, Australia, Queensland Branch;
- The Australian Workers' Union of Employees, Queensland;
- Plumbers and Gasfitters Employees' Union of Queensland, Union of Employees;
- Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland;
- Queensland Services, Industrial Union of Employees;
- The Electrical Trade Union of Employees, Queensland ('ETU'); and
- Automotive, Metals, Engineering, Printing & Kindred Industries Industrial Union of Employees, Queensland.

[3] I am 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] The Agreement is signed by all employee organisations, with the exception of the ETU. However, in correspondence dated 13 November 2025, the ETU advised that they are supportive of the application for certification and wish to be a party and covered by the agreement.¹

[5] The Agreement applies to all employees of the Council in operational, trade, hospitality, theatrical, professional, technical, supervisory or administrative roles classified in accordance with the provisions of the Agreement.

[6] Having regard to the affidavit of Mr Warren Bunker, Chief Executive Officer of Whitsunday Regional Council, filed 7 November 2025, the submissions made by the parties who appeared at the hearing today and to the Agreement itself:

- 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.

¹ *Industrial Relations Act 2016* (Qld) s 189(2); See also letter correspondence dated 13 November 2025 from Mr Peter Ong, State Secretary of the ETU, Electrical Division, Queensland and Northern Territory Divisional Branch.

- [7] The application to certify the *Whitsunday Regional Council Certified Agreement 2025* is granted.
- [8] The *Whitsunday Regional Council Certified Agreement 2025* operates from the day it is certified, namely 27 November 2025.
- [9] Although the nominal expiry date of the *Whitsunday Regional Council Certified Agreement 2025* is 2 July 2029, it continues in operation until it is terminated pursuant to s 227 or s 228 of the IR Act.

Order

- [10] I make the following order:

The *Whitsunday Regional Council Certified Agreement 2025* is certified.