

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the Termination of the Queensland Ambulance Service Certified Agreement 2022*
[2025] QIRC 326

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

v

United Workers Union, Industrial Union of Employees, Queensland

CASE NO: CB/2025/139

PROCEEDING: Termination of an agreement

DELIVERED ON: 27 November 2025

HEARING DATE: 27 November 2025

MEMBER: O'Connor VP

HEARD AT: Brisbane

ORDER: ***The Queensland Ambulance Service Certified Agreement 2022 is terminated.***

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

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

APPEARANCES: Mr T. Brauns and Ms L. Wilkinson for the State of Queensland (Queensland Ambulance Service)

Mr A. Nash for United Workers Union,
Industrial Union of Employees, Queensland

Reasons for Decision

- [1] On 20 November 2025, the State of Queensland (Queensland Ambulance Service) ('the Applicant') applied, pursuant to s 228(1) of the *Industrial Relations Act 2016* ('the Act'), to terminate the *Queensland Ambulance Service Certified Agreement 2022* ('the certified agreement').
- [2] The certified agreement has a nominal expiry date of 31 August 2025.
- [3] Section 228(3) of the 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 today; and
 - the affidavit of Ms Theresa Hodges, Executive Director, Workforce of the Applicant, filed on 20 November 2025.
- [5] The certified agreement does not provide that particular conditions need to be met before it may be terminated.
- [6] I am satisfied that the Applicant has given requisite notice of its intention to apply to terminate the certified agreement.
- [7] On 20 November 2025, the Applicant made an application, pursuant to s 189 of the Act, to certify the *Queensland Ambulance Service Certified Agreement 2025*.

[8] The Applicant and the following employee organisation has agreed to the terms of the *Queensland Ambulance Service Certified Agreement 2025* which will replace the certified agreement:

- United Workers Union, Industrial Union of Employees, Queensland

[9] I am satisfied that:

- all parties to the certified agreement agree to it being terminated; and
- the termination of the certified agreement is not contrary to the public interest.

[10] Section 228(4) of the Act provides that termination takes effect when the Commission's approval takes effect.

[11] I approve the termination of the *Queensland Ambulance Service Certified Agreement 2022* with effect from 27 November 2025.

[12] I make the following order:

The *Queensland Ambulance Service Certified Agreement 2022* is terminated.