

**QUEENSLAND INDUSTRIAL RELATIONS COMMISSION**

CITATION: *In the making of the Queensland Ambulance Service Certified Agreement 2025* [2025] QIRC 327

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

v

**United Workers Union, Industrial Union of Employees, Queensland**

CASE NO: CB/2025/140

PROCEEDING: Application for certification 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 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)*, s 189, s 227 and s 228  
*Industrial Relations (Tribunals) Rules 2011* r 93.

## 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 189 of the *Industrial Relations Act 2016* ('the Act'), to certify the *Queensland Ambulance Service Certified Agreement 2025* ('the agreement').
- [2] The named parties to the agreement are the Applicant and the following employee organisation:
  - United Workers Union, Industrial Union of Employees, Queensland
- [3] The agreement is signed by the above-mentioned party.
- [4] A request was made by the Applicant, on 20 November 2025, pursuant to rule 93 of the *Industrial Relations (Tribunals) Rules 2011* to shorten the prescribed time limit for certifying this agreement under s 191 of the Act. The reason for the request is so that the Applicant's payroll services could take the necessary steps to ensure that the entitlements for approximately 6,712 employees could be made in the pay period of the week commencing 22 December 2025.
- [5] This request was supported by the Union party to the proposed agreement namely the United Workers Union, Industrial Union of Employees, Queensland. Having regard to the unanimous support from all parties when the request was made, and during oral submissions on the day of the hearing I am of the view that appropriate circumstances exist to exercise my discretion under rule 93 to shorten the prescribed time limits for certifying this agreement.
- [6] The agreement applies to:
  - State of Queensland, represented through Queensland Ambulance Service (QAS), Department of Health;
  - United Workers Union, Industrial Union of Employees, Queensland (UWU); and
  - Employees employed by the QAS for whom rates of pay, conditions and entitlements are provided for in this agreement:

- [7] Having regard to the submissions made by the parties who appeared today and to the affidavit of Theresa Hodges, Executive Director, Workforce of the Applicant, filed on 20 November 2025;
- I am satisfied of each relevant requirement in ch 4, pt 5, div 2, sub-div 2 of the 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 Act.
- [8] The application to certify the *Queensland Ambulance Service Certified Agreement 2025* is granted.
- [9] The *Queensland Ambulance Service certified Agreement 2025* operates from the day it is certified, namely 27 November 2025.
- [10] Although the nominal expiry date of the *Queensland Ambulance Service Certified Agreement 2025* is 31 August 2028, it continues to operate until it is terminated under s 227 or s 228 of the Act.
- [11] I make the following order:

**The *Queensland Ambulance Service Certified Agreement 2025* is certified.**