

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the making of the Gympie Regional Council
Certified Agreement 2025 [2025] QIRC 338*

PARTIES: **Gympie Regional Council**

AND

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

AND

**Queensland Services, Industrial Union of
Employees**

AND

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

AND

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

AND

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

AND

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

AND

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

CASE NO: CB/2025/143

PROCEEDING: Application for certification of an agreement

DELIVERED ON: 5 December 2025

HEARING DATE: 5 December 2025

MEMBER: O'Neill IC

HEARD AT: Brisbane

ORDER: ***The Gympie Regional Council 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

APPEARANCES: Ms P. Moir for the Gympie Regional Council

Mr J. Donaghy for Queensland Services, Industrial Union of Employees

Mr T. Stephens for The Australian Workers' Union of Employees, Queensland

Ms E. Eaves for the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland

Reasons for Decision

- [1] On 26 November 2025, the Gympie Regional Council ('the Applicant'), pursuant to s 189 of the *Industrial Relations Act 2016* ('the Act'), made an application to certify the *Gympie Regional Council Certified Agreement 2025* ('the certified agreement').

[2] The named parties to the agreement are the Applicant and the following employee organisations:

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

[3] The certified agreement is signed by all the above-mentioned parties.

[4] The certified agreement applies to:

- a) The Applicant;
- b) The Council's employees covered by the *Queensland Local Government Industry (Stream A) Award - State 2017*, *Queensland Local Government Industry (Stream B) Award - State 2017* and *Queensland Local Government Industry (Stream C) Award - State 2017*;
- c) The employee organisations named in paragraph [2] above.

[5] However, the agreement does not apply to the employment of a senior officer as defined in Division 2 – Section 1 – Clause 4.2 of the Queensland Local Government Industry (Stream A) Award – State 2017, employed pursuant to a written contract of employment where:

- The contract of employment states that the Agreement will not apply to the terms and conditions applicable to the employee; and
- The terms and conditions of the contract do not result, on balance, in a reduction of the overall terms and conditions of employment that would have been applicable to the employee under the Award and Agreement.

[6] Having regards to the submissions made by the parties who appeared today and to the affidavit of Robert Jennings, Chief Executive Officer, filed on 26 November 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, sub-div 3 of the IR Act.

[7] On 1 December 2025, the Industrial Registry received correspondence from the Automotive, Metals, Engineering, Printing and Kindred Industries, Industrial Union of Employees, Queensland ('AMEPKU') advising that AMEPKU were unable to attend the hearing in person however that they were in support of the certification of the certified agreement.

[8] On 1 December 2025, the Industrial Registry also received correspondence from The Electrical Trades Union of Employees, Queensland ('ETU') advising that ETU were unable to attend the hearing in person however that they were in support of the certification of the certified agreement.

[9] The application to certify the *Gympie Regional Council Certified Agreement 2025* is granted.

[10] The *Gympie Regional Council Certified Agreement 2025* operates from the day it is certified, namely 5 December 2025.

[11] Although the nominal expiry date of the *Gympie Regional Council Certified Agreement 2025* is 1 May 2028, it continues to operate until it is terminated under s 227 or s 228 of the Act.

[12] I make the following order:

The Gympie Regional Council Certified Agreement 2025 is certified.