

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the termination of the Cook Shire Council – Indoor Certified Agreement 2021 [2026] QIRC 016*

PARTIES: **Cook Shire Council**

AND

Queensland Services, Industrial Union of Employees

The Australian Workers' Union of Employees, Queensland

Plumbers & Gasfitters Employees' Union Queensland, Union of Employees

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

CASE NO: CB/2025/150

PROCEEDING: Termination of an agreement

DELIVERED ON: 23 January 2026

MEMBER: Dwyer IC

HEARD AT: Brisbane

ORDER: ***The Cook Shire Council – Indoor Certified Agreement 2021 is terminated***

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

LEGISLATION:

Industrial Relations Act 2016 (Qld) s 228

APPEARANCES:

C. Lowe, Local Government Association of Queensland, on behalf of Cook Shire Council

D. Skelton for Queensland Services, Industrial Union of Employees

T. Stephens and M. Wetton for The Australian Workers' Union of Employees, Queensland

R. Whitehurst and H. Pope for Plumbers & Gasfitters Employees' Union Queensland, Union of Employees

J. Gould for The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees

Reasons for Decision

- [1] On 5 December 2025, Cook Shire Council ('the Applicant') applied, pursuant to s 228 of the *Industrial Relations Act 2016* (Qld) ('IR Act'), to terminate the *Cook Shire Council – Indoor Certified Agreement 2021* ('the certified agreement').
- [2] The certified agreement has a nominal expiry date of 30 June 2024.
- [3] Section 228(3) of the IR 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 Mr Brian Joiner filed on 5 December 2025.

[5] I am satisfied that the Applicant has given the requisite notice of its intention to apply to terminate the certified agreement.

[6] On 5 December 2025, the Applicant made an application, pursuant to s 189 of the Act, to certify the *Cook Shire Council – Indoor Certified Agreement 2024*.

[7] The following employee organisations have agreed to the terms of the *Cook Shire Council – Indoor Certified Agreement 2024* which will replace the certified agreement:

- Queensland Services, Industrial Union of Employees
- The Australian Workers' Union of Employees, Queensland
- Plumbers & Gasfitters Employees' Union Queensland, Union of Employees
- The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees

[8] 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.

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

[10] I approve the termination of the *Cook Shire Council – Indoor Certified Agreement 2021* from 23 January 2026.

[11] I make the following order:

The *Cook Shire Council – Indoor Certified Agreement 2021* is terminated.