

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:	<i>Industrial Relations Act 2016 (Qld) s 228</i>
APPEARANCES:	<p>C. Lowe, Local Government Association of Queensland, on behalf of Cook Shire Council</p> <p>D. Skelton for Queensland Services, Industrial Union of Employees</p> <p>T. Stephens and M. Wetton for The Australian Workers' Union of Employees, Queensland</p> <p>R. Whitehurst and H. Pope for Plumbers & Gasfitters Employees' Union Queensland, Union of Employees</p> <p>J. Gould for The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees</p>
	Reasons for Decision
[1]	On 5 December 2025, Cook Shire Council ('the Applicant') applied, pursuant to s 228 of the <i>Industrial Relations Act 2016 (Qld)</i> ('IR Act'), to terminate the <i>Cook Shire Council – Indoor Certified Agreement 2021</i> ('the certified agreement').
[2]	The certified agreement has a nominal expiry date of 30 June 2024.
[3]	<p>Section 228(3) of the IR Act provides:</p> <p>(3) The commission must approve the termination if, and must refuse to approve the termination unless, satisfied subsection (2) has been complied with and –</p> <p>(a) for an agreement or determination that provides that it may be terminated if particular conditions are met-the conditions have been met; or</p> <p>(b) for an agreement or determination that does not provide for the way it may be terminated –</p> <p>(i) the other parties to the agreement or determination agree to it being terminated; and</p> <p>(ii) termination of the agreement or determination is not contrary to the public interest.</p>

[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.