

# QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the termination of the Cairns Regional Council  
Certified Agreement 2021 [2025] QIRC 364*

PARTIES: **Cairns Regional Council**

AND

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

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

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

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

**The Electrical Trades Union of Employees  
Queensland**

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

**Queensland Services, Industrial Union of  
Employees**

**Transport Workers' Union, Union of  
Employees (Queensland Branch)**

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

CASE NO.: CB/2025/152

PROCEEDING: Application for termination of an agreement

DELIVERED ON: 22 December 2025

HEARING DATE: 22 December 2025

MEMBER: Merrell DP

HEARD AT: Brisbane

ORDER: ***The Cairns Regional Council Certified Agreement 2021 is terminated.***

CATCHWORDS: INDUSTRIAL LAW - QUEENSLAND - AGREEMENTS - application for termination of agreement after nominal expiry date - requirements for termination - agreement terminated

LEGISLATION: *Industrial Relations Act 2016*, s 189 and s 228

APPEARANCES: Ms A. Farmer and Ms H. McBride for the Cairns Regional Council.

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

Mr J. Hall for the Queensland Services, Industrial Union of Employees.

### **Reasons for Decision**

- [1] On 11 December 2025, the Cairns Regional Council ('the Applicant') applied, pursuant to s 228(1) of the *Industrial Relations Act 2016* ('the Act'), to terminate the *Cairns Regional Council Certified Agreement 2021* ('the certified agreement').
- [2] The certified agreement has a nominal expiry date of 30 June 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 Mr Ken Gouldthorp, Chief Executive Officer of the Applicant.

[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 the requisite notice of its intention to apply to terminate the certified agreement.

[7] On 11 December 2025, the Applicant made an application, pursuant to s 189 of the Act, to certify the *Cairns Regional Council Certified Agreement 2025*.

[8] The Applicant and the following employee organisations have agreed to the terms of the *Cairns Regional Council Certified Agreement 2025* which will replace the certified agreement:

- The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees;
- The Australian Workers' Union of Employees, Queensland;
- Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland;
- Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland;
- The Electrical Trades Union of Employees Queensland;
- Plumbers & Gasfitters Employees' Union Queensland, Union of Employees;
- Queensland Services, Industrial Union of Employees;
- Transport Workers' Union, Union of Employees (Queensland Branch); and,
- 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 *Cairns Regional Council Certified Agreement 2021* with effect from 22 December 2025.

[12] I make the following order:

**The *Cairns Regional Council Certified Agreement 2021* is terminated.**