

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the making of the TAFE Queensland (TAFE Services Employees) Certified Agreement 2025 [2026] QIRC 007*

PARTIES: **State of Queensland (TAFE Queensland)**

AND

Together Queensland, Industrial Union of Employees

AND

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

AND

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

AND

Electrical Trades Union of Employees, Queensland

AND

Queensland Nurses and Midwives' Union of Employees

AND

United Workers' Union, Industrial Union of Employees, Queensland

CASE NO: CB/2025/163

PROCEEDING: Application for certification of an agreement

DELIVERED ON: 16 January 2025

HEARING DATE: 16 January 2025

MEMBER: Pidgeon IC

HEARD AT: Brisbane

ORDER: ***The TAFE Queensland (TAFE Services Employees) Certified Agreement 2025***

CATCHWORDS: INDUSTRIAL LAW – COLLECTIVE BARGAINING – application for certification of an agreement – requirements for certification – agreement certified

LEGISLATION: *Industrial Relations Act 2016*, ss 189, 227, 228

APPEARANCES: Ms A. Murphy for the State of Queensland (TAFE Queensland)

Mr D. Hamwood for Together Queensland, Industrial Union of Employees

Reasons for Decision

- [1] On 18 December 2025, TAFE Queensland ('the Applicant'), pursuant to s 189 of the *Industrial Relations Act 2016* (Qld) ('the Act'), made an application to certify the *TAFE Queensland (TAFE Services Employees) Certified Agreement 2025* ('the agreement').
- [2] As required by s 189(3) of the Act, the application was made within 21-days of the date on which the agreement was made.
- [3] The named parties to the agreement are the Applicant; Together Queensland, Industrial Union of Employees; Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland; Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland; Electrical Trades Union of Employees, Queensland; Queensland Nurses and Midwives' Union of Employees; and the United Workers' Union, Industrial Union of Employees, Queensland.
- [4] The agreement is signed by all the above-mentioned parties apart from the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland and the Electrical Trades Union of Employees, Queensland.¹ The agreement is to apply to the parties and the Applicant's employees covered by the classifications contained in the agreement.

¹ I note the correspondence of the Electrical Trades Union of Employees, Queensland dated 5 January 2026 and the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland dated 15 January 2026, each stating that the ETU and CFMEU respectively do not intend to sign the Agreement, however, that each party wishes to be party to and covered by the agreement.

- [5] Having regard to the submissions made by the parties who appeared today,² and to the affidavit of Mr Brett Kinnane, Interim Chief Executive Officer of TAFE Queensland, affirmed on 18 December 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.
- [6] The application to certify the *TAFE Queensland (TAFE Services Employees) Certified Agreement 2025* is granted.
- [7] The *TAFE Queensland (TAFE Services Employees) Certified Agreement 2025* operates from the day it is certified, namely 16 January 2026.
- [8] Although the nominal expiry date of the agreement is 31 August 2028, it continues to operate until it is terminated under s 227 or s 228 of the Act.
- [9] I make the following order:
1. **The *TAFE Queensland (TAFE Services Employees) Certified Agreement 2025* is certified.**

² I note the correspondence of Mr Alec Nash of the United Workers' Union, Industrial Union of Employees ('UWU') dated 23 December 2025 wherein Mr Nash wrote that UWU supports the termination and certification applications but would be unable to attend the hearing. I have also had regard to the correspondence from Mr Peter Ong of the Electrical Trades Union, Industrial Union of Employees ('ETU') wherein Mr Ong states that the ETU agrees to the termination and certification applications but that the ETU would be unable to attend the hearing. I further note the correspondence of Mr Christopher Murray of the Queensland Nurses and Midwives' Union of Employees ('QNMU') dated 9 January 2026 where Mr Murray writes that the QNMU supports the termination and certification applications but would be unable to attend the hearing. In addition, in a letter from Mr Paul Dunbar dated 15 January 2026, the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland ('CFMEU') wrote to advise that the CFMEU would not be in attendance at the hearing of the matter but that the CFMEU supported the termination of the existing agreement and certification of the new agreement. Ms Melissa McAllister of the Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland ('AMWU') also wrote to the Industrial Registry on 15 January 2026 to advise that the AMWU would be unable to attend the hearing, however, that the AMWU supports the termination and certification applications.