

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the termination of the Ipswich City Council Civic Centre Employees Certified Agreement 2021 [2026] QIRC 25*

PARTIES: **Ipswich City Council**

AND

The Australian Workers' Union of Employees, Queensland

United Workers' Union, Industrial Union of Employees, Queensland

CASE NO: CB/2025/160

PROCEEDING: Termination of an agreement

DELIVERED ON: 2 February 2026

HEARING DATE: 2 February 2026

MEMBER: Knight IC

HEARD AT: Brisbane

ORDER: ***The Ipswich City Council Civic Centre Employees Certified Agreement 2021 is terminated.***

CATCHWORDS: INDUSTRIAL LAW – COLLECTIVE BARGAINING – application for termination after nominal expiry date – requirements for termination – determination terminated

LEGISLATION: *Industrial Relations Act 2016 (Qld) ss 189, 228*

APPEARANCES: Mr K. Ryalls for the Ipswich City Council

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

Reasons for Decision

- [1] On 18 December 2025, the Ipswich City Council ('the Council') applied to terminate the *Ipswich City Council Civic Centre Employees Certified Agreement 2021* ('the Agreement') pursuant to s 228(1) of the *Industrial Relations Act 2016* (Qld) ('the IR Act').
- [2] The Agreement has a nominal expiry date of 1 October 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] In making my decision I have had regard to s 228(3), the submissions made by the parties who appeared at the hearing today,¹ and the affidavit of Mr Matt Smith, Acting Chief Executive Officer of Ipswich City Council, affirmed on 18 December 2025.
- [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 18 December 2025, the Applicant made an application, pursuant to s 189 of the Act, to certify the *Ipswich City Council Civic Centre Employees Certified Agreement 2024*.

¹ I note the correspondence of Mr Alec Nash, Lead Industrial Officer of the United Workers' Union, Industrial Union of Employees, Queensland ('UWU') dated 23 December 2025, wherein Mr Nash wrote that UWU supports the termination of the existing Agreement and certification of the proposed Agreement but would be unable to attend the hearing.

[8] The following employee organisations have agreed to the terms of the *Ipswich City Council Civic Centre Employees Certified Agreement 2024* which will replace the certified agreement:

- The Australian Workers' Union of Employees, Queensland
- 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 *Ipswich City Council Civic Centre Employees Certified Agreement 2021* from 2 February 2026.

[12] I make the following order:

The *Ipswich City Council Civic Centre Employees Certified Agreement 2021* is terminated.