

# QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Anti-Discrimination Act 1991*

*Industrial Relations Act 2016*

ARC Disability Ltd

*Matter No. AD/2026/9*

APPLICATION FOR EXEMPTION FROM CERTAIN PROVISIONS - SECTION 113AD

## DIRECTIONS ORDER

AFTER READING the application filed on 30 January 2026, IT IS ORDERED THAT:

1. The Applicant give notice of the Application by the provision of the Application and Affidavit/s, by no later than 4.00pm on 13 February 2026, to the following interested parties:
  - (a) the Applicant's Queensland employees, contractors and other workers;
  - (b) the Queensland Council of Unions; and
2. The Queensland Human Rights Commission must provide notice of the Application made by the Applicant and the information referred to in directions 4 and 7 herein, in its newsletter, by no later than 4.00pm on 13 February 2026.
3. The Industrial Registrar of the Queensland Industrial Relations Commission is to place a notice of the Application by including a hyperlinked copy of the Application on the Queensland Industrial Relations Commission website, and provide the information referred to in directions 4 and 7 herein, by no later than 4.00pm on 13 February 2026.
4. Any interested parties who wish to make submissions and/or appear at the hearing of the Application, are to notify the Queensland Industrial Relations Commission of such an intention, by advising the Industrial Registrar in writing by email at [QIRC.Registry@qirc.qld.gov.au](mailto:QIRC.Registry@qirc.qld.gov.au), filing in the Industrial Registry and serving submissions on the Applicant and the Queensland Human Rights Commission, by no later than 4.00pm on 27 February 2026.
5. The Applicant file in the Industrial Registry and serve on the Queensland Human Rights Commission and any interested parties, supplementary written submissions, by no later than 4.00pm on 6 March 2026.
6. The Queensland Human Rights Commission and any interested parties file in the Industrial Registry and serve on the Applicant, any further written submissions in reply to the Applicant's supplementary submissions, by no later than 4.00pm on 13 March 2026.
7. Unless any party advises the Industrial Registry by 12 noon on 20 March 2026 that they wish for the matter to proceed by an oral hearing, the matter will be dealt with on the papers.

Dated 5 February 2026

J.M POWER  
Industrial Commissioner