

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the termination of the Southern Downs Regional Council Certified Agreement 2021 – Operational Employees [2026] QIRC 101*

PARTIES: **Southern Downs Regional Council**

AND

The Australian Workers' Union of Employees, Queensland

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

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

CASE NO: CB/2026/18

PROCEEDING: Termination of an agreement

DELIVERED ON: 31 March 2026

HEARING DATE: 31 March 2026

MEMBER: Hartigan DP

HEARD AT: Brisbane

ORDER: ***The Southern Downs Regional Council Certified Agreement 2021 – Operational Employees is terminated.***

CATCHWORDS: INDUSTRIAL LAW – QUEENSLAND – AGREEMENTS – CERTIFICATION OR APPROVAL – where application for termination of agreement after nominal expiry date – whether requirements for termination were met – agreement terminated

LEGISLATION: *Industrial Relations Act 2016* (Qld) s 228

APPEARANCES: Ms S. Wishart, Ms D. Woolley and Ms S. O'Neil on behalf of the Southern Downs Regional Council

Ms M. Wetton on behalf of the Australian Workers' Union of Employees, Queensland

Reasons for Decision

- [1] On 16 March 2026, Southern Downs Regional Council ('the Council') applied, pursuant to s 228(1) of the *Industrial Relations Act 2016* (Qld) ('the IR Act'), to terminate the *Southern Downs Regional Council Certified Agreement 2021 – Operational Employees* ('the certified agreement').
- [2] The certified agreement has a nominal expiry date of 25 February 2025.
- [3] The application was filed in the Industrial Registry, together with an affidavit of Ms Rachel Brophy, Chief Executive Officer of Southern Downs Regional Council, of 16 March 2026, an affidavit of Ms Dianne Woolley, Director People Performance and Safety, Southern Downs Regional Council, of 26 March 2026, and a notice of intention to terminate a certified agreement.
- [4] Having regard to the material relied upon in support of the application, I am satisfied that:
- (a) the certified agreement does not include any provisions recording that any particular conditions need be met before it may be terminated;
 - (b) the Council has given notice of its intention to apply to terminate the certified agreement;
 - (c) all parties to the certified agreement agree to it being terminated; and
 - (d) the termination of the certified agreement is not contrary to the public interest.
- [5] Section 228(4) of the IR Act provides that termination takes effect when the Commission's approval takes effect. I approve the termination of the certified agreement with effect from 31 March 2026.

[6] I make the following order:

- 1. The *Southern Downs Regional Council Certified Agreement 2021 – Operational Employees* is terminated.**