

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the making of the Southern Downs Regional Council Certified Agreement 2025 – Operational Employees [2026] QIRC 102*

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/2026/19

PROCEEDING: Application for certification 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 2025 – Operational Employees is certified.***

CATCHWORDS: INDUSTRIAL LAW – QUEENSLAND – AGREEMENTS – CERTIFICATION OR APPROVAL – where application for certification was filed – whether requirements for certification were met – agreement certified

LEGISLATION: *Industrial Relations Act 2016* (Qld) s 189,
s 201, s 227, 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 189 of the *Industrial Relations Act 2016* (Qld) ('the IR Act') to certify the *Southern Downs Regional Council Certified Agreement 2025 – Operational Employees* ('the Agreement').
- [2] The named parties to the Agreement are the Council and the following employee organisations:
- (a) The Australian Workers' Union of Employees, Queensland
 - (b) Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland
 - (c) Transport Workers' Union of Australia, Union of Employees (Queensland Branch)
- [3] I am satisfied that all parties have agreed on the terms of the Agreement, which were approved by a valid majority of relevant employees in a properly conducted ballot.
- [4] The Agreement is agreed to by all employee organisations.
- [5] The Agreement applies to all employees of the Council in accordance with clause 1.4 of the Agreement, excluding the Chief Executive Office and Senior Officer pursuant to a written common law contract of employment.
- [6] Having regard to the affidavits of Ms Rachel Brophy, Chief Executive Officer of Southern Downs Regional Council, filed 16 March 2026 and 30 March 2026, the submissions made by the parties who appeared at the hearing and to the Agreement itself, I am satisfied that:
- (a) each of the relevant requirements referred to in ch 4, pt 5, div 2, sub-div 2 of the IR Act; and

(b) 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 IR Act.

[7] The application to certify the *Southern Downs Regional Council Certified Agreement 2025 – Operational Employees* is granted.

[8] The *Southern Downs Regional Council Certified Agreement 2025 – Operational Employees* operates from the day it is certified, namely 31 March 2026.

[9] Although the nominal expiry date of the *Southern Downs Regional Council Certified Agreement 2025 – Operational Employees* is 1 July 2028, it continues in operation until it is terminated pursuant to s 227 or s 228 of the IR Act.

[10] I make the following order:

- 1. The *Southern Downs Regional Council Certified Agreement 2025 – Operational Employees* is certified.**