

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the termination of Paroo Shire Council – Non-Operational Staff Certified Agreement 2021-2024*
[2026] QIRC 107

PARTIES: **Paroo Shire Council**

AND

Queensland Services, Industrial Union of Employees

CASE NO: CB/2026/21

PROCEEDING: Termination of an Agreement

DELIVERED ON: 2 April 2026

HEARING DATE: 2 April 2026

MEMBER: Caddie IC

HEARD AT: Brisbane

ORDER: ***The Paroo Shire Council Non-Operational Staff Certified Agreement 2021-2024 is terminated***

CATCHWORDS: INDUSTRIAL LAW – AGREEMENTS – CERTIFICATION AND TERMINATION OF AGREEMENTS – where application for termination of agreement after nominal expiry date – whether requirements for termination are met – requirements met – agreement terminated

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

APPEARANCES: Mr P Spoto of the Local Government Association of Queensland for the Applicant.

Mr J Dougall for Queensland Services, Industrial Union of Employees.

Reasons for Decision

- [1] On 23 March 2026, Paroo Shire Council ('the Applicant') applied pursuant to s 228(1) of the *Industrial Relations Act 2016* (Qld) ('the Act') to terminate the *Paroo Shire Council – Non-Operational Staff Certified Agreement 2021 – 2024* ('the Agreement').
- [2] The Agreement had a nominal expiry date of 30 June 2024.
- [3] Section 228 of the Act provides that relevant persons may apply to the Queensland Industrial Relations Commission ('the Commission') to terminate an agreement once the nominal expiry date of a certified agreement has passed.
- [4] Section 228(3) of the Act goes on to specify that:
- (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 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.
- [5] In reaching my decision, I have had regard to:
- the submissions made by the parties who appeared at the Hearing today; and
 - the affidavit of Mr Martin Leech, Chief Executive Officer, Paroo Shire Council, filed 23 March 2026.
- [6] The Agreement does not provide that particular conditions need to be met before it may be terminated.
- [7] I am satisfied the Applicant has given the requisite notice of its intention to apply to terminate the Agreement.
- [8] On 23 March 2026, the Applicant applied under s 189 of the Act to certify the *Paroo Shire Council – Non-Operational Staff Certified Agreement 2025-2028*.
- [9] All parties have agreed to the terms of the *Paroo Shire Council – Non-Operational Staff Certified Agreement 2025-2028*, which will replace the Agreement.
- [10] I am satisfied that:
- all parties to the Agreement agree to the termination of the Agreement; and

- the termination of the Agreement is not contrary to the public interest.

[11] Section 228(4) of the Act provides that the termination of the Agreement takes effect when the Commission's approval takes effect.

[12] I approve the termination of the *Paroo Shire Council – Non-Operational Staff Certified Agreement 2021-2024* with effect from 2 April 2026.

[13] I order accordingly.

Order

Paroo Shire Council – Non-Operational Staff Certified Agreement 2021-2024 is terminated.