

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the certification of Paroo Shire Council - Non-Operational Staff Certified Agreement 2025-2028*
[2026] QIRC 108

PARTIES: **Paroo Shire Council**

AND

Queensland Services, Industrial Union of Employees

CASE NO: CB/2026/22

PROCEEDING: Certification 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 2025-2028 is certified***

CATCHWORDS: INDUSTRIAL LAW – AGREEMENTS – CERTIFICATION AND TERMINATION OF AGREEMENTS – application for certification of agreement – requirements for certification – agreement certified

LEGISLATION AND INSTRUMENTS: *Industrial Relations Act 2016* (Qld) s 171, s 189, s 227, s 228, ch 4, pt 5, div 2, sub-divs 2 and 3

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 189 of the *Industrial Relations Act 2016* (Qld) ('the Act') to certify the *Paroo Shire Council – Non-Operational Staff Certified Agreement 2025-2028* ('the Agreement').
- [2] The named parties to the Agreement are:
- Paroo Shire Council
 - Queensland Services, Industrial Union of Employees
- [3] I am satisfied that all the named 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] Two amendments were made to the Agreement and provided to all employees prior to the commencement of the ballot. The amendments were to correct an omission and error, and the amendments did not impact any entitlements.
- [5] Having regard to the submissions made by the parties who appeared at Hearing today, and to the affidavit of Mr Martin Leech, Chief Executive Officer of Paroo Shire Council, filed 23 March 2026:
- I am satisfied of each relevant requirement in ch 4, pt 5, div 2, sub-div 2 of the Act; and
 - there is nothing in the Agreement which would require me to refuse to grant the application under ch 4, pt 5, div 2, sub-div 3 of the Act.
- [6] The application to certify the *Paroo Shire Council – Non-Operational Staff Certified Agreement 2025-2028* is granted.
- [7] The *Paroo Shire Council – Non-Operational Staff Certified Agreement 2025-2028* operates from the day it is certified, namely 2 April 2026.
- [8] While the nominal expiry date of the *Paroo Shire Council – Non-Operational Staff Certified Agreement 2025-2028* is 30 June 2028, it continues in operation until it is terminated pursuant to s 227 or s 228 of the Act.
- [9] I order accordingly.

Order

The *Paroo Shire Council – Non-Operational Staff Certified Agreement 2025-2028* is certified.

