

## QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the termination of Paroo Shire Council – Operational Staff Certified Agreement 2021-2024 [2026] QIRC 109*

PARTIES: **Paroo Shire 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)**

**Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland**

CASE NO: CB/2026/23

PROCEEDING: Termination of an Agreement

DELIVERED ON: 2 April 2026

HEARING DATE: 2 April 2026

MEMBER: Caddie IC

HEARD AT: Brisbane

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

CATCHWORDS: INDUSTRIAL LAW – COLLECTIVE BARGAINING – application for termination of agreement after nominal expiry date – requirements for termination – agreement terminated.

LEGISLATION AND  
INSTRUMENTS:

*Industrial Relations Act 2016 (Qld) s 189, s 228*

APPEARANCES:

Mr P Spoto of the Local Government Association of Queensland for the Applicant in person.

Mr T Stephens for The Australian Workers' Union of Employees, Queensland.

**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 – 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 (noting that the parties excused from attendance endorse the termination of the Agreement);<sup>1</sup> and

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<sup>1</sup> Correspondence was received from Mr Strezov of the Transport Workers' Union of Australia, Union of Employees (Queensland Branch) on 25 March 2026 who advised that the union sought leave not to attend the Hearing but was supportive of the application to terminate the Agreement. Correspondence was received from Mr McGrath of the Automotive, Metals, Engineering, Printing and Kindred Industries Union, Queensland, who advised that the union sought not to attend the Hearing but were supportive of the application to terminate the Agreement. Correspondence was received from Mr Dunbar of the Construction, Forestry, Mining and Energy,

- the affidavit of Mr Martin Leech, Chief Executive Officer of the Applicant.

[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 – Operational Staff Certified Agreement 2025-2028*.

[9] All parties have agreed to the terms of the *Paroo Shire Council – Operational Staff Certified Agreement 2025-2028*.

[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 *Paroo Shire Council – Operational Staff Certified Agreement 2021-2024* with effect from 2 April 2026.

[13] I order accordingly.

### **Order**

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