

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the making of Paroo Shire Council – Operational Staff Certified Agreement 2025-2028* [2026] QIRC 110

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/2026/24

PROCEEDING: Application for 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 – Operational Staff Certified Agreement 2025-2028 is certified***

CATCHWORDS: INDUSTRIAL LAW – COLLECTIVE BARGAINING – application for certification of an 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 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 189 of the of the *Industrial Relations Act 2016* (Qld) ('the Act') to certify the *Paroo Shire Council – Operational Staff Certified Agreement 2025-2028* ('the Agreement').
- [2] The named parties to the Agreement are:
- Paroo Shire Council
 - 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
- [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] The Agreement is signed by all parties, with the exception of the Transport Workers' Union of Australia, Union of Employees (Queensland Branch) ('TWU'). However, in correspondence dated 25 March 2026, the TWU advised that they are supportive of the application to certify the Agreement.
- [5] 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.
- [6] Having regard to the submissions made by the parties who appeared at hearing today, (and noting that the parties excused from attendance at hearing endorse the certification

of the Agreement),¹ and to the affidavit of Mr Martin Leech, Chief Executive Officer of the Applicant, 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.

[7] The application to certify the *Paroo Shire Council – Operational Staff Certified Agreement 2025-2028* is granted.

[8] The *Paroo Shire Council – Operational Staff Certified Agreement 2025-2028* operates from the day it is certified, namely 2 April 2026.

[9] While the nominal expiry date of the *Paroo Shire Council – 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.

[10] I order accordingly.

Order

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

¹ 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 certify the Agreement. Correspondence was received from Mr McGrath of the Automotive, Metals, Engineering, Printed and Kindred Industries Union, Queensland, who advised that the union sought not to attend the Hearing. Correspondence was received from Mr Dunbar of the Construction, Forestry, Mining and Energy, Union of Employees Queensland on 2 April 2026 advising that the union sought leave not to attend the Hearing and were supportive of the application to certify the Agreement.