

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the termination of the QFleet Certified Agreement 2022 [2026] QIRC 138*

PARTIES: **State of Queensland (Department of Housing and Public Works)**

AND

Together Queensland, Industrial Union of Employees

CASE NO: CB/2026/29

PROCEEDING: Application to terminate an agreement

DELIVERED ON: 22 April 2026

HEARING DATE: 22 April 2026

MEMBER: Pratt IC

HEARD AT: Brisbane

ORDER: **1. The *QFleet Certified Agreement 2022* is terminated.**

CATCHWORDS: INDUSTRIAL LAW – COLLECTIVE BARGAINING – AGREEMENTS – application for termination of agreement – requirements for termination – agreement terminated.

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

APPEARANCES: Ms L. Nguyen and Ms J. Schipper for the State of Queensland (Department of Housing and Public Works)

Ms S. Ellis for Together Queensland,
Industrial Union of Employees

Reasons for Decision

- [1] On 25 March 2026, the State of Queensland (Department of Housing and Public Works) ('the Applicant') applied to terminate the *QFleet Certified Agreement 2022* ('the Agreement') pursuant to section 228(2) of the *Industrial Relations Act 2016* (Qld) ('the IR Act').
- [2] The Agreement has a nominal expiry date of 31 August 2025.
- [3] Section 228(3) of the IR Act provides:
- (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 that 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.
- [4] I have had regard to the submissions made by the parties who appeared at the hearing on 22 April 2026 supporting the termination of the Agreement, and the affidavit of Mark Andrew Cridland, Director-General of the Department of Housing and Public Works of the Applicant, filed on 25 March 2026.
- [5] The Agreement does not provide that particular conditions need to be met before it may be terminated, which was given on 11 December 2025, well after the nominal expiry date.
- [6] I am satisfied that the Applicant has given the requisite notice of its intention to apply to terminate the Agreement.
- [7] On 25 March 2026, the Applicant also made an application to certify the *QFleet Certified Agreement 2025* pursuant to section 189 of the IR Act.

[8] The Applicant and the following employee organisation have agreed to the terms of the QFleet Certified Agreement 2025 that will replace the Agreement:

(a) Together Queensland, Industrial Union of Employees

[9] I am satisfied that:

(a) all parties to the Agreement agree to it being terminated; and

(b) the termination of the Agreement is not contrary to the public interest. This is because termination was explained fully to all relevant employees as being conditional upon agreement of a valid majority of employees to be covered by the proposed agreement. This was subsequently approved by a valid majority of employees to be covered by it.

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

[11] I approve the termination of the *QFleet Certified Agreement 2022* from 22 April 2026.

[12] I make the following order:

Order

1. The *QFleet Certified Agreement 2022* is terminated.