

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the termination of the Queensland Fire and Emergency Services Certified Agreement 2022*
[2026] QIRC 123

PARTIES: **State of Queensland (Queensland Fire Department)**

AND

**Queensland Professional Firefighters' Union,
Industrial Union of Employees**

**Queensland Fire and Rescue - Senior Officers
Union of Employees**

**Together Queensland, Industrial Union of
Employees**

CASE NO: CB/2026/31

PROCEEDING: Termination of an agreement

DELIVERED ON: 14 April 2026

HEARING DATE: 14 April 2026

HEARD AT: Brisbane

MEMBER: Power IC

ORDER: ***The Queensland Fire and Emergency Services
Certified Agreement 2022 is terminated.***

CATCHWORDS: INDUSTRIAL LAW – QUEENSLAND –
AGREEMENTS – Application for termination of
agreement after nominal expiry date –
Requirements for termination – Agreement
terminated.

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

APPEARANCES: Ms N Power and Ms S Thompson for the State of
Queensland (Queensland Fire Department)

Mr M Kahler for the Queensland Fire and Rescue
– Senior Officers Union of Employees

Mr A Cooke for the Queensland Professional Firefighters' Union, Industrial Union of Employees

Ms E Leach and Mr J Crittenden for Together Queensland, Industrial Union of Employees

Reasons for Decision

- [1] On 27 March 2026, the State of Queensland (Queensland Fire Department) ('the Applicant') applied, pursuant to s 228(1) of the *Industrial Relations Act 2016* (Qld) ('the IR Act'), to terminate the *Queensland Fire and Emergency Services Certified Agreement 2022* ('the certified agreement').
- [2] The certified agreement has a nominal expiry date of 30 June 2025.
- [3] Section 228 of the Act provides:

228 Termination after nominal expiry date

- (1) After the nominal expiry date of a certified agreement or arbitration determination, the following persons may apply to the commission to terminate the agreement or determination—
 - (a) the employer;
 - (b) a valid majority of the relevant employees;
 - (c) an employee organisation to which the agreement or determination applies and that has at least 1 member who is a relevant employee.
- (2) The person who intends to apply to terminate the agreement or determination must give all other persons to whom the agreement or determination applies notice of the intention.
- (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) The termination takes effect when the commission's approval takes effect.

- [4] I have had regard to:

- (a) the submissions made by the parties who appeared today; and

(b) the affidavit of Mr Stephen Smith, Commissioner for the Applicant.

[5] The certified agreement does not provide that particular conditions need to be met before it may be terminated.

[6] I am satisfied that the Applicant has given the requisite notice of its intention to apply to terminate the certified agreement.

[7] On 27 March 2026, the Applicant made an application, pursuant to s 189 of the Act, to certify the *Queensland Fire Department Certified Agreement 2025*.

[8] The Applicant and the following employee organisations have agreed to the terms of the *Queensland Fire Department Certified Agreement 2025* which will replace the certified agreement:

(a) Queensland Professional Firefighters' Union, Industrial Union of Employees

(b) Queensland Fire and Rescue – Senior Officers Union of Employees; and

(c) Together Queensland, Industrial Union of Employees

[9] I am satisfied that:

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

(b) the termination of the certified agreement is not contrary to the public interest.

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

[11] I approve the termination of the *Queensland Fire and Emergency Services Certified Agreement 2022* with effect from 14 April 2026.

Order

[12] I make the following order:

1. The *Queensland Fire and Emergency Services Certified Agreement 2022* is terminated.