

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the making of the Queensland Fire Department Certified Agreement 2025 [2026] QIRC 124*

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/2026/32

PROCEEDING: Application for certification of an agreement

DELIVERED ON: 14 April 2026

HEARING DATE: 14 April 2026

HEARD AT: Brisbane

MEMBER: Power IC

ORDER: ***The Queensland Fire Department Certified Agreement 2025 is certified.***

CATCHWORDS: INDUSTRIAL LAW – QUEENSLAND – AGREEMENTS – Application for certification of an agreement – Requirements for certification – Agreement certified.

LEGISLATION: *Industrial Relations Act 2016 (Qld), s 189, ch 4, pt 5, div 2, sub-divs 2 and 3, s 227 and s 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'), pursuant to s 189 of the *Industrial Relations Act 2016* (Qld) ('the IR Act'), made an application to certify the *Queensland Fire Department Certified Agreement 2025* ('the agreement').
- [2] The named parties to the agreement are the Applicant and the following employee organisations:
- (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
- [3] The agreement is signed by all the above-mentioned parties.
- [4] The agreement applies to:
- (a) the Applicant;
 - (b) the Applicant's employees covered by the classifications contained in the agreement; and
 - (c) the employee organisations named in paragraph [2] above.
- [5] Having regard to the submissions made by the parties who appeared today and to the affidavit of Mr Stephen Smith, Commissioner for the Applicant, filed on 27 March 2026:
- (a) I am satisfied of each relevant requirement in ch 4 pt 5 div 2 sub-div 2 of the Act; and
 - (b) there is nothing in the agreement which would require me to refuse to grant the application pursuant to ch 4 pt 5 div 2 sub-div 3 of the Act.
- [6] The application to certify the *Queensland Fire Department Certified Agreement 2025* is granted.
- [7] The *Queensland Fire Department Certified Agreement 2025* operates from the day it is certified, namely, 14 April 2026.

[8] Although the nominal expiry date of the *Queensland Fire Department Certified Agreement 2025* is 31 July 2028, it continues to operate until it is terminated under ss 227 or 228 of the Act.

[9] I make the following order:

- 1. The *Queensland Fire Department Certified Agreement 2025* is certified.**