

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the making of the Department of Education Teacher Aides' Certified Agreement 2025*
[2026] QIRC 128

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

AND

United Workers Union, Industrial Union of Employees, Queensland

CASE NO: CB/2026/36

PROCEEDING: Application for certification of an agreement

DELIVERED ON: 17 April 2026

HEARING DATE: 17 April 2026

MEMBER: O'Connor VP

HEARD AT: Brisbane

ORDER: ***The Department of Education Teacher Aides' Certified Agreement 2025 is certified.***

CATCHWORDS: INDUSTRIAL LAW – COLLECTIVE BARGAINING – application for certification of an agreement – requirements for certification – Agreement certified

LEGISLATION: *Industrial Relations Act 2016 (Qld), s 189, s 227 and s 228*

APPEARANCES: Ms H. McAuliffe for the State of Queensland (Department of Education)

Mr A. Nash for the United Workers' Union, Industrial Union of Employees, Queensland

Reasons for Decision

- [1] On 2 April 2026, the State of Queensland (Department of Education) ('the applicant') applied, pursuant to s 189 of the *Industrial Relations Act 2016* ('the Act'), to certify the *Department of Education Teacher Aides' Certified Agreement 2025* ('the agreement').
- [2] The named parties to the agreement are the applicant and the United Workers Union, Industrial Union of Employees, Queensland.
- [3] The agreement is signed by the above-mentioned parties.
- [4] The agreement applies to:
- The applicant; and
 - Teacher Aides employed by the applicant engaged under the *General Employees (Queensland Government Departments) and Other Employees Award – State 2015*; and
 - The United Workers' Union, Industrial Union of Employees, Queensland.
- [5] Having regard to the submissions made by the parties who appeared today and to the affidavits of Erin Rutherford, Acting Director, Industrial Relations Strategy of the applicant filed on 2 April 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 pursuant to ch 4, pt 5, div 2, sub-div 3 of the Act.
- [6] The application to certify the *Department of Education Teacher Aides' Certified Agreement 2025* is granted.
- [7] The *Department of Education Teacher Aides' Certified Agreement 2025* operates from the day it is certified, namely 17 April 2026.
- [8] Although the nominal expiry date of the *Department of Education Teacher Aides' Certified Agreement 2025* is 31 October 2028, it continues to operate until it is terminated under s 227 or s 228 of the Act.
- [9] I make the following order:

The *Department of Education Teacher Aides' Certified Agreement 2025* is certified.