

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the making of the Department of Education Certified Agreement 2025 [2026] QIRC 132*

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

AND

Together Queensland, Industrial Union of Employees

AND

State of Queensland (Department of State Development, Infrastructure and Planning)

CASE NO: CB/2026/40

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 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 M. Thomas for Together Queensland,
Industrial Union of employees

Ms V. Van Der Laak for the State of
Queensland (Department of State
Development, Infrastructure and Planning)

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 Certified Agreement 2025* ('the agreement').
- [2] The named parties to the agreement are:
- The applicant; and
 - Together Queensland, Industrial Union of Employees; and
 - The State of Queensland (Department of State Development, Infrastructure and Planning)
- [3] The agreement is signed by the above-mentioned parties.
- [4] The agreement applies to:
- The State of Queensland;
 - Together Queensland, Industrial Union of Employees;
 - subject to clause 1.2(e), employees employed by the State of Queensland, employed in the Department of Education to whom the following Awards apply:
 - i. *Queensland Public Service Officers and Other Employees Award State 2015*;
 - ii. *General Employees (Queensland Government Departments) and Other Employees Award – State 2015*; and
 - iii. *Teaching in State Education Award – State 2016* (only insofar as Community Education Counsellors are concerned).
 - Subject to clause 1.2(e), employees employed by the State of Queensland in the Office of Industrial Relations, to the extent set out in Appendix 9, unless and until they become covered by the successor instrument to the *State Government Entities Certified Agreement 2023* and that instrument applies to them, to whom the following award applies:

i. *Queensland Public Service Officers and Other Employees Award – State 2015.*

- This Agreement will not apply to employees employed in the occupations of Teachers, Nurses, Teacher Aides and Cleaners or those employees covered by the *State Government Entities Certified Agreement 2023* (or any successor instrument to the *State Government Entities Certified Agreement 2023*).

[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 Certified Agreement 2025* is granted.

[7] The *Department of Education 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 Certified Agreement 2025* is 31 August 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 Certified Agreement 2025 is certified.