

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the termination of the Townsville City Council (Trades Employees) Certified Agreement 2022 [2026] QIRC 207*

PARTIES: **Townsville City Council**

AND

Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland

The Electrical Trades Union of Employees Queensland

Plumbers and Gasfitters Employees' Union Queensland, Union of Employees

Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland

CASE NO: CB/2026/52

PROCEEDING: Application for approval to terminate certified Agreement after nominal expiry date

DELIVERED ON: 23 June 2026

HEARING DATE: 23 June 2026

HEARD AT: Brisbane

MEMBER: McLennan IC

ORDER: ***The Townsville City Council (Trades Employees) Certified Agreement 2022 is terminated.***

CATCHWORDS: INDUSTRIAL LAW – COLLECTIVE BARGAINING – application for termination

after nominal expiry date – requirements for termination – determination terminated

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

APPEARANCES: Ms C. Baker for Townsville City Council

Mr R. Whitehurst for Plumbers and Gasfitters Employees' Union Queensland, Union of Employees

Reasons for Decision

- [1] On 28 May 2026, Townsville City Council ('TCC') applied to terminate the *Townsville City Council (Trades Employees) Certified Agreement 2022* ('the Agreement') pursuant to s 228(1) of the *Industrial Relations Act 2016* (Qld) ('the IR Act').
- [2] The Agreement has a nominal expiry date of 30 April 2025.
- [3] In making my decision I have had regard to the legislative provisions, the submissions made by the parties who appeared at the hearing today and the affidavit of Mr Bede Harding, Team Manager, Employee Relations and Business Partner of TCC filed 28 May 2026.
- [4] The Agreement does not provide that particular conditions need to be met before it may be terminated.
- [5] Ms Baker submitted that TCC notified the union parties of its intention to terminate the Agreement on 24 May 2026. Those parties are:
 - Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland
 - The Electrical Trades Union of Employees Queensland
 - Plumbers and Gasfitters Employees' Union Queensland, Union of Employees
 - Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland.
- [6] I am satisfied that TCC has provided the requisite notice of its intention to apply to terminate the Agreement.
- [7] Along with TCC, the Plumbers and Gasfitters Employees' Union Queensland, Union of Employees appeared today and consented to the present application. On 9 June 2026, The Electrical Trades Union of Employees Queensland were excused from appearing as they consented to the present application in their submissions to the Commission

filed on 8 June 2026. The Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland consented to the present application in their correspondence to the Commission dated 23 June 2026. No other person appeared or sought to make submissions.

[8] Having regard to the materials before me, I am satisfied that all parties to the Agreement agree to it being terminated, and the termination of the Agreement is not contrary to the public interest.

[9] On 28 May 2026, TCC made an application under s 189 of the IR Act to certify the *Townsville City Council (Trades Employees) Certified Agreement 2025*.

[10] TCC and the employee organisation listed below have agreed to the terms of the *Townsville City Council (Trades Employees) Certified Agreement 2025* which will replace the Agreement:

- Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland
- The Electrical Trades Union of Employees Queensland
- Plumbers and Gasfitters Employees' Union Queensland, Union of Employees
- Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland.

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

[12] I approve the termination of the Agreement with effect from 23 June 2026.

[13] I make the following order:

The Townsville City Council (Trades Employees) Certified Agreement 2022 is terminated.