

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the termination of the Isaac Regional Council Certified Agreement 2023 [2026]*
QIRC 233

PARTIES: **Isaac Regional Council**

AND

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

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

**Plumbers & Gasfitters Employees' Union
Queensland, Union of Employees**

**Queensland Services, Industrial Union of
Employees**

**The Association of Professional Engineers,
Scientists and Managers, Australia,
Queensland Branch, Union of Employees**

**The Australian Workers' Union of
Employees Queensland**

**The Electrical Trades Union of Employees
Queensland**

**Transport Workers' Union of Australia,
Union of Employees (Queensland Branch)**

CASE NO: CB/2026/56

PROCEEDING: Termination of an agreement

DELIVERED ON: 23 July 2026

HEARING DATE: 22 July 2026

MEMBER: Knight IC

HEARD AT: Brisbane

ORDER: ***The Isaac Regional Council Certified Agreement 2023 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 J. Morrall, Ms L. Hampton and Ms T. Liekefett for the Isaac Regional Council

Mr T. Stephens for The Australian Workers' Union of Employees, Queensland

Mr J. Donaghy for Queensland Services, Industrial Union of Employees

Mr C. McJannett for the Construction, Forestry, Mining and Energy, Industrial Union of Employees Queensland

Mr C. Baumann for the Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland

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

Reasons for Decision

- [1] On 2 July 2026, the Isaac Regional Council applied to terminate the *Isaac Regional Council Certified Agreement 2023* ('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 June 2026.

[3] Section 228(3) of the IR Act provides:

- (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] In making my decision I have had regard to s 228(3), the submissions made by the parties who appeared at the hearing on 22 July 2026,¹ and the affidavit of Mr Cale Dendle, Chief Executive Officer, Isaac Regional Council, affirmed on 22 June 2026.

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

[6] On 2 July 2026, the Applicant made an application, pursuant to s 189 of the Act, to certify the *Isaac Regional Council Certified Agreement 2026*.

[7] The following employee organisations have agreed to the terms of the *Isaac Regional Council Certified Agreement 2026* which will replace the Agreement:

- The Australian Workers' Union of Employees, Queensland
- Queensland Services, Industrial Union of Employees
- Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland
- Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland

¹ I note the correspondence of Mr Peter Ong, State Secretary, The Electrical Trades Union of Employees Queensland, dated 13 July 2026, advising that the ETU consents to the termination of the existing Agreement and certification of the proposed Agreement, but would be unable to attend the hearing. I also note the correspondence of Mr Sean Kelly, Director, The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees, dated 10 July 2026, confirming APESMA's consent to the applications. Finally, I note the correspondence of Mr Jordan Strezov, Industrial Officer, Transport Workers' Union of Australia, Union of Employees (Queensland Branch), dated 7 July 2026, advising that the TWU would be unable to attend the hearing, but supports the termination of the existing Agreement and certification of the proposed Agreement.

- Plumbers & Gasfitters Employees' Union Queensland, Union of Employees
- The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees
- The Electrical Trades Union of Employees Queensland
- Transport Workers' Union of Australia, Union of Employees (Queensland Branch)

[8] I am satisfied that:

- All parties to the certified agreement agree to it being terminated; and
- The termination of the certified agreement is not contrary to the public interest.

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

[10] I approve the termination of the *Isaac Regional Council Certified Agreement 2023* from 22 July 2026.

[11] I make the following order:

The Isaac Regional Council Certified Agreement 2023 is terminated.