

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the making of the Rockhampton Regional Council Internal Employees Certified Agreement 2025 [2026] QIRC 240*

PARTIES: **Rockhampton Regional Council**

AND

The Australian Workers' Union of Employees, Queensland

Queensland Services, Industrial Union of Employees

United Workers' Union, Industrial Union of Employees, Queensland

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

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

CASE NO: CB/2026/61

PROCEEDING: Application for certification of an agreement

DELIVERED ON: 5 August 2026

HEARING DATE: 5 August 2026

MEMBER: O'Neill IC

HEARD AT: Brisbane

ORDER: ***The Rockhampton Regional Council Internal Employees 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 A Farmer of the Local Government Association Queensland on behalf of the Rockhampton Regional Council

Mr L Wells on behalf of the Automotive, Metals, Engineering, Printing and Kindred Industries, Industrial Union of Employees

Mr D Knight on behalf of the Queensland Services Union, Industrial Union of Employees

Mr T Stephens on behalf of the Australian Workers' Union of Employees, Queensland

Reasons for Decision

- [1] On 23 July 2026, the Rockhampton Regional Council ('the Applicant'), pursuant to s 189 of the *Industrial Relations Act 2016* ('the Act'), made an application to certify the *Rockhampton Regional Council Internal Employees Certified Agreement 2025* ('the certified agreement').
- [2] The named parties to the agreement are the Applicant and the following employee organisations:
- The Australian Workers' Union of Employees, Queensland
 - Queensland Services, Industrial Union of Employees
 - United Workers' Union, Industrial Union of Employees, Queensland
 - The Association of Professional Engineers, Scientists and Manager, Australia, Queensland Branch, Union of Employees
 - Automotive, Metals, Engineering, Printing and Kindred Industries, Industrial Union of Employees, Queensland

- [3] The agreement is signed by all the above-mentioned parties.
- [4] The agreement applies to the Applicant and Employees in professional, technical, operational or administrative roles where relevant. This Agreement shall not apply to any Employee appointed to the position of Chief Executive Officer or senior officers pursuant to a written contract of employment as per section 4.2 of the *Queensland Local Government Industry (Stream A) Award – State 2017* Division 2 Section 1. This is prescribed in section 1.2 of the *Rockhampton Regional Council Internal Employees Certified Agreement 2025*.
- [5] Having regards to the submissions made by the parties who appeared today and to the affidavit of Mr Evan Pardon, Chief Executive Officer filed on 23 July 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, sub-div 3 of the Act.
- [6] On 28 July 2026, the Industrial Registry received correspondence from the United Workers' Union, Industrial Union of Employees, Queensland ('UWU') advising that the UWU were unable to attend the hearing in person, however, the UWU supported the certification of the 2025 certified agreement.¹
- [7] The application to certify the *Rockhampton Regional Council Internal Employees Certified Agreement 2025* is granted.
- [8] The *Rockhampton Regional Council Internal Employees Certified Agreement 2025* operates from the day it is certified, namely 5 August 2026.
- [9] Although the nominal expiry date of the *Rockhampton Regional Council Internal Employees Certified Agreement 2025* is 1 July 2029, it continues to operate until it is terminated under s 227 or s 228 of the Act.
- [10] I make the following order:

The *Rockhampton Regional Council Internal Employees Certified Agreement 2025* is certified.

¹ Email from Mr Alec Nash, Lead Industrial Officer, UWU dated 28 July 2026.