

Annual Report

President of the Industrial Court of Queensland
in respect of the
Industrial Court of Queensland
Queensland Industrial Relations Commission
Industrial Registry



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An electronic version of this Annual Report and previous Annual Reports are available on the Industrial Court of Queensland, Queensland Industrial Relations Commission and Industrial Registry's website.

Contacts:

	www.qirc.qld.gov.au
	1300 592 987
	qirc.registry@qirc.qld.gov.au
	Level 21, Central Plaza 2, 66 Eagle Street, Brisbane





INDUSTRIAL COURT OF QUEENSLAND
QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

The Honourable Jarrod Bleijie MP
Deputy Premier
Minister for State Development, Infrastructure and Planning
Minister for Industrial Relations
PO Box 15009
City East QLD 4002

Dear Deputy Premier,

I have the honour to submit, for presentation to Parliament pursuant to section 594 of the *Industrial Relations Act 2016*, the Annual Report on the operations of the Industrial Court of Queensland, the Queensland Industrial Relations Commission, the Industrial Registry, and, more broadly, on the administration and operation of the *Industrial Relations Act 2016* for the financial year ended 30 June 2026.

Responsibility for those sections of the Report concerning the Queensland Industrial Relations Commission and the Industrial Registry rests with the President and the Industrial Registrar respectively.

Yours sincerely,

A handwritten signature in blue ink, appearing to be 'P. Davis', with a long horizontal flourish extending to the right.

The Honourable Justice Peter Davis
President
Industrial Court of Queensland

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Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

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President's Report

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

REPORT OF THE PRESIDENT OF THE COURT, COMMISSION AND INDUSTRIAL REGISTRY

The industrial jurisdiction, that is, jurisdiction coming directly from the *Industrial Relations Act 2016* (IR Act) is just one element of what is now a multi-jurisdictional Court and Commission. The underlying thread in the Court and Commission's jurisdiction is the connection with employment.

As this report demonstrates, the Commission's jurisdiction has expanded beyond its traditional remit of public sector, local government, and other State-related entities, encompassing matters involving constitutional corporations, particularly under the *Anti-Discrimination Act 1991* and the *Work Health and Safety Act 2011*, *Workers' Compensation and Rehabilitation Act 2003*, or wage recovery matters under both the IR Act and the *Fair Work Act 2009*. This reflects, in particular, a significant broadening of the Commission's conciliatory and adjudicative scope, building on the objects of the IR Act in establishing a fair and balanced industrial relations framework.

In the year under review, the Queensland Government announced a review of the IR Act and the *Workers' Compensation and Rehabilitation Act 2003*. We look forward to engaging with the reviewers to explore practical ways of improving the efficiency and effectiveness of the work of the Court and Commission.

This has been a year of both achievement and challenge for the Court and Commission. For such an operationally and jurisdictionally diverse organisation, every year is likely to raise new challenges. The goal is to respond quickly and effectively, while continuing to work to improve services we offer.

I think it is fair to say that the overriding challenge facing the Court and the Commission is the volume of demand which, despite the best endeavours of the Members, can unfortunately result in case backlogs and a delay in the final disposition of matters.

The number of matters filed in the Court, Commission and Industrial Registry for the period ending 30 June 2026 was **3,740**, an increase of 12 per cent on the 2024–2025 figure of 3,340.

A total of **353** Public Sector Appeals were filed throughout the reporting period, a significant increase of 56.2 per cent on the previous year filings of 226. Reinstatement applications filed numbered **161**, an increase of approximately 21 per cent from 2024–2025 filings of 133, with the number of Payment in lieu of Long Service Leave applications reaching **969**, a slight decrease from the 1,008 received the previous reporting year.



President's Report

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Matters filed in the Industrial Court increased from 26 in 2024–2025 to **36** as of 30 June 2026, a significant increase of approximately 38.5 per cent.

For the reporting period ending 30 June 2026, a total of **2,370** proceedings were listed before the Court and Commission. This figure reflects the continued volume and diversity of matters brought before the jurisdiction. Matters ultimately listed for hearing are matters which cannot be conciliated and are usually matters which can be characterised by volume and complexity.

The workload of the Industrial Registry in the reporting period increased with approximately:

- **46,000** emails processed (ranging from routine correspondence to complex applications, claims, submissions and affidavit material);
- **13,000** listings related emails processed;
- **5,200** telephone enquiries handled;
- **920** counter enquiries (including the receipt of hard copy filings); and
- **3,970** files finalised.

During the reporting period, **452 decisions** were delivered by the Court, the Commission, and the Industrial Registrar. Notably, Public Sector Appeals accounted for almost 30 per cent of all published decisions, evidencing the prominence of public sector matters within the Commission's adjudicative workload. There has also been, like in most other jurisdictions, an increase in workload and longer processing times of matters and complaints as a result of the broadening use of artificial intelligence.

The overall increase in applications and claims may reflect growing awareness of available legal avenues and remedies, coupled with a strengthening of employee and employer organisations' confidence in the work of the Court and Commission.

To manage our workload, we continue to monitor and review our processes to ensure effective case management. Our aim is to improve the efficiency and effectiveness of the Court and Commission, but this cannot come at the expense of ensuring access to justice.

The Commission continues to serve regional Queensland by conducting hearings outside Brisbane, in areas including Gladstone, Mackay, Cairns, Townsville, Hervey Bay and Rockhampton. The Court also maintained its commitment to improving regional access to justice, with the Industrial Court sitting in Cairns and Townsville.



President's Report

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

The ever-evolving technological changes, in particular and as foreshadowed earlier, the use of generative artificial intelligence tools are starting to bring their own challenges. The issuing of Supreme Court Practice Direction 5 by the Chief Justice on 24 September 2025, which was adopted in this jurisdiction in the form of *Practice Direction 1 of 2026 – Accuracy of References in Submissions*, recognises that the administration of justice depends upon the Court and the Commission being able to rely on the integrity of those who appear before them whether they be a legal practitioner, union advocate or a self-represented litigant.

This report and the statistics contained in it are a testament to the professionalism and commitment of the Members of the Court and Commission to delivering the highest levels of service to the people of Queensland.

I thank the Members, their Associates and the staff of the Industrial Registry for their continuing commitment and extraordinary hard work throughout the year.

Finally, I also wish to commend Ms Madonna Shelley, the Industrial Registrar, and Ms Bianca Paris, the Deputy Industrial Registrar, and the dedicated Registry staff who constantly seek to enhance service delivery without compromising access to justice.



Industrial Court of Queensland | Overview

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

THE INDUSTRIAL COURT OF QUEENSLAND

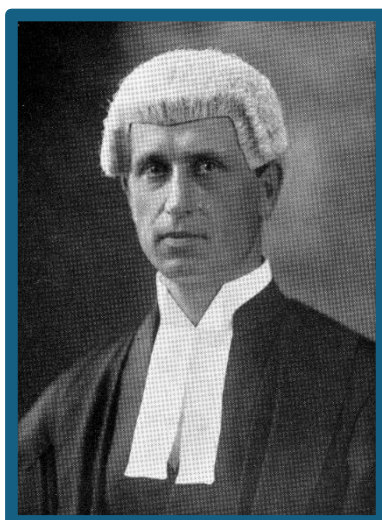
OVERVIEW OF THE COURT

The Industrial Court of Queensland is a superior court of record within the Queensland judicial system. Established under the *Industrial Peace Act 1912*, the Court has played a central and enduring role in the development, interpretation and oversight of industrial law in Queensland. Its current jurisdiction, powers, and procedures are principally conferred by Chapter 11, Part 1 of the IR Act.

The Court comprises four Members: the President, Vice President, and two Deputy Presidents, each bringing substantial judicial and industrial relations expertise to the determination of appeals.

The President, the Honourable Justice Peter Davis, holds a dual statutory function, presiding over the Court's judicial proceedings while also bearing responsibility for the leadership, management, and administration of both the Court and the Commission. This includes ensuring the effective and efficient operation of both institutions in accordance with legislative requirements and established judicial standards.

The Court's jurisdiction is principally appellate in nature. It determines appeals on questions of law and jurisdictional error arising from decisions of the Commission and Industrial Magistrates, fulfilling a critical role in upholding the consistency and integrity of industrial jurisprudence throughout Queensland.



Thomas William McCawley Chief Justice of Queensland. (n.d.).
Appointed as the first President of the Queensland Court of Industrial Arbitration in 1917.
Photo – State Library of Queensland

Industrial Court of Queensland | Members of the Court

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

MEMBERS OF THE COURT

The Court comprises the following Members (listed in order of seniority):

PRESIDENT

The Honourable Justice Peter Davis
Judge of the Supreme Court of Queensland

VICE PRESIDENT

The Honourable Vice President Daniel O'Connor, OAM

DEPUTY PRESIDENTS

The Honourable Deputy President John Merrell
The Honourable Deputy President Catherine Hartigan



Industrial Court of Queensland | Caseload

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

CASELOAD OF THE COURT

During the reporting period, 36 appeals were filed with the Industrial Court of Queensland, spanning the full range of matters within its appellate jurisdiction. Appeals against decisions of the Commission accounted for more than 90 per cent of all appellate filings during the reporting period. These appeals may be broken down into appeal type as follows:

- Appeals against a decision of the Commission in accordance with s 557 of the IR Act;
- Appeals against a decision of the Commission in accordance with s 561 of the *Workers' Compensation and Rehabilitation Act 2003*;
- Appeals against a decision of an Industrial Magistrate in accordance with s 556 of the IR Act;
- Appeals against the Chief Inspector's directives and review decisions; and
- Applications for a stay of a decision in accordance with s 566 of the IR Act.

The Court's appellate workload continues to reflect the breadth and complexity of the matters arising from the Commission and Industrial Magistrates. The Court continues to prioritise the timely determination of appeals, recognising the importance of prompt resolution for parties.

Filings have increased 38.5 per cent from the 26 matters filed in the previous reporting period and the complexity of individual matters remains high and is expected to persist. Of the 36 matters filed, 33 were in relation to decisions of the Commission and three in relation to decisions of an Industrial Magistrate.

In response to the increasing number of filings, in recent years certain matters before the Commission are being determined by a Full Bench presided over by the President. This approach provides a more direct appellate pathway to the Court of Appeal, facilitating the timely resolution of significant matters and reducing delays for parties.

Please see Schedule 1 for a comparison with filings of the previous reporting period.



Industrial Court of Queensland | Decisions of Note

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

DECISIONS OF NOTE OF THE COURT

During the reporting period, the Court delivered 27 written decisions across the full scope of its appellate jurisdiction, addressing matters arising under industrial, workers' compensation, anti-discrimination, public sector, and related legislative frameworks.

These decisions clarify important questions concerning the appellate jurisdiction, statutory interpretation and the lawful exercise of decision-making powers, and contribute to the ongoing development of Queensland law for the benefit of the Commission, Industrial Magistrates, practitioners and parties alike.

The following decisions, delivered during the reporting period, are of particular note (listed in order of release date).

Decision:	<i>State of Queensland (Queensland Health) v Nield [2025] ICQ 021</i>
Member:	Justice Davis, President
Release Date:	14 October 2025
Catchwords:	PUBLIC SERVICE – EMPLOYEES AND SERVANTS OF THE CROWN GENERALLY – where the respondent was employed by the appellant – where the respondent was employed as a clinical nurse – where the respondent had a grievance with her unit manager – where the respondent gathered evidence in support of her grievance – where the respondent accessed computer databases and emailed sensitive material to her private email address – where the appellant found that conduct to be “misconduct” – where the respondent appealed to the Queensland Industrial Relations Commission – where the Commission allowed the appeal – where the appellant appealed to the Industrial Court of Queensland – whether the conduct was misconduct
Summary:	The Court considered the meaning of “misconduct” in the context of public sector disciplinary proceedings and held that misconduct may be established even where an employee does not intend to act improperly, and reinstated disciplinary findings relating to the unauthorised handling of confidential information. The decision provides important guidance on the interpretation of misconduct under the <i>Public Sector Act 2022</i> and reinforces the obligations of public sector employees to safeguard sensitive information.

Decision:	<i>Wang v Juicy Love Pty Ltd as Trustee trading as Wicked Campers [2025] ICQ 025</i>
Member:	Deputy President Hartigan
Release Date:	18 November 2025
Catchwords:	INDUSTRIAL LAW – QUEENSLAND – APPEALS – APPEAL TO INDUSTRIAL COURT – WHEN APPEAL LIES – where the appellant appeals against a decision of the Queensland Industrial Relations Commission to the Industrial Court of Queensland – where the appellant applied



Industrial Court of Queensland | Decisions of Note

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

for an application for an order that an employer reinstate an injured worker pursuant to s 232E of the *Workers' Compensation and Rehabilitation Act 2003* – whether the Commission failed to consider relevant considerations – whether the Commission took into account irrelevant considerations – appeal dismissed

Summary:

The Industrial Court dismissed an appeal concerning a reinstatement application under the *Workers' Compensation and Rehabilitation Act 2003*, confirming the Commission's finding that the worker's dismissal resulted from the employer's economic circumstances rather than injury-related incapacity. The Court also held that the worker had not complied with the statutory preconditions for seeking reinstatement.

Decision: *Ferris v Woodlands H.R. Pty Ltd [2025] ICQ 030*

Member: Justice Davis, President

Release Date: 5 December 2025

Catchwords: INDUSTRIAL LAW – QUEENSLAND – GENERAL EMPLOYMENT CONDITIONS – LONG SERVICE LEAVE – CONTINUITY OF SERVICE AND EMPLOYMENT – where the appellant was employed by the respondent – where the respondent made arrangements with a labour hire company – where by those arrangements the appellant became the employee of the labour hire company – where by subsequent arrangements the appellant again became an employee of the respondent – where over the whole period the appellant worked in the enterprise conducted by the respondent – where the appellant claimed long service leave from the respondent – whether there was continuity of service – whether continuity persisted through a transfer of the respondent's calling – whether continuity of service persisted by virtue of a transfer of the appellant's calling – whether the respondent interrupted or terminated service to avoid an obligation to pay long service leave – where the question of transfer of the calling of the appellant was not considered in the Commission – whether the matter should be remitted

Summary:

The decision clarifies that, when considering continuity of service for long service leave purposes, a transfer of an employee's calling may be capable of preserving service even where there has been a change in formal employer. The case provides important guidance on the application of transfer-of-calling provisions in labour hire and outsourced employment arrangements.

Decision: *Moody v Schultz & Ors [2025] ICQ 032*

Member: Deputy President Hartigan

Release Date: 11 December 2025

Catchwords: INDUSTRIAL LAW – QUEENSLAND – APPEALS – APPEAL TO INDUSTRIAL COURT – OTHER MATTERS – where the respondents have applied for leave to be legally represented – where the appellant objects to the application – where the respondents do not oppose the appellant being legally represented – whether the discretion is enlivened for the Court to grant leave for the parties to be legally represented – consideration of complexity of the



Industrial Court of Queensland | Decisions of Note

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

matter – consideration of fairness – leave for the parties to have legal representation is granted

Summary:

This procedural decision of Deputy President Hartigan confirms that, in a complex multi-party Industrial Court appeal, legal representation for all parties promotes the efficient conduct of the proceedings and should therefore be permitted.

Decision:

***Medwell-Everett v Daltug Pty Ltd & Others* [2025] ICQ 033**

Member:

Vice President O'Connor

Release Date:

24 December 2025

Catchwords:

INDUSTRIAL LAW – QUEENSLAND – APPEALS – APPEAL TO INDUSTRIAL COURT – HUMAN RIGHTS – DISCRIMINATION LEGISLATION – where the appellant filed a complaint in the Queensland Human Rights Commission Queensland alleging contraventions of the *Anti-Discrimination Act 1991* (Qld) (the 'AD Act') – where complaint heard and dismissed by the Queensland Industrial Relations Commission ('QIRC') – where the appellant filed appeal in the Industrial Court of Queensland – where appellant seeking five grounds of appeal – where appellant claims decision of commissioner unreasonable and appellant denied procedural fairness – where appellant appeals on ground commissioner failed to give adequate reasons and make necessary findings of fact and conclusions of law – where commissioner relied on irrelevant material by determining the provision of adjustments pursuant to s 35 of the AD Act would have imposed unjustifiable hardship on employer – where commissioner relied on hypothetical comparator – where commissioner erred at law by permitting the first respondent to cross-examine the second respondent – where appellant seeks decision should be set aside and the matter remitted to the QIRC for rehearing before a different industrial commissioner – whether grounds of appeal allege error of law pursuant to s 557 of the *Industrial Relations Act 2016*

Summary:

The Court dismissed the appeal and upheld the Commission's decision rejecting his discrimination and victimisation claims under the *Anti-Discrimination Act 1991*. The Court found no error of law in the Commission's conclusion that Daltug reasonably considered him unfit to safely return to work as a deckhand following his Achilles injury, that accommodating his limitations could impose unjustifiable hardship, and that he had not been treated less favourably than an appropriate comparator.

Decision:

***Walker v State of Queensland (Queensland Health)* [2026] ICQ 001**

Member:

Deputy President Merrell

Release Date:

9 January 2026

Catchwords:

INDUSTRIAL LAW – QUEENSLAND – APPEAL – APPEAL TO INDUSTRIAL COURT – the Appellant was employed by the Respondent as the Casual Pool Coordinator at the Gold Coast University Hospital – on 5 May 2022, the Appellant was dismissed by the Respondent because of two substantiated allegations – the first substantiated allegation was that on 12 July 2021 the Appellant, without reasonable excuse, contravened cl 1.1 of the Code of



Industrial Court of Queensland | Decisions of Note

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Conduct when she inappropriately obtained a uniform polo shirt designed for an Environmental Services Portage employee – the second substantiated allegation was that on 12 July 2021 the Appellant, without reasonable excuse, contravened cl 4.1 of the Code of Conduct when she failed to comply with a Public Health Directive restricting personal visitations in Queensland hospitals when she visited a patient in Ward C at the Gold Coast University Hospital – the Appellant subsequently made an application for reinstatement to the Queensland Industrial Relations Commission alleging her dismissal was harsh, unjust or unreasonable – by decision dated 16 July 2025, the Commission dismissed the Appellant's application by determining that the Appellant's dismissal was not unfair for reasons that included that the first and second substantiated allegations were made out and by considering the harshness of the dismissal – by application to appeal filed on 6 August 2025, the Appellant appealed to the Industrial Court of Queensland against the decision of the Commission contending that the Commission erred in law in finding that the first substantiated allegation was made out and that the Commission failed to correctly apply the decision in *Byrne v Australian Airlines Ltd* – whether the Commission erred in law in concluding that the first substantiated allegation was made out – whether the Commission erred in law in failing to correctly apply the decision in *Byrne v Australian Airlines Ltd* – no error of law in the Commission's decision that vitiates the Commission's decision – appeal dismissed

Summary:

The Court dismissed the appeal, finding no error of law in the Commission's earlier decision that her dismissal by Queensland Health was not unfair. The Court upheld the findings that she had improperly obtained a hospital uniform shirt and breached COVID-19 visitor restrictions by visiting a patient in a cancer ward, concluding that despite her 17 years of service and the personal hardship caused by dismissal, the seriousness of the misconduct justified termination.

Decision:	<i>Anglo Coal (Moranbah North Management) Pty Ltd v Stone (No 3) [2026] ICQ 003</i>
Member:	Justice Davis, President
Release Date:	17 March 2026
Catchwords:	CRIMINAL LAW – APPEAL AND NEW TRIAL – where the appellant was convicted of an offence against the <i>Coal Mining Safety and Health Act 1999</i> with circumstances of aggravation – where the appellant appealed – where the appellant established that the trial had miscarried – where the decision taken on appeal was suspended – where the matter was remitted back to the Industrial Magistrates Court – where no evidence was presented by the respondent on the retrial – where the Industrial Magistrate found the respondent “not guilty” of the charge – whether the respondent ought to be acquitted – where no parties sought orders as to costs

Summary:

After the Industrial Court set aside Anglo Coal's earlier conviction and ordered a retrial, the prosecution offered no evidence at the rehearing, resulting in Anglo Coal's acquittal and the conclusion of long-running proceedings arising from the 2019 Moranbah North mine fatality.



Industrial Court of Queensland | Decisions of Note

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Decision:	<i>State of Queensland (Queensland Health) v Burchall</i> [2026] ICQ 004
Member:	Justice Davis, President
Release Date:	1 April 2026
Catchwords:	APPEAL AND NEW TRIAL – INTERFERENCE WITH DISCRETION OF COURT BELOW – WRONG PRINCIPLE – where the respondent was employed by the appellant – where the respondent held the position as a clinical nurse – where that position was held on a permanent .9 basis – where the respondent took a non-permanent .5 position as a clinical nurse consultant – where her permanent position as a clinical nurse was temporarily reduced to .5 – where by s 115 of the <i>Public Sector Act 2022</i> the chief executive was to review the temporary position after two years – where the chief executive failed to do so – where by force of s 115(6) there was a deemed decision to refuse to make the position permanent – where the respondent appealed the deemed decision to the Queensland Industrial Relations Commission – where the Commission allowed the respondent’s appeal and gave her permanency for the clinical nurse consultant position – where the Commission made permanent the respondent’s position as a clinical nurse on a .5 basis – whether the Commission erred in making the clinical nurse consultant position permanent – whether the Commission had jurisdiction to make orders in relation to the respondent’s clinical nurse position
Summary:	The decision confirms that a public sector entity must undertake mandatory reviews of eligible non-permanent employees under s 115 of the <i>Public Sector Act 2022</i> . A failure to do so results in a deemed decision that may be appealed, and the Commission’s remedial powers are confined to the employment decision that is the subject of the appeal.

Decision:	<i>Benjamin v Sharp & Ors (No 2)</i> [2026] ICQ 006
Member:	Justice Davis, President
Release Date:	1 June 2026
Catchwords:	INDUSTRIAL LAW – INDUSTRIAL APPEAL TO INDUSTRIAL COURT – COSTS – where the appellant alleged apprehended bias against a Commissioner of the Queensland Industrial Relations Commission – where the Commissioner refused to recuse himself – where the appellant appealed – where the appellant was unsuccessful – where the respondents sought costs of the appeal – whether it is in the interests of justice to make an order for costs
Summary:	The Industrial Court of Queensland declined to award costs following an unsuccessful appeal alleging apprehended bias by an Industrial Commissioner. The Court found that, despite the appeal failing, it raised genuine issues about perceived impartiality and therefore it was not in the interests of justice to depart from the usual position that each party bear their own costs.



Queensland Industrial Relations Commission | Overview

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

OVERVIEW OF THE COMMISSION

The Queensland Industrial Relations Commission is an independent tribunal established under Chapter 11, Part 2 of the IR Act. As a court of record, the Commission plays a central role in promoting the social and economic wellbeing of Queenslanders by providing a fair, accessible, and effective forum for the resolution of industrial and employment matters.

The Commission's jurisdiction spans a wide range of legislative frameworks, from industrial matters, anti-discrimination and work health and safety matters, as well as workers' compensation appeals, wage recovery, certified agreements, trading hours and public sector appeals. This breadth reflects the Commission's established role as a multi-jurisdictional tribunal, operating well beyond its traditional industrial relations remit to serve the full spectrum of Queensland's employment and workplace landscape.

At its core, the Commission remains committed to the principles that have defined its work since its establishment:

- conciliation as the primary means of resolving disputes;
- timely and accessible justice for all parties; and
- the fair and impartial determination of matters that remain unresolved.

The overwhelming majority of matters that come before the Commission continue to be resolved through conciliation, reflecting both the effectiveness of the Commission's processes and the strong conciliatory skills of its Members.

The Commission currently comprises thirteen Members, led by the President. The President is responsible for the overall administration of the Commission, including the allocation of matters, referrals to a Full Bench, and the general conduct of the Commission's business.

The Commission also includes the Vice President, two Deputy Presidents, and nine Industrial Commissioners, each bringing considerable expertise and experience to the full range of matters within its jurisdiction.

Throughout the reporting period, the Commission managed a substantial and diverse caseload, reflecting ongoing growth in filing numbers and the increasing complexity of matters brought before it. The Commission's response to this demand, through efficient case management and a strong emphasis on early resolution, reflects an institution that continues to discharge its functions effectively.



Queensland Industrial Relations Commission |

Members of the Commission

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

MEMBERS OF THE COMMISSION

PRESIDENT

The Honourable Justice Peter Davis

VICE PRESIDENT

The Honourable Vice President Daniel O'Connor, OAM

DEPUTY PRESIDENTS

The Honourable Deputy President John Merrell

The Honourable Deputy President Catherine Hartigan

INDUSTRIAL COMMISSIONERS

Industrial Commissioner Minna Knight

Industrial Commissioner Samantha Pidgeon

Industrial Commissioner John Dwyer

Industrial Commissioner Jacqueline Power

Industrial Commissioner Roslyn McLennan

Industrial Commissioner Daniel Pratt

Industrial Commissioner Sharron Caddie

Industrial Commissioner Christopher Gazenbeek

Industrial Commissioner Peter O'Neill



Queensland Industrial Relations Commission | Jurisdiction

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

JURISDICTION OF THE COMMISSION

The Commission performs its statutory functions and exercises its powers under the following Acts, listed in alphabetical order:

Main Legislation

Anti-Discrimination Act 1991
Associations Incorporation Act 1981
Building and Construction Industry (Portable Long Service Leave) Act 1991
Child Employment Act 2006
Coal Mining Safety and Health Act 1999
Community Services Industry (Portable Long Service Leave) Act 2020
Contract Cleaning Industry (Portable Long Service Leave) Act 2005
Fair Work Act 2009
Further Education and Training Act 2014
Hospital and Health Boards Act 2011
Human Rights Act 2019
Industrial Relations Act 2016
Local Government Act 2009
Magistrates Courts Act 1921
Mining and Quarrying Safety and Health Act 1999
Public Interest Disclosure Act 2010
Public Sector Act 2022
Trading (Allowable Hours) Act 1990
Work Health and Safety Act 2011
Workers' Compensation and Rehabilitation Act 2003

Other/Subordinate Legislation

Acts Interpretation Act 1954
Ambulance Service Act 1991
City of Brisbane Act 2010
Electricity Regulation 2006
Fair Work Commission Rules 2024
Fair Work (Commonwealth Powers) and Other Provisions Act 2009
Gladstone Power Station Agreement Regulation 2016
Industrial Relations (Tribunals) Rules 2011
Industrial Relations Regulations 2018
Information Privacy Regulation 2009
Integrity Act 2009
Labour Hire Licensing Act 2017
Oaths Act 1867
Pastoral Workers' Accommodation Act 1980
Petroleum and Gas (Production and Safety) Act 2004
Police Service Administration Act 1990
Private Employment Agents Act 2005
Public Records Act 2023
Public Sector Regulation 2023
Queensland Building and Construction Commission Act 1991
Queensland Rail Transit Authority Act 2013
Recording of Evidence Act 1962
Right to Information Regulation 2009
State Penalties Enforcement Regulation 2014
Superannuation (State Public Sector) Act 1990
Superannuation (State Public Sector) Notice 2021
Uniform Civil Procedure Rules 1999
Uniform Civil Procedure (Fees) Regulation 2019
Water Act 2000
Workers' Accommodation Act 1952
Work Health and Safety Regulation 2011
Workers' Compensation and Rehabilitation Regulation 2014



Queensland Industrial Relations Commission | Caseload

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

CASELOAD OF THE COMMISSION

As a result of these functions and powers in the legislation, the Commission's caseload is primarily comprised of:

- *Awards and agreements*
- *General protections and bullying*
- *Industrial disputes*
- *Long service leave payouts*
- *Public sector appeals*
- *Registered Industrial Organisations*
- *Trading hours*
- *Unfair dismissal*
- *Wage recovery*
- *Work, health and safety reviews*
- *Workers' compensation appeals*
- *Work-related anti-discrimination complaint referrals*

During the reporting period, a total of 3,704 filings were received, excluding appeals to the Court, representing a 11.8 per cent increase compared with the 3,314 filings received in the previous year. A breakdown of the different matters filed may be found at Schedules 2 and 3 of this report.

The growth in filings is consistent with increased caseloads experienced by the Fair Work Commission, as recently reported, indicating a sustained demand for dispute resolution across all jurisdictions heard by the Commission.

 13 Members of the Commission	 3,704 New matters filed	 2,370 Proceedings listed	 425 Decisions released
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A total of 2,370 proceedings were listed throughout the reporting period, almost twice as many as the 1,223 listed in the previous reporting year. Of those, 428 were formal hearings. 425 decisions of the Commission and Industrial Registrar were delivered, 121 more than the previous reporting period, representing a 36.6 per cent increase.

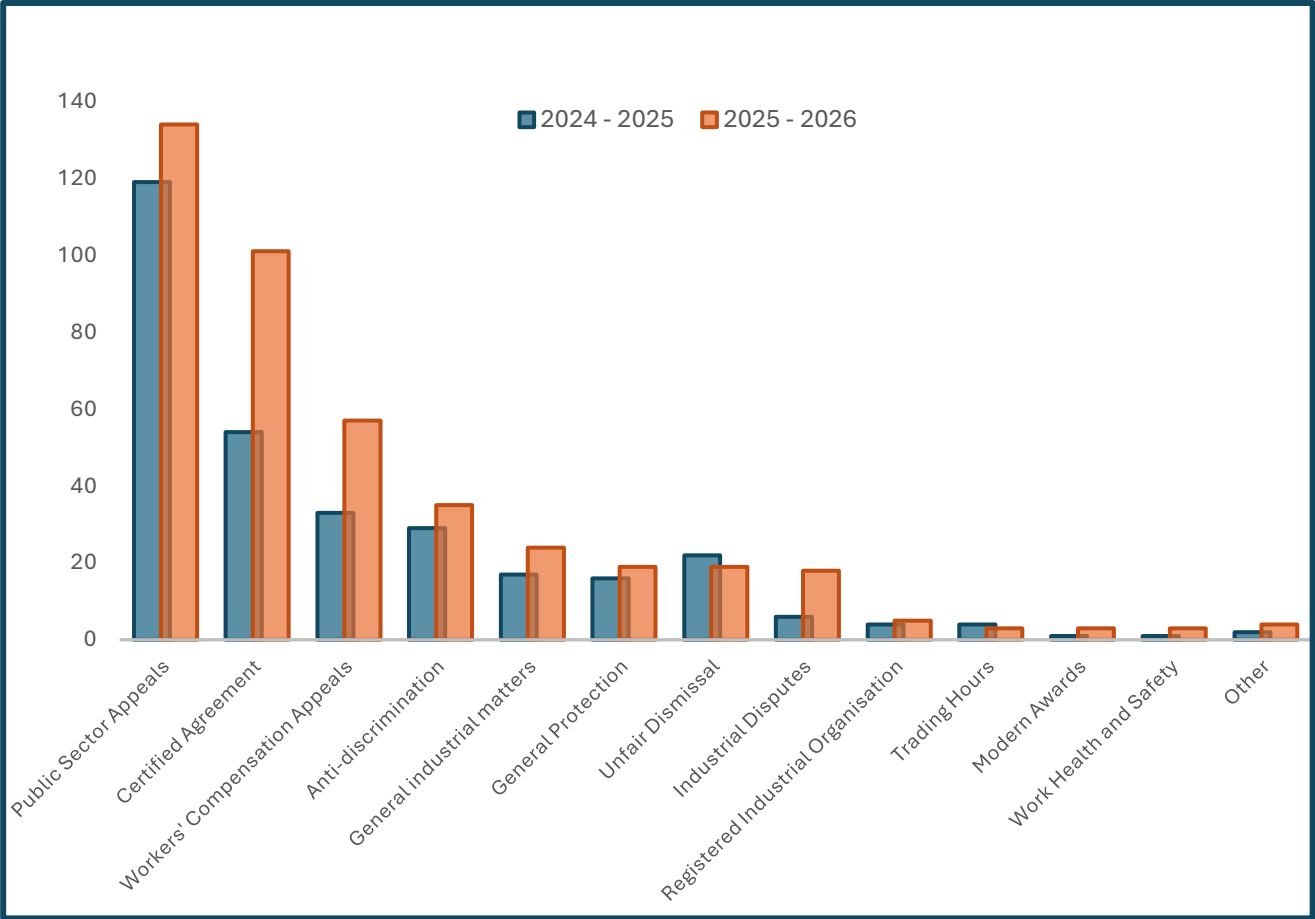
The number of decisions released may be broken down by matter type, and the following illustrates the comparison to the previous reporting year of that break down.



Queensland Industrial Relations Commission | Caseload

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Breakdown of decisions released by matter type in comparison to previous reporting year



Breakdown of number of decisions released in 2026 by matter type

- **134** - Public Service Appeals
- **101** - Certified Agreement matters
- **57** - Workers' Compensation Appeals
- **35** - Anti-discrimination matters
- **24** - Various general applications
(e.g. general rulings, costs, reopenings, general powers)
- **19** - General Protection matters
- **19** - Unfair Dismissal matters
- **18** - Industrial Dispute matters
- **5** - Registered Industrial Organisation matters
- **4** - Other matters
(e.g. long service leave, public interest disclosure)
- **3** - Work Health and Safety matters
- **3** - Modern Award matters
- **3** - Trading Hours matters

Further information on the Commission's caseload is provided throughout this report.



Queensland Industrial Relations Commission | Caseload

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Self-Represented Litigants

The Court, Commission and Industrial Registry continue to manage a substantial volume of matters involving self-represented litigants. The presence of unrepresented parties gives rise to distinct procedural and practical considerations in the conduct of proceedings. Notwithstanding this, a strong emphasis remains on ensuring that processes are fair, accessible and responsive, while also supporting the efficient and timely progression of matters.

The increasing use of artificial intelligence (AI) tools by self-represented parties has also introduced new and evolving challenges, including issues relating to the accuracy, reliability and appropriateness of materials submitted in proceedings.

During the reporting period, 2,554 matters involved self-represented applicants, appellants, complainants or claimants, an increase of 699 self-represented litigants from the previous reporting period. This reflects the ongoing prevalence of parties appearing without legal representation and reinforces the importance of effective case management practices and a range of resources to address the associated complexities.

Certain categories of matters continue to be predominantly commenced by self-represented parties. In particular, claims for payment of long service leave in lieu are typically initiated without legal representation. Additionally, public sector employees are precluded from being represented in appeal proceedings pursuant to s 530A(3) of the IR Act.

CASELOAD OF THE COMMISSION BY JURISDICTION

Anti-Discrimination

Workers in Queensland have the right to work in environments that are fair, inclusive and free from unlawful discrimination. Legislative protections extend to direct and indirect discrimination, sexual harassment, vilification and victimisation. These safeguards are provided under the *Anti-Discrimination Act 1991* (AD Act) and supported by the *Human Rights Act 2019*, which uphold the fundamental rights and dignity of all individuals.

Under the AD Act, the Commission is empowered to:

- hear and decide referred work-related matters;
- make orders to protect complainants' interests;
- grant exemptions from the operation of specified provisions of the AD Act (including those supporting targeted or equality-based initiatives); and
- provide formal opinions regarding the application of the AD Act in particular circumstances.

Referrals from the Queensland Human Rights Commission (QHRC)

Since March 2017, the Commission has exercised jurisdiction in relation to work-related discrimination complaints that have been investigated and referred by the QHRC in accordance with the AD Act. Referrals to the Commission arise in circumstances where:

- a complaint has not been resolved through conciliation;
- a complaint has not progressed to conciliation; or
- a complainant or respondent requests referral after the QHRC has not finalised the complaint within six months of acceptance.

Matters before the Commission commonly involve allegations that conduct in the workplace has adversely affected a person on the basis of a protected attribute, including sex, race, age, disability, religion, parental or carer status, or political belief or activity. These matters may include claims relating to recruitment, promotion, workplace conduct, disciplinary action, dismissal, or other forms of less favourable treatment.

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Complaints that do not fall within the Commission's work-related jurisdiction continue to be dealt with by the Queensland Civil and Administrative Tribunal (QCAT).

In undertaking its functions, the Commission:

- facilitates the resolution of referred complaints through conciliation;
- hears and determines matters involving alleged workplace discrimination; and/or
- issues decisions and orders, including remedies such as compensation or reinstatement, where appropriate.

During the reporting period, the Commission received 57 complaints referred to it by the QHRC for conciliation and/or determination. This marks a very slight reduction of 9.5 per cent compared to the 63 referrals recorded in the previous year. The small decrease in referral volumes is likely influenced by a combination of factors, such as the earlier resolution of complaints through QHRC processes and evolving patterns in the types of complaints being made, along with broader developments regarding awareness of discrimination issues within the industrial and human rights landscape.

Conciliation Agreements

For those matters that are resolved by the QHRC, conciliation agreements are filed with the Commission to formally record the outcome of the complaint and to allow the agreement to take effect within the statutory framework of the AD Act, including for enforcement purposes where necessary. A total of 80 conciliation agreements were filed with the Commission during the reporting period under s 164 of the AD Act, representing a 21.6 per cent decrease compared with the previous year.

Protecting Complainants' Interests

Section 144(1) of the AD Act enables the Commission to make orders protecting interests prior to referral, where necessary, to prevent prejudice or preserve the status quo pending further progress of the complaint. This function serves as an important safeguard in the effective management of discrimination matters. During the reporting period, three applications were made seeking an order to protect the interests of a complainant prior to referral.

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Applications for Exemption

Applications for exemptions under s 113 of the AD Act are considered by the Commission in accordance with its statutory authority under s 174B. This provision empowers the Commission to grant exemptions from the operation of specified provisions of the AD Act where it is satisfied that it is appropriate to do so, having regard to the objects of the Act. Such applications typically arise where an organisation seeks temporary relief to implement measures intended to promote substantive equality, such as targeted recruitment or other equity-based initiatives. In determining these applications, the Commission assesses the merits of each case, including the rationale for the proposed exemption and its consistency with the legislative framework.

Exemptions granted by the Commission may be approved for a specified period of up to five years and, upon application, may be renewed for a further period not exceeding five years.

Throughout the reporting period, the Commission heard and determined the following three applications for exemption.

Decision:	<i>Re: ARC Disability Ltd [2026] QIRC 134</i>
Member:	Industrial Commissioner Power
Release Date:	20 April 2026
Catchwords:	EQUAL OPPORTUNITY AND DISCRIMINATION – EXEMPTION – application to grant exemption under s 113 of the <i>Anti-Discrimination Act 1991</i> (Qld) – where application seeks exemption with respect to lack of impairment – whether attribute is included in s 7 – where lack of impairment is not an attribute in accordance with s 7 – exemption unnecessary – application refused HUMAN RIGHTS – application for exemption from provisions of the <i>Anti-Discrimination Act 1991</i> (Qld) – nature of application considered – where decision does not alter or impact existing human rights – decision not incompatible with human rights
Summary:	The decision confirms that the AD Act protects against discrimination on the basis of impairment, but does not create a corresponding protected attribute based on the absence of impairment. Accordingly, an exemption will not be granted where the proposed conduct does not amount to prima facie unlawful discrimination and an exemption is unnecessary.

Decision:	<i>Re: Kalwun Development Corporation Limited [2026] QIRC 089</i>
Member:	Industrial Commissioner Caddie
Release Date:	26 March 2026
Catchwords:	ANTI-DISCRIMINATION – EXEMPTION – DISCRIMINATION ON THE BASIS OF SEX AND GENDER IDENTITY – whether exemption for discrimination in work and work-related



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areas is available – whether exemption is necessary – whether exemption is reasonable and appropriate – impact of exemption on human rights – consideration of human rights – application for exemption from the operation of the *Anti-Discrimination Act 1991* (Qld) in relation to sex granted – application for exemption from the operation of the *Anti-Discrimination Act 1991* (Qld) in relation to gender identity dismissed

Summary:

The Commission declined to grant an exemption based on gender identity, finding it was unnecessary because Kalwun could achieve its objectives through inclusive recruitment practices that recognise people according to their identified gender.

Decision: *Re: Proximity Advisory Services Pty Ltd and Systems Planning and Analysis, Australia Pty Ltd [2026] QIRC 048*

Member: Vice President O'Connor

Release Date: 24 February 2026

Catchwords: INDUSTRIAL LAW – ANTI-DISCRIMINATION – EXEMPTION – Exemption from operation of provisions prohibiting discrimination – exemption in relation to discrimination on the grounds of race so the applicants can comply with the *International Traffic in Arms Regulations* and the *Export Administration Regulations* – exercise of discretion – application granted.

Summary: The Commission granted a five-year exemption under the AD Act to allow the applicants to undertake nationality-based screening and access controls required under United States defence export regulations. The exemption was subject to detailed safeguards and reporting obligations and was found to be a reasonable and justified limitation on human rights in order to meet contractual and regulatory defence-sector requirements.

Bullying in the workplace

The IR Act provides a framework for addressing allegations of workplace bullying. For the purposes of the IR Act, a worker is considered to have been bullied at work where an individual or group repeatedly engages in unreasonable behaviour towards the worker, and that behaviour creates a risk to the worker's health and safety. The definition within the IR Act is intended to capture conduct that is persistent and harmful in nature, while expressly excluding reasonable management action carried out in a reasonable way, such as performance management or a disciplinary process.

Where an application is made, the Commission may deal with the matter by determining whether the statutory criteria are met and whether there is a risk that the bullying will continue. If satisfied



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of those matters, s 275 of the IR Act empowers the Commission to make orders it considers appropriate to prevent the worker from being bullied at work. These orders are preventative rather than punitive in nature and may include a broad range of measures, such as directing individuals to cease specified conduct, requiring changes to workplace practices, or implementing systems to support appropriate behaviour. The Commission's role is therefore focused on resolving issues and safeguarding workers by addressing and mitigating future risk.

While the Commission does have jurisdiction to hear and determine these applications and make stop-bullying orders, consistent with the preventative and conciliatory nature of the jurisdiction, such matters are commonly resolved at an early stage without the need for formal determination. Throughout the reporting period, 11 applications were made in accordance with s 273 of the IR Act for an order to stop bullying, six more than the previous reporting period.

Certified Agreements

Chapter 4, Part 5 of the IR Act provides for the making and certification of collective agreements (certified agreements) between employers and employees (or their representatives) in the Queensland industrial relations system. These agreements establish legally binding terms and conditions of employment, prevailing over relevant awards to the extent of any inconsistency, and are intended to support cooperative and productive workplace relations.

The Commission's role is to assess applications for certification and ensure that statutory requirements are met, including that the agreement has been genuinely agreed to, passes the applicable no-disadvantage test, and complies with legislative and public interest considerations. Once certified, an agreement operates for a nominal term specified in the instrument and is enforceable under the IR Act.

The IR Act also provides for the termination of agreements, including in circumstances where a new certified agreement covering the relevant employees comes into operation. In such cases, the earlier agreement is terminated upon certification of the replacement agreement, to the extent that it covers the same employees, thereby ensuring that only one certified agreement applies to the employment relationship.

The Commission also plays an active role in supporting bargaining by assisting parties to resolve issues through conciliation. During this process, the Commission facilitates discussions,



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promotes agreement on outstanding matters, and helps parties progress negotiations toward a mutually acceptable certified agreement without the need for more formal intervention. Where conciliation is unsuccessful, the matter may proceed to arbitration by the Commission. In that event, the Commission will hear evidence and submissions and determine the matter by issuing a binding decision, which may include orders settling the terms of a certified agreement or otherwise resolving the dispute in accordance with the IR Act.

Throughout the reporting period, the Commission received 18 requests for assistance in bargaining negotiations, including requests from the Department of Education, Queensland Health, Department of Housing and Public Works, Whitsunday Regional Council, Townsville City Council, Douglas Shire Council and Western Downs Regional Council. The Commission currently has seven Full Benches constituted to arbitrate certified agreement matters where negotiations have broken down. These matters are resource-intensive and often involve extensive hearings, detailed evidence, and complex legal and industrial considerations. Given their scale and significance, particularly within the public sector, such arbitrations require substantial case management and judicial resources to ensure timely and effective determination of these matters.

A total of 48 agreements were certified by the Commission during the reporting period, with a corresponding previous agreement terminated. Those agreements are as follows.

Public Sector Agreements Certified

- Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement (No. 3) 2025
- Department of Customer Services, Open Data and Small and Family Business Certified Agreement 2025
- Department of Education Certified Agreement 2025
- Department of Education Cleaners' Certified Agreement 2025
- Department of Education Teacher Aides' Certified Agreement 2025
- Maritime Safety Queensland Maritime Operations Certified Agreement 2026
- Medical Officers' (Queensland Health) Certified Agreement (No. 7) 2025
- Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB12) 2025
- Office of the Information Commissioner Certified Agreement 2025
- Office of the Queensland Ombudsman Certified Agreement 2025
- QFleet Certified Agreement 2025
- Queensland Ambulance Service Certified Agreement 2025
- Queensland Fire Department Certified Agreement 2025
- Queensland Police Service Certified Agreement 2025



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- Queensland Public Health Sector Certified Agreement (No. 12) 2025
- TAFE Queensland Educators Certified Agreement 2023 - amended agreement July 2025
- TAFE Queensland (TAFE Services Employees) Certified Agreement 2025
- Tourism and Events Queensland Certified Agreement 2025
- WorkCover Employing Office - Certified Agreement 2025

Local Government Agreements Certified

- Banana Shire Council Certified Agreement 2024
- Barcaldine Regional Council Certified Agreement 2025-2028
- Bundaberg Regional Council Certified Agreement 2025
- Burke Shire Council Certified Agreement 2025
- Cairns Regional Council Certified Agreement 2025
- City of Moreton Bay Certified Agreement 2025 EBA6
- Cloncurry Shire Council Certified Agreement 2025
- Cook Shire Council - Indoor Certified Agreement 2024
- Cook Shire Council - Outdoor Certified Agreement 2025
- Goondiwindi Regional Council Certified Agreement 2025-2028 INDOOR
- Goondiwindi Regional Council Certified Agreement 2025-2028 OUTDOOR
- Gympie Regional Council Certified Agreement 2025
- Ipswich City Council Civic Centre Employees Certified Agreement 2024
- Livingstone Shire Council Certified Agreement 2025
- Logan City Council Certified Agreement 2025
- Mount Isa City Council Certified Agreement 2024
- Murweh Shire Council Certified Agreement 2025
- Noosa Council Certified Agreement 2025
- Paroo Shire Council - Non-Operational Staff Certified Agreement 2025-2028
- Paroo Shire Council - Operational Staff Certified Agreement 2025-2028
- Redland City Council Employees' Certified Agreement 2025
- Redland City Council Officers' Certified Agreement 2025
- South Burnett Regional Council Certified Agreement - Field Staff 2025
- South Burnett Regional Council Certified Agreement - Officers 2025
- Southern Downs Regional Council Certified Agreement 2025 - Operational Employees
- Southern Downs Regional Council Certified Agreement 2025 - Stream A Employees
- Torres Strait Island Regional Council Certified Agreement 2024
- Townsville City Council (Field and Other Employees) Certified Agreement 2025
- Whitsunday Regional Council Certified Agreement 2025



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General Protections

The IR Act provides for general protections aimed at safeguarding workplace rights, including protection from adverse action taken for prohibited reasons such as exercising a workplace right, engaging in industrial activity, or due to discriminatory attributes. Applications may be made to the Commission alleging contraventions of these protections, with the Commission playing a key role in the resolution of such disputes.

Consistent with s 309 of the IR Act, parties to a general protections matter are generally required to first attempt to resolve the dispute through conciliation before the Commission. The Commission facilitates these processes to promote early, efficient and mutually agreed outcomes. Where the matter remains unresolved, it may proceed to a formal hearing for determination. In such cases, the Commission may dismiss the application or, where a contravention is established, make binding orders, including orders for reinstatement or the payment of compensation.

During the reporting period, 67 applications were filed under s 309 of the IR Act, a 63 per cent increase over the previous period, with 15 of those related to dismissal. Most of these applications were resolved before, during or shortly after the initial conference, with only five proceeding to formal hearing.

General Rulings and Statement of Policy

Under Chapter 11, Part 2, Division 4 of the IR Act, a Full Bench of the Commission is empowered to make general rulings and issue statements of policy. These functions are an important mechanism for regulating industrial matters and employment conditions. In exercising this jurisdiction, a Full Bench is required to perform its functions in a manner that furthers the objects of the Act and considers the public interest, including the potential impact of decisions on the community and the economy in Queensland.

General rulings provide authoritative determinations on matters of broad application, including employment conditions and industrial matters affecting employees bound by industrial instruments. By contrast, statements of policy set out the Commission's approach to particular issues where it considers such guidance to be necessary or appropriate. While a general ruling has direct and general effect from a specified date, a statement of policy operates as guidance and may require subsequent variation of an industrial instrument to be given practical effect. Together, these



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mechanisms promote consistency, transparency and efficiency in the Commission's decision-making, and reduce the need for multiple proceedings dealing with the same issues.

State Wage Case

Section 458(2) of the IR Act requires a Full Bench to make at least one general ruling each year in relation to the Queensland minimum wage, with all interested persons afforded an opportunity to be heard. The procedures for making general rulings are set out in s 459 of the IR Act.

During the reporting period, this function was exercised through the annual *State Wage Case 2025*. Submissions were received from key stakeholders, including employee organisations, local and state government representatives, addressing matters such as wage increases, economic conditions and the public interest.

In *Declaration of General Ruling (State Wage Case 2025)*¹, the Full Bench (constituted by Justice Davis, Vice President O'Connor and Deputy President Hartigan) determined that wages in all State awards be increased by 3.5 per cent, with corresponding adjustments to work-related allowances. The Queensland minimum wage was increased to \$948.00 per week (or \$24.95 per hour), operative from 1 September 2025. In reaching its decision, the Full Bench had regard to outcomes at the national level, while undertaking its own assessment of Queensland's economic conditions and industrial landscape.

General rulings and statement of policy are available on the website www.qirc.qld.gov.au.

Incorporated Associations

Chapter 11, Part 8A of the IR Act sets out the arrangements governing how incorporated associations are assessed for registration, including the processes for considering applications and ensuring compliance with statutory requirements. These provisions outline the respective roles of the Chief Executive, the Industrial Registrar and, where applicable, the Commission, and establish the procedural steps and safeguards that apply throughout the application and objection process.

¹ *Declaration of General Ruling (State Wage Case 2025)* [2025] QIRC 229

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Applications made under the *Associations Incorporation Act 1981*, including those for incorporation and for amendments to an association's rules, are referred by the Chief Executive to the Industrial Registrar for consideration under the IR Act. On receipt of an application, the Industrial Registrar is required to notify registered industrial organisations and State peak councils, providing an opportunity for objections to be raised on prescribed grounds in accordance with s 578D of the IR Act. Any objections received must be considered in determining the appropriate course of action.

Where there is disagreement with the proposed action of the Industrial Registrar, the matter may be referred to the Commission for determination. In such cases, the Commission considers whether the grounds of objection are substantiated and provides a determination, which is then communicated to the Chief Executive and relevant stakeholders.

One application was referred to the Commission for determination during the reporting period. However, after objections were raised by a number of interested parties, the matter did not progress and was subsequently discontinued.

Independent Couriers

The IR Act includes specific provisions addressing the engagement of independent couriers, particularly within the logistics and delivery sectors, where work is typically performed under contracts for services rather than traditional employment arrangements.

Reflecting the distinct nature of this form of work, Chapter 10A (introduced in November 2024 by the *Industrial Relations and Other Legislation Amendment Act 2022*) provides a suite of protections aimed at addressing the vulnerabilities and working conditions associated with contract-based courier work. These include mechanisms for the certification and determination of contract instruments, as well as access to remedies where contractual arrangements give rise to unfair outcomes.

In particular, independent couriers may apply to the Commission where they consider a contract has been unfairly terminated or contains terms that are harsh, unconscionable, unfair or otherwise contrary to the public interest. The IR Act also enables couriers to notify disputes and seek the Commission's assistance in resolving such matters.



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Activity in this jurisdiction remained relatively low during the reporting period. Two applications alleging unfair termination of contract were filed, both of which proceeded to conciliation and were subsequently resolved. One industrial dispute involving owner-drivers was filed and resolved prior to conference. The Commission also received a notice of intention to become a party to negotiations for an independent courier agreement, however the application for certification of that agreement had not been filed during the reporting period.

Industrial Disputes

Chapter 6 of the IR Act defines an industrial dispute as a disagreement about an industrial matter between an employer and employees, or their registered industrial organisation, that remains unresolved after genuine attempts to reach agreement. These disputes may arise in relation to wages, working conditions, or other employment arrangements, and may have the potential to lead to industrial action.

A dispute may be notified to the Industrial Registrar, following which the Commission must take such action as it considers appropriate to prevent or promptly resolve the matter. Central to this approach is conciliation, which is consistently the first step in resolving disputes, reflecting the IR Act's clear preference for resolution through agreement. This emphasis on agreed outcomes means that a significant proportion of the Commission's work is undertaken at the conciliation stage. Unless a matter is withdrawn early, most applications will involve at least one conciliation conference, with some disputes requiring multiple or extended conferences to achieve resolution.

Where a dispute cannot be resolved by conciliation, the Commission may arbitrate the matter in accordance with the IR Act. In arbitration, the Commission has broad powers to make binding orders or directions to resolve the dispute fairly and in the public interest. Parties may also request a referral to arbitration where negotiations have been exhausted.

During the reporting period, 142 industrial dispute notifications were filed with the Industrial Registrar (which included one dispute regarding independent couriers), a 20.4 per cent increase from the 118 filed in the previous year. Of these, 125 matters proceeded to conciliation, with only four of those progressing to arbitration. These figures demonstrate the effectiveness of conciliation in resolving disputes in a manner consistent with the objectives of Chapter 6 of the IR Act.

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Of note, in *Queensland Nurses and Midwives' Union v State of Queensland (Queensland Health)*², the Commission held that its arbitral power under s 262 of the IR Act is limited to determining future rights and obligations and does not extend to claims for past entitlements, such as backpay. Deputy President Merrell found the Commission could not arbitrate claims under the expired agreement (EB10) and rejected the Union's argument that NG6 nurses should be paid at the HP4 rate. The Commission concluded that the nurses and health practitioners were not performing the "same role" for the purposes of the agreement, meaning the higher rate did not apply and no arbitral orders were made.

Modern Awards

Modern awards form a central part of Queensland's industrial relations framework, operating alongside certified agreements to establish minimum employment conditions for employees within their coverage. They provide a foundation of enforceable standards, including wages, hours of work and key entitlements, and support consistency across the state and local government sectors.

Chapter 3 of the IR Act sets out the legislative framework for modern awards, including their content, application and ongoing review. Within this framework, the Commission plays an active role in maintaining awards so that they continue to reflect contemporary workplace practices and community expectations. Modern awards must not undercut the Queensland Employment Standards, ensuring that all covered employees receive a baseline level of protection.

The Commission has the power to make, vary and revoke modern awards. In exercising these functions, it is required to balance a broad range of statutory considerations. These include the needs of low-paid employees, the promotion of workforce participation, and the desirability of flexible and efficient working arrangements. The Commission must also have regard to principles of equal remuneration, the appropriateness of penalty rates for work performed outside ordinary hours, and prevailing economic conditions such as productivity, inflation and employment trends.

² *Queensland Nurses and Midwives' Union v State of Queensland (Queensland Health)* [2026] QIRC 174



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Through this process, modern awards are kept under regular review to ensure they remain fair, relevant and responsive. In this way, the framework supports minimum employment standards that are both equitable for employees and sustainable for local and state governments, while adapting to changes in the labour market.

Throughout the reporting period, the Commission granted, by consent, an application to vary the *Parents and Citizens Associations Award – State 2016*³ to update Schedule 9, which supported access to the Commonwealth’s Early Childhood Education and Care Worker Retention Payment scheme. The variation implemented a further five per cent increase to specified minimum hourly rates for Out of School Hours Care (OSHC) and vacation care employees, ensuring continued compliance with the scheme and reflecting the final phase of a 15 per cent wage uplift over two years. Industrial Commissioner Caddie found the changes were consistent with the statutory requirement to provide fair and relevant wages and maintain alignment with prevailing conditions, and determined that updating the Schedule remained necessary to enable employers to access funding and apply the scheme consistently. The variation took effect from 1 December 2025.

The Commission also approved agreed changes to the *Queensland Local Government Industry (Stream A) Award – State 2017*⁴ following extensive negotiations between unions and the Local Government Association of Queensland. The most significant change was the extension of locality allowances to employees of Cherbourg Aboriginal Shire Council, Mappon Aboriginal Shire Council, Napranum Aboriginal Shire Council, and Northern Peninsula Area Regional Council, with a phased introduction of locality allowances for Torres Strait Island Regional Council employees. Industrial Commissioner Knight found the variations would provide fair and just employment conditions, particularly by helping address the higher cost of living and workforce recruitment and retention issues in remote areas. The variations took effect from 15 December 2025.

³ Re: *Variation of the Parents and Citizens Associations Award – State 2016 (No. 2)* [2025] QIRC 345

⁴ Re: *Variation of Queensland Local Government Industry (Stream A) Award – State 2017* [2026] QIRC 067



Payment in lieu of long service leave

Applications may be made to the Commission pursuant to s 110 of the IR Act seeking approval for the payment of long service leave otherwise than by taking the leave in the ordinary course, whether in part or in full. Consistent with the intent of the provision, such applications are typically supported by evidence of exceptional circumstances, most commonly compassionate considerations or financial hardship, which justify access to accrued entitlements in substitution for taking leave.

Further, workers covered by the *Community Services Industry (Portable Long Service Leave) Act 2020*, the *Contract Cleaning Industry (Portable Long Service Leave) Act 2005*, and the *Building and Construction Industry (Portable Long Service Leave) Act 1991* may apply for payment of accrued entitlements also under those legislative frameworks. These schemes are designed to accommodate the distinctive features of those industries, particularly the prevalence of intermittent and project-based employment across multiple employers, by enabling the accrual, preservation and, where appropriate, payment of long service leave entitlements independent of continuous service with a single employer.

Given the frequently personal, urgent and, at times, sensitive nature of these applications, the Commission continues to place a strong emphasis on efficiency and responsiveness in their handling. Matters are ordinarily determined on the papers, without the need for a formal hearing, and are prioritised for prompt consideration. This approach supports timely access to entitlements while maintaining procedural fairness and ensuring that the statutory criteria under s 110 of the IR Act, and the relevant portable long service leave legislation, are properly considered and satisfied.

During the reporting year, 969 applications seeking approval for the payment of long service leave in lieu of taking the leave were received. While this represents a slight decrease from the 1,008 applications filed in the previous reporting period, the volume remains notably high. Of the 969 applications, 926 were granted. The sustained demand for this type of application may reflect continued financial pressures on workers, growing awareness of the provisions available under the relevant legislation, and broader socio-economic factors.

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Public Sector Appeals

Public sector appeals provide an important mechanism for the independent review of employment-related decisions, reinforcing principles of transparency, procedural fairness and accountability across the Queensland public sector.

The appeals framework is established under Chapter 3 of the *Public Sector Act 2022* (PS Act), which sets out the rights of employees to seek review of a range of decisions impacting their employment. These include, but are not limited to, decisions concerning conversion, directives, disciplinary action, fair treatment, promotion, suspension without pay, transfer, and work performance, as well as decisions made under other legislation where a right of appeal is conferred. In this way, the framework ensures that employees have access to a formal avenue of review in respect of both administrative and substantive employment matters.

Appeals are dealt with by the Commission under the IR Act, which governs the conduct of proceedings and requires that matters be handled in a manner that is fair, just, informal, efficient and timely. Consistent with these objectives, the Commission adopts flexible procedures tailored to the nature of each appeal, while ensuring parties are afforded an appropriate opportunity to be heard.

The Commission considers each appeal by undertaking an independent review of the decision under appeal, having regard to the submissions before it and the applicable legislative framework. In doing so, the Commission may consider both the process and the outcome of the decision, including whether it is fair and reasonable in the circumstances. Consistent with its powers under the IR Act, the Commission may confirm the decision, set it aside and substitute a new decision, or remit the matter to the original decision-maker with directions or recommendations.

This capacity supports continuous improvement in decision-making practices and promotes consistency across the sector. Importantly, the appeal process also provides public sector employees with access to an independent and impartial body to review decisions that may significantly affect their employment.

During the reporting period, the Commission received a total of 353 public sector appeals, representing a significant increase of 127 appeals compared to the preceding year. This growth was driven largely by substantial increases in appeals against both conversion decisions and fair treatment decisions.

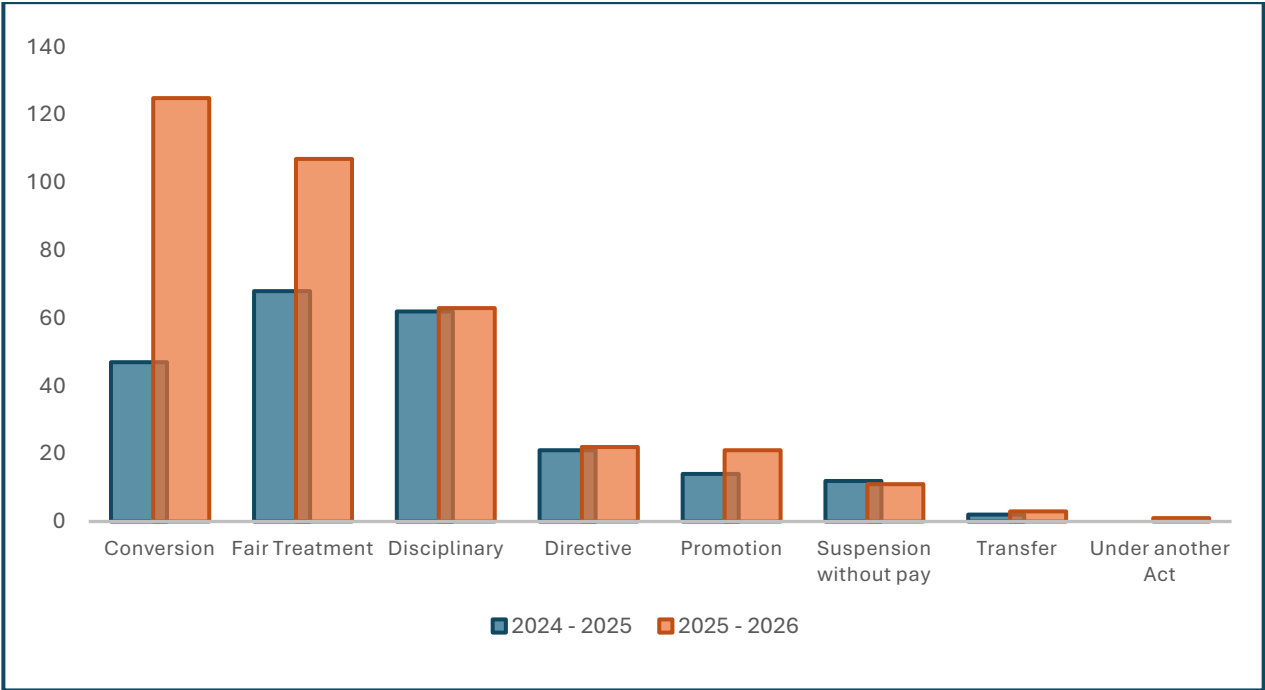


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Appeals against conversion decisions rose from 47 in the previous reporting period to 125, while appeals relating to fair treatment decisions increased from 68 to 107. Together, these categories accounted for a significant proportion of the overall increase in lodgements and were key contributors to the Commission's expanded public sector appeals workload during the year.

Breakdown of public sector appeals filed by decision type



A breakdown of the figures of all public sector appeals filed for the reporting period is provided below:

- Conversion decisions – 125 appeals (35.4 per cent)
- Fair treatment decisions – 107 appeals (30.3 per cent)
- Disciplinary decisions – 63 appeals (17.8 per cent)
- Directive decisions – 22 appeals (6.2 per cent)
- Promotion decisions – 21 appeals (5.9 per cent)
- Suspension without pay decisions – 11 appeals (3.1 per cent)
- Transfer decisions – three appeals (0.8 per cent)
- Appeal against a decision allowed by another Act – one appeal (0.3 per cent)

Of the 291 public sector appeal matters finalised during the year, including the release of 134 public sector appeal decisions. Of those matters finalised, the following outcomes were recorded:



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- 49.3 per cent of matters were *withdrawn*, either before proceedings commenced, during proceedings, or following case management steps but prior to a final decision being made.
- 26 per cent of matters were *dismissed*, with the Commission releasing a decision dismissing the appeal.
- 12.7 per cent of matters resulted in the *appeal being allowed*, either in full or in part, or through the original decision being set aside and substituted. These matters were therefore successful.
- 4.5 per cent of matters were *unable to proceed on jurisdictional or procedural grounds*, including where there was no right of appeal, the appeal was filed out of time and no extension was granted, the Commission declined to hear the matter, or the matter was struck out.
- 7.5 per cent of matters *did not progress to a substantive outcome*, including matters that lapsed due to inactivity or lack of contact from the appellant.
- Of the decisions relating to conversion matters, 69 per cent concerned conversion from fixed-term temporary to permanent employment, while 31 per cent related to higher duties or higher classification arrangements. Overall, 42 per cent of conversion appeals resulted in conversion being granted. No decisions were made in relation to casual conversion during the reporting period.

Trading Hours

The *Trading (Allowable Hours) Act 1990* (TH Act) establishes the framework for regulating retail shop trading hours across Queensland. The Act prescribes when particular classes of retail establishments may trade and distinguishes between exempt and non-exempt shops. Exempt shops, which include many independent retail businesses, generally enjoy greater flexibility in their trading arrangements, while non-exempt shops, such as major supermarkets and department stores, are subject to regulated trading hours.

The Commission has an important statutory role under Part 5 of the TH Act, including the power to make orders and declarations relating to trading hours throughout Queensland. This jurisdiction encompasses the determination and variation of trading hours for particular localities, classes of shops and special circumstances. The Commission is also empowered under s 31A of the TH Act to declare occasions to be special events, enabling extended trading hours where the legislative requirements are satisfied.



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A five-year moratorium on applications to create or amend trading hours arrangements in Queensland, introduced as part of the 2017 trading hours reforms and subsequently extended, remained in effect until 31 August 2023. Following the expiry of the moratorium, the Commission resumed consideration of applications seeking changes to trading hours arrangements under the TH Act.

During the reporting period, the Commission received five applications filed in accordance with the TH Act, three of which were granted with one matter dismissed and one matter withdrawn.

Of note, in *Re: Harbour Town Centre Management Pty Ltd*⁵, the Commission considered an application to declare the Harbour Town Premium Outlets precinct a Type 1 trading area. The application was dismissed after the Commission found there was insufficient evidence that extended trading hours were necessary to meet the needs of the tourism industry, consumers, businesses or the broader public interest.

In *Re: National Retail Association Limited, Union of Employers ('Mt Isa Trading Order')*⁶, the Commission granted an urgent application to temporarily declare the Mt Isa local government area a Type 3 trading area for 1 March 2026. The order was made in response to severe flooding and supply chain disruptions affecting northern Queensland, allowing non-exempt shops to trade on the Sunday to help maintain community access to essential goods.

The Commission also approved a special event declaration for the 2026 Mt Isa Show, permitting extended trading hours for retailers in the designated area during the event period. The Order was issued on 15 June 2026.

⁵ *Re: Harbour Town Centre Management Pty Ltd* [2025] QIRC 297

⁶ In *Re: National Retail Association Limited, Union of Employers ('Mt Isa Trading Order')* [2026] QIRC 136



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Unfair Dismissals

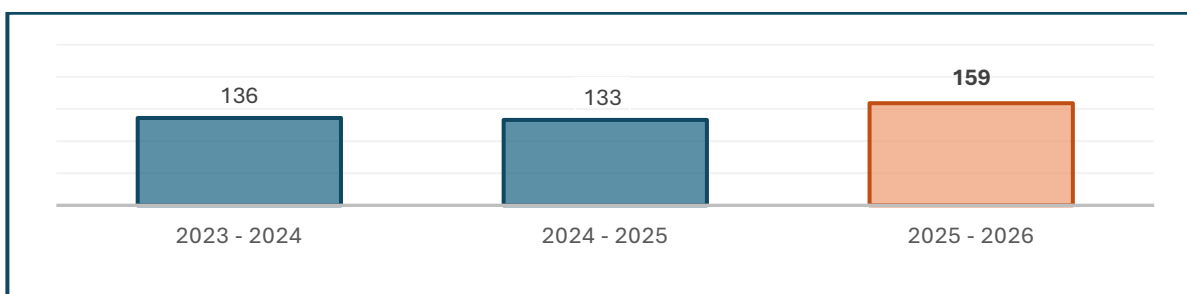
Reinstatement applications, commonly referred to as unfair dismissal applications, are dealt with by the Commission under Division 2, Part 2 of Chapter 8 of the IR Act. These applications may be made by eligible State and local government employees who contend that their dismissal was harsh, unjust or unreasonable. In determining such matters, the Commission considers the circumstances of the dismissal against the statutory criteria set out in the IR Act, including both the substantive reasons for the dismissal and the procedural fairness of the process followed.

A key feature of the jurisdiction is that reinstatement, rather than compensation, remains the primary remedy available under the legislation. Where an application is successful, the Commission may order that the employee be reinstated to their former position or re-employed in a comparable role. Compensation may be awarded only where the Commission is satisfied that restoration of the employment relationship is not practicable.

The Commission continues to emphasise the early resolution of disputes through conciliation. Reinstatement applications are referred to conciliation in the first instance, allowing the parties to discuss the issues in dispute with the assistance of the Commission and explore opportunities for settlement. Many matters are resolved at this stage without the need for further proceedings. Where conciliation is unsuccessful, the matter may proceed to arbitration before a different member of the Commission, who will determine the application and issue a binding decision.

During the reporting period, 159 reinstatement applications were filed with the Commission (including two unfair termination applications filed by independent couriers). This represents an increase of approximately 20 per cent from the 133 applications received in 2024–2025. The increase may reflect a range of factors, including workforce mobility, organisational change within the public sector and local government sectors, and employees' continued awareness of the remedies available under the IR Act.

Number of applications for reinstatement filed – three-year comparison



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Of the matters filed during the reporting year, 143 proceeded to conciliation conference. Of these, 73 were resolved and discontinued either during conciliation or shortly thereafter. Seven matters progressed or are progressing (as at the end of the reporting period), to arbitration, while the remainder continue to be actively case managed. These outcomes demonstrate the ongoing effectiveness of the Commission's conciliatory processes, with many applications being resolved without the need for a formal hearing.

Wage Recovery

Summary of Wage Recovery Caseload

The Commission experienced an increase in wage recovery and employment entitlement matters during the reporting period, with 564 matters filed across the Commission and the Magistrates Court. This represented a 4.4 per cent increase on the 540 matters filed in 2024–2025, and a 99.3 per cent increase on the 283 matters lodged in 2023–2024. The administration of these matters remains resource-intensive, particularly Fair Work Claims and Unpaid Amount Claims, which frequently involve objections, conciliations and referrals between jurisdictions. The table below provides a comparison of the number of wage recovery matters filed in the last three reporting years.

	2023 - 2024	2024 - 2025	2025 - 2026
Fair Work Claims (filed in accordance with s 539 of the <i>Fair Work Act 2009</i>) - 413 were filed at the Industrial Registry - 38 were filed at the Magistrates Court	186	432	451
Unpaid Amount Claims – unpaid wages, superannuation contribution, etc (filed at the Industrial Registry in accordance with s 475 of the IR Act)	26	40	37
Unpaid Amount Claims – pro rata long service leave (filed at the Industrial Registry in accordance with s 475 of the IR Act)	50	40	45
Unpaid Amount Claims (filed at Magistrates Court in accordance with s 379 of the IR Act)	12	16	13
Employment Claim (filed at the Magistrates Court in accordance with s 42B of the <i>Magistrates Court Act 1921</i>)	5	7	9
Informal request for conference – Wage recovery	4	5	9
Total	283	540	564



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A breakdown of the different wage recovery matter types is provided below.

Fair Work Claims

The Commission also performs an important conciliatory role in relation to certain claims arising under the *Fair Work Act 2009* (Cth) (FW Act). Fair Work Claims involve alleged contraventions of civil remedy provisions under the FW Act, including claims for unpaid wages and other employment entitlements. Pursuant to s 539 of the FW Act, such claims may be brought before eligible courts, including the Industrial Magistrates Court of Queensland.

Applications of this nature may be filed through the Industrial Registry (which provides registry services for Fair Work Claims only in the Industrial Magistrates Court), or through a registry of a Magistrates Court in Queensland. Prior to determination, these matters may be referred to the Commission for conciliation. In undertaking this function, the Commission assists parties to identify the issues in dispute, explore settlement options and, where possible, resolve claims without the need for formal litigation. Parties also have an opportunity to object to participation in conciliation.

Where a matter is not resolved through conciliation, or a party objects to participating in conciliation, proceedings may continue before the Industrial Magistrates Court for hearing and determination under the FW Act.

The Fair Work Claims process promotes the timely and cost-effective resolution of workplace entitlement disputes while preserving access to judicial determination where required.

During the reporting period, 451 Fair Work Claims were filed, including 38 claims filed through Magistrates Court Registries and subsequently referred to the Commission for conciliation.

Of the 451 claims filed:

- 89 claims were resolved through conciliation;
 - 176 claims did not proceed to conciliation due to an objection being lodged, non-attendance by one or both parties, or withdrawal prior to conciliation;
 - 119 claims were unable to be resolved at conciliation and were subsequently referred to the Industrial Magistrates Court for determination; and
 - 67 claims remained active at the end of the reporting period and were either in progress or subject to case management.
-



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Unpaid Amount Claims – filed in the Commission

The Commission has jurisdiction to conciliate, hear and determine a range of monetary employment claims arising under the IR Act. These include claims for unpaid wages and employment entitlements (such as pro rata long service leave), apprentice tool allowances, remuneration lost by apprentices or trainees, and unpaid employer superannuation contributions. Matters falling within the Commission's jurisdiction are typically referred to conciliation in the first instance and, where resolution is not achieved, may proceed to arbitration and determination by a Commission member.

During the reporting period, 82 unpaid amount claims were filed directly with the Commission, including 45 claims for pro rata long service leave and 37 claims for unpaid wages.

Of these matters, 24 were successfully resolved at conference and 18 were withdrawn prior to conference or hearing. One matter proceeded to hearing and was subsequently dismissed. At the end of the reporting period, 39 claims remained active and were progressing through the Commission's case management processes.

Unpaid Amount Claims – filed in the Industrial Magistrates Court

The Industrial Magistrates Court also hears unpaid amount claims made under s 379 of the IR Act and employment claims brought under s 42B of the *Magistrates Courts Act 1921*. Consistent with the approach adopted for Fair Work Claims, many of these matters are referred to the Commission for conciliation in the first instance, providing parties with an opportunity to resolve disputes efficiently and informally. Where conciliation is unsuccessful, the matter may proceed to hearing and determination by the Industrial Magistrates Court.

During the reporting period, 22 unpaid amount claims were filed in Magistrates Courts across Queensland and referred to the Commission for conciliation. Of these, 13 claims were made under the IR Act and nine under the *Magistrates Courts Act 1921*.

Of the 22 claims referred, six were resolved through conciliation, 15 were not resolved and referred back to the relevant Magistrates Court for determination, and one remained in progress at the end of the reporting period.

Informal Wage Recovery Conference Requests

The Commission also provides additional assistance by facilitating informal conferences for wage recovery matters at the request of an Industrial Inspector. Where the matter cannot be resolved through this process, a formal wage recovery application may be filed. The Commission received nine requests throughout the reporting period.

Workers' Compensation

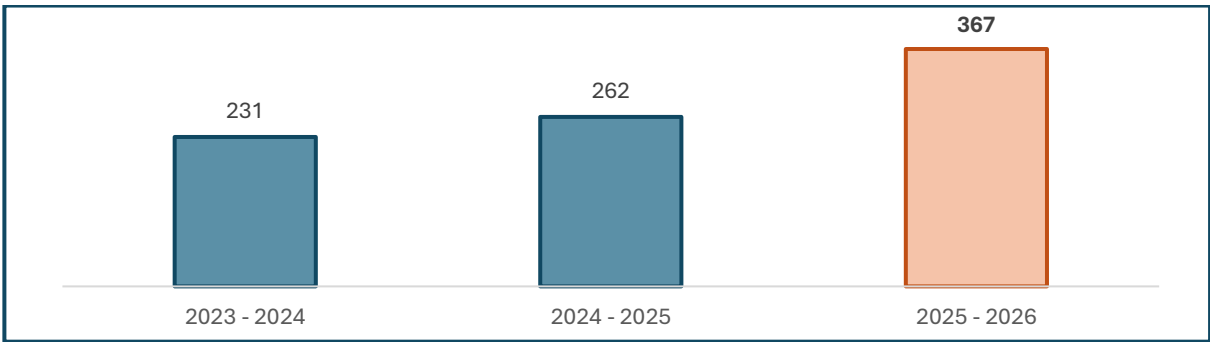
Appeals against workers' compensation review decisions

The Commission has jurisdiction under the *Workers' Compensation and Rehabilitation Act 2003* (WCR Act) to hear appeals against review decisions of the Workers' Compensation Regulator. The Regulator conducts independent reviews of certain workers' compensation decisions made by WorkCover Queensland as well as self-insured employers.

Appeals before the Commission are determined by way of a hearing de novo, enabling the matter to be reconsidered on its merits. As these matters frequently involve complex medical, factual and legal issues, they continue to account for a substantial proportion of the Commission's adjudicative workload.

During the reporting period, 367 appeals against review decisions of the Regulator were filed, representing a significant increase of 40.1 per cent from the 262 appeals filed in 2024–2025.

Number of Workers' Compensation Appeals filed – three-year comparison

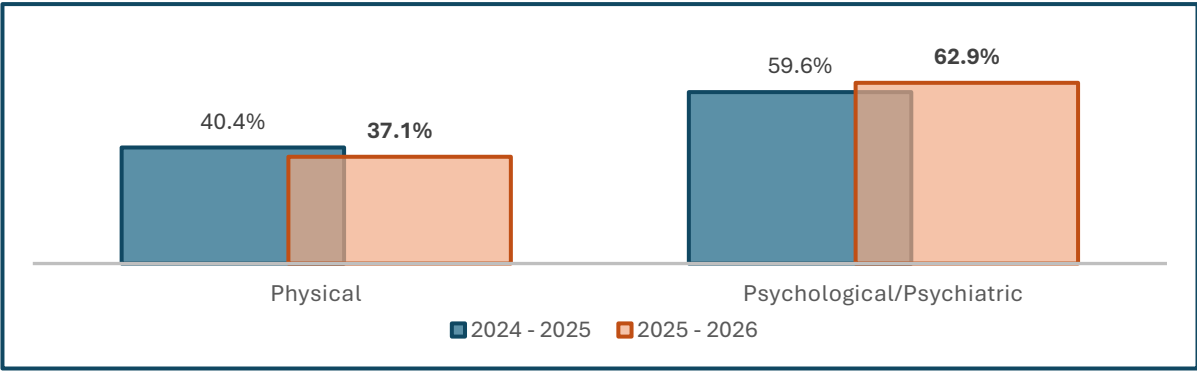


Queensland Industrial Relations Commission | Caseload

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Psychological and psychiatric injury appeals continued to comprise the majority of workers' compensation appeals lodged during the reporting period. Of the 367 appeals received, 231 (62.9 per cent) related to psychological or psychiatric injuries, compared with 59.6 per cent in the previous reporting year. This increase highlights the ongoing prominence of these matters within the Commission's workers' compensation appeal workload, including the additional case management and administrative demands associated with appeals of this nature, particularly those involving self-represented litigants. A comparison is outlined below.

Number of Workers' Compensation Appeals by injury type – compared to previous reporting period



Appeals against compliance notice review decisions of the Workers' Compensation Regulator

Significant amendments to the WCR Act commenced on 27 September 2024, which introduced a new right of appeal to the Commission in relation to compliance notices. The amendments enable a person who is dissatisfied with a review decision of the Regulator concerning a compliance notice to appeal that decision to the Commission within 20 business days of receiving notice of the review outcome.

Upon the lodgement of an appeal, the operation of the compliance notice is suspended until the appeal is finally determined, unless the Commission orders otherwise. The Commission may confirm, vary, or set aside the review decision, or remit the matter to the Regulator with directions.

Since the commencement of these amendments, no such appeals have been filed with the Commission.



Queensland Industrial Relations Commission | Caseload

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Applications for reinstatement of an injured worker

Applications made under s 232E of the WCR Act relate to reinstatement orders, where a worker seeks the Commission's intervention following an employer's failure to reinstate them to their former position after becoming fit for employment. These matters require the Commission to consider whether the statutory requirements for reinstatement have been met and, where appropriate, determine whether an order for reinstatement should be made. The Commission received one application under this provision during the reporting period. The matter remained in progress at the end of the reporting period.

Work Health and Safety

The *Work Health and Safety Act 2011* (WHS Act) establishes the legal framework for managing health and safety risks in Queensland workplaces and supporting safe systems of work. Through its dispute resolution and review functions, the Commission plays an important role in the effective operation of that framework by providing an independent forum for the determination of matters arising under the Act.

The Commission's jurisdiction under the WHS Act encompasses a diverse range of matters, including disputes concerning workplace health and safety issues, the exercise of right of entry provisions, and applications for review of certain regulatory decisions. These functions support the fair and efficient resolution of disputes and contribute to confidence in Queensland's work health and safety system.

Work Health and Safety Dispute Resolution

Part 5, Division 7A of the WHS Act establishes mechanisms for the resolution of workplace health and safety disputes that cannot be resolved at the workplace level. These disputes commonly relate to matters such as the cessation of unsafe work and issues arising from health and safety consultation, representation, and participation arrangements.

Ten WHS dispute notifications were filed pursuant to s 102B of the WHS Act during the reporting period. Most matters were successfully resolved and withdrawn either at, or shortly before, the scheduled conference. The remaining matters continued to progress and were still active at the end of the reporting period.



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Civil proceedings in relation to engaging in or inducing discriminatory or coercive conduct

Amendments introduced by the *Work Health and Safety and Other Legislation Amendment Act 2024* expanded the Commission's jurisdiction in relation to discriminatory and coercive conduct under the WHS Act.

Section 112 of the WHS Act enables an eligible person to apply to the Commission for relief where a person has engaged in discriminatory conduct for a prohibited reason, induced or encouraged such conduct, or contravened s 108 of the WHS Act. The Commission has broad powers to remedy these matters, including issuing injunctions, ordering compensation, directing reinstatement or re-employment, and making any other order it considers appropriate.

Under this relatively new jurisdiction, which was transferred from the Magistrates Court to the Commission, one application was filed during the reporting period. The matter remained active at the end of the reporting period.

Right of Entry Disputes

The WHS Act confers rights and obligations on both persons conducting a business or undertaking (PCBUs) and WHS entry permit holders regarding access to workplaces. In accordance with s 142 of the WHS Act, where disputes arise concerning the exercise of these rights, the Commission may deal with the matter by conciliation or arbitration and may make orders to ensure compliance with the Act.

During the reporting period, four right of entry disputes were filed, with one matter remaining ongoing at the end of the period.

External Review Applications

Section 229B of the WHS Act provides eligible persons with the opportunity to seek independent review by the Commission of certain decisions made by the Regulator. In exercising this jurisdiction, the Commission considers each matter afresh and may confirm, vary or set aside the decision under review, substitute another decision, or remit the matter for further consideration.

This review function serves as an important safeguard within Queensland's work health and safety framework, ensuring that regulatory decisions are subject to independent scrutiny and review.



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During the reporting period, the Commission received 17 external review applications, down from 29 in the previous year. Most matters were resolved either shortly before conciliation or through the conciliation process. Five matters remain ongoing.

Applications for Orders in relation to a contravention of a WHS civil penalty provision

Under s 260 of the WHS Act, the Commission has jurisdiction to hear and determine applications for orders relating to alleged contraventions of specified WHS civil penalty provisions. Applications may be brought by the WHS Prosecutor, an authorised member of the WHS Prosecutor's staff, and, for certain provisions, by relevant unions, WHS entry permit holders, or persons affected by the alleged contravention. The Commission is responsible for considering these applications and making appropriate orders where a contravention is established. No such applications of this type were filed during the reporting period.

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Decisions of Note

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

DECISIONS OF NOTE OF THE COMMISSION

During the reporting period, the Commission delivered 425 written decisions across its diverse jurisdiction, addressing matters arising under industrial relations, anti-discrimination, public sector employment, workers' compensation, trading hours and related legislative frameworks.

Through these decisions, the Commission clarified important questions of law, provided guidance on the interpretation and application of legislation, and considered issues of significant public and workplace interest. These decisions contribute to the continuing development of Queensland jurisprudence and assist parties, representatives and decision-makers in understanding and applying the legislative framework.

The following decisions, delivered during the reporting period, are of particular significance (listed in order of release date).

Decision:	<i>JF v Oishi Teppanyaki & Café Pty Ltd & Anor [2025] QIRC 209</i>
Member:	Deputy President Hartigan
Release Date:	8 August 2025
Catchwords:	HUMAN RIGHTS – DISCRIMINATION LEGISLATION – GENERALLY – where there is a referral of a complaint from the Queensland Human Rights Commission – where the Complainant alleged sexual harassment in the area of work – where the First Respondent was the restaurant where the Complainant worked – where the Second Respondent was the Complainant's employer – where the Second Respondent requested sex from the Complainant during a shift – where the Second Respondent touched the Complainant without her consent – where the Respondents have not appeared in these proceedings – whether the Respondents have been served – whether the Commission can make a final decision where the Respondents do not participate in the proceedings – whether the Second Respondent's conduct contravened the <i>Anti-Discrimination Act 1991</i> – whether the conduct included a sexual advance, a request for sexual favours or other conduct of a sexual nature – whether the conduct was unwelcome – whether a reasonable person would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated by the conduct – whether an order for general and aggravated damages should be awarded – the sexual harassment complaint is substantiated – order for general and aggravated damages made

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Decisions of Note

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

EVIDENCE – MISCELLANEOUS MATTERS – NON-PUBLICATION OF EVIDENCE – PARTICULAR CASES – where Complainant seeks suppression of her identity – where the Respondents have not participated in these proceedings – whether the Commission is of reasonable opinion that suppression is necessary to protect the Complainant's work security, privacy or any human right – application for suppression order granted

PROCEDURE – CIVIL PROCEEDINGS IN STATE AND TERRITORY COURTS – SERVICE – PERSONAL SERVICE – where the Complainant has personally served the Respondents – where the Respondents have not participated in the proceedings – whether the Respondents have been properly served with the court documents – whether the Respondents have been served with the Notice of Listings – determined that the Respondents have been properly served

Summary:

The Commission upheld a workplace sexual harassment complaint under the *Anti-Discrimination Act 1991* (Qld), finding that an employer engaged in unwelcome sexual advances and physical sexual conduct towards an employee. The respondent did not participate in the proceedings, and the Commission determined the matter in his absence. The Commission found the conduct caused significant psychological harm, including PTSD, and awarded the complainant \$140,000 in general damages, \$10,000 in aggravated damages, and \$26,434 in costs. A suppression order was made to protect the complainant's identity.

Decision: *Van Eden v Bunnings Group Limited* [2025] QIRC 223

Member: Industrial Commissioner O'Neill

Release Date: 25 August 2025

Catchwords: INDUSTRIAL LAW – QUEENSLAND – application for payment instead of taking long service leave – payment made by employer by consent prior to order of the Commission – whether payment made without lawful authority

Summary:

The Commission held that where no industrial instrument authorises cashing out long service leave, a payment instead of taking long service leave can only be made pursuant to a Commission order under s 110 of the IR Act. However, rather than creating unnecessary complications, the Commission used its broad powers under s 541 of the IR Act effectively regularising the payment by treating it as though it had been made pursuant to a valid Commission order.



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Decisions of Note

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Decision:	<i>Bennedick v Workers' Compensation Regulator [2025] QIRC 240</i>
Member:	Vice President O'Connor
Release Date:	5 September 2025
Catchwords:	WORKERS' COMPENSATION – ENTITLEMENT TO COMPENSATION – APPEAL AGAINST REVIEW DECISION – where appellant was employed as a coal mine operator – where appellant operated as a tipper driver – where appellant inhaled gases while operating bulldozer – where appellant seeks compensation for physical injury – where appellant suffered from headaches, bouts of nausea, pain and pins and needles in both legs – where WorkCover rejected appellant's claim for workers' compensation – where the Workers' Compensation Regulator confirmed the decision of WorkCover – whether appellant sustained a personal injury pursuant to s 32 of the <i>Workers' Compensation and Rehabilitation Act 2003</i> – whether the injury arose out of or in the course of employment – whether there was an aggravation of pre-existing conditions – whether employment was a significant contributing factor to the injury
Summary:	The Commission allowed the appeal, set aside the Regulator's decision, and accepted the workers' compensation claim, emphasising that a worker does not need definitive scientific proof of the precise toxic substance where the overall evidence establishes a causal connection between the employment and the injury.

Decision:	<i>Jenkins v State of Queensland (Department of Justice) [2025] QIRC 237</i>
Member:	Industrial Commissioner McLennan
Release Date:	5 September 2025
Catchwords:	PUBLIC SECTOR – EMPLOYEES AND SERVANTS OF THE CROWN GENERALLY – temporary employment – appeal against conversion decision – where the appellant was not deemed 'suitable' to perform the role – consideration of whether the appellant is 'suitable' to perform the role – whether the decision was fair and reasonable – appeal allowed
Summary:	The Commission allowed the appeal against a public sector conversion decision, holding that the employer had not established the existence of unresolved performance issues sufficient to deny permanency and directing that the employee be converted to permanent full-time employment.

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Decisions of Note

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Decision:	<i>Alley v Workers' Compensation Regulator [2025] QIRC 261</i>
Member:	Vice President O'Connor
Release Date:	30 September 2025
Catchwords:	WORKERS' COMPENSATION – ENTITLEMENT TO COMPENSATION – PERSONS ENTITLED TO COMPENSATION – WHO IS A WORKER OR EMPLOYEE – where the Appellant contracted with Global Aircraft Services Pty Ltd – where the Appellant's application for workers' compensation was rejected by WorkCover Queensland on the basis that the Appellant was not a 'worker' within the meaning of the <i>Workers' Compensation and Rehabilitation Act 2003</i> – where the Appellant sought review of the WorkCover Queensland decision by the Respondent – where the Respondent confirmed the WorkCover Queensland decision – where appeal by the Appellant against review decision of the Respondent – whether Appellant deemed to be a worker within the meaning of sch 2 pt 1 s 5 of the <i>Workers' Compensation and Rehabilitation Act 2003</i> – held that the Appellant is a worker within the meaning of sch 2 pt 1 s 5 of the <i>Workers' Compensation and Rehabilitation Act 2003</i> – Respondent's review decision set aside – parties to be heard as to costs
Summary:	The Commission set aside the Regulator's decision and returned the claim to WorkCover for determination according to law, applying the High Court's reasoning in <i>Construction, Forestry, Maritime, Mining and Energy Union v Personnel Contracting Pty Ltd</i> (2022) 275 CLR 165 that the true nature of the contractual rights and obligations, not the label used by the parties, determines worker status.

Decision:	<i>Huyghe v State of Queensland (Mackay Hospital and Health Service) & Ors [2025] QIRC 331</i>
Member:	Industrial Commissioner Knight
Release Date:	28 November 2025
Catchwords:	INDUSTRIAL LAW – QUEENSLAND – GENERAL PROTECTIONS – application to deal with a dispute pursuant to s 309 of the <i>Industrial Relations Act 2016</i> – where alleged adverse action taken by employer because applicant had exercised a workplace right – whether adverse action – where applicant claims implementation of action plan was adverse action – where applicant claims respondents did not comply with a grievance policy and directive for bullying complaint – where applicant claims a meeting constituted a warning and threat to employment – whether adverse action – where applicant claims the respondents treated a medication error as a disciplinary matter – whether adverse action – whether suspension in the circumstances constituted adverse action – whether the exemption provided in s 282(6) of the IR Act applies to decisions made under ss 137 and 189 of the PS Act – where respondents submit the evidence shows



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Decisions of Note

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

that no adverse action was taken against the applicant for any prohibited reason – application dismissed

Summary:

Industrial Commissioner Knight dismissed a general protections application alleging adverse action arising from workplace complaints and disciplinary processes. The Commission found that the actions were motivated by legitimate management, patient safety and clinical governance concerns, and not by the applicant's exercise of workplace rights, providing important guidance on the operation of Queensland's general protections provisions.

Decision: *Cramp v State of Queensland (Department of Transport and Main Roads) [2026] QIRC 009*

Member: Industrial Commissioner Pratt

Release Date: 16 December 2025

Catchwords: INDUSTRIAL LAW – APPLICATION TO DISMISS – where applicant deliberately did not attend hearing – consideration of power to dismiss under r 45 *Industrial Relations (Tribunals) Rules 2011* – consideration of acceptance of hearsay evidence – found applicant filed and pursued proceedings 'vexatiously' – found applicant's conduct to have caused unnecessary delay and cost – application dismissed

Summary:

The Commission exercised its discretion to dismiss the application, finding that the Applicant had abandoned the proceedings and had pursued them for an improper purpose. This decision demonstrates that the Commission will dismiss proceedings where an applicant deliberately fails to attend a hearing and where the evidence shows the proceedings were pursued vexatiously, particularly to harass the respondent or impose unnecessary costs.

Decision: *Chilcott v Townsville Hospital and Health Service and Anor (No. 2) [2026] QIRC 001*

Member: Deputy President Merrell

Release Date: 8 January 2026

Catchwords: HUMAN RIGHTS – DISCRIMINATION LEGISLATION – DIRECT DISCRIMINATION – DISCRIMINATION ON THE BASIS OF AGE – the Complainant was a medical practitioner who accepted locum assignments to work at health services operated by the First Respondent at Hughenden and on Magnetic Island – the Second Respondent was employed by the First Respondent as Director of Medical Services, Rural Health Service Group and Indigenous Health Service Division – the Complainant made a complaint to the Queensland Human Rights Commission alleging unlawful discrimination by the Respondents in the work area on the basis of his age – complaint referred from the Queensland Human Rights Commission to the Queensland Industrial



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Relations Commission – the Complainant alleged that decisions made by the Second Respondent, in 2021, first, to cancel the Complainant's further locum assignment at the Hughenden Health Service and secondly, to change the after-hours rostering arrangements at the Magnetic Island Health Service, contrary to s 10 of the *Anti-Discrimination Act 1991*, directly discriminated against him on the basis of his age – whether the first decision of the Second Respondent was made on the basis of the Complainant's age – the first decision of the Second Respondent was not made on the basis of the Complainant's age – whether the second decision of the Second Respondent was less favourable treatment of the Complainant – the second decision of the Second Respondent was not less favourable treatment – complaint dismissed pursuant to s 210 of the *Anti-Discrimination Act 1991*

HUMAN RIGHTS – HUMAN RIGHTS LEGISLATION – whether the decisions of the Second Respondent, as the Director of Medical Services, Rural Health Service Group and Indigenous Health Service Division of the First Respondent, to cancel the Complainant's further locum assignment at the Hughenden Health Service and then to change the after-hours rostering arrangements at the Magnetic Island Health Service, unreasonably limited the Complainant's human rights under s 15 and s 31 of the Human Rights Act 2019 – such claims not addressed in final submissions by the Complainant – Complainant's claims of unlawfulness under the Human Rights Act 2019 dismissed pursuant to s 451(1) of the *Industrial Relations Act 2016*

Summary:

The Commission was not satisfied that age was a substantial or operative reason for the respondents' actions, finding instead that the decisions arose from concerns regarding workplace behaviour and fatigue risk.

Decision:	<i>Giles v State of Queensland (Department of Youth Justice and Victim Support)</i> [2026] QIRC 004
Member:	Industrial Commissioner Pratt
Release Date:	9 January 2026
Catchwords:	INDUSTRIAL LAW – QUEENSLAND – INJUNCTIONS – application for an injunction regarding alleged reprisal – where applicant seeks interim orders in absence of respondent pursuant to s 55(3) of the <i>Public Interest Disclosure Act 2010</i> – where applicant seeks interim injunction restraining employer from giving effect to suspension – where applicant seeks confidentiality and non-publication order – consideration of principles of open justice – consideration of discretion to order an injunction without notice to the party to be restrained by the proposed injunction – application for suppression dismissed – application to hear matter in Respondent's absence dismissed – application for injunction dismissed



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Summary: The decision includes consideration of whether the Commission has discretion to order an injunction without notice to the party to be restrained by the proposed injunction. The decision reaffirms the strong presumption in favour of open justice and confirms that applications for suppression orders and ex parte injunctions will only be granted in exceptional circumstances supported by cogent evidence.

Decision: *Godbee v State of Queensland (Queensland Police Service) [2026] QIRC 012*
Member: Industrial Commissioner McLennan
Release Date: 21 January 2026
Catchwords: PUBLIC SECTOR – EMPLOYEES AND SERVANTS OF THE CROWN GENERALLY – where the appellant was reviewed under s 120 of the *Public Sector Act 2022* – where the respondent determined not to convert the appellant to the higher classification position – consideration of 'genuine operational requirements' – whether the decision was fair and reasonable – where the decision was not fair and reasonable

Summary: The Commission held that the Queensland Police Service could not rely on speculative future funding and review processes to deny permanent appointment where an employee had successfully performed a higher duties role for more than two years and the role continued to be genuinely required.

Decision: *Russell v ABT Associates Pty Ltd [2026] QIRC 020*
Member: Industrial Commissioner Pratt
Release Date: 23 January 2026
Catchwords: INDUSTRIAL LAW – RECOVERY OF PRO RATA LONG SERVICE LEAVE – whether an entitlement to long service leave actually accrued – consideration of whether applicant was employee or independent contractor – consideration of section 15AA *Fair Work Act 2009* – application of multi-factorial test of "contractor-versus-employee" – consideration of being engaged in a "distinct calling" – consideration of whether employment must have a substantial connection to the State of Queensland – consideration of whether employment was "continuous service" – found applicant was employee of respondent in "continuous service" – calculating pro rata long service leave

Summary: This case assists in distinguishing employees and independent contractors in the deciding whether there is an entitlement to long-service leave. It may be a significant case of the Commission as it deals with section 15AA of the *Fair Work Act 2009* which has received little judicial consideration to date.



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Decision:	<i>Loquias v The Star Entertainment Group and John Dwyer [2026] QIRC 023</i>
Member:	Industrial Commissioner Power
Release Date:	31 January 2026
Catchwords:	HUMAN RIGHTS – DISCRIMINATION LEGISLATION – GENERALLY – where there is a referral of a complaint from the Queensland Human Rights Commission – where the Complainant alleged sexual harassment in the area of work – where the First Respondent was the Complainant's employer – where the Second Respondent was employed by the Complainant's employer – where the Second Respondent sexually harassed the Complainant during work shifts – where the Second Respondent assaulted the Complainant at a social function outside of the workplace – whether the Second Respondent's conduct contravened the <i>Anti-Discrimination Act 1991</i> – whether the First Respondent is vicariously liable for the conduct – whether an order for damages should be awarded – where vicarious liability is made out for the contraventions in the workplace – where vicarious liability is not made out for contraventions that took place outside of the workplace – whether reasonable steps were taken by the employer to prevent the contraventions – order for damages
Summary:	The Commission awarded the Complainant compensation of approximately \$126,000, reflecting the significant impact of the harassment on her wellbeing. The Commission held that employers must do more than simply maintain sexual harassment policies and periodic online training; they must take effective and meaningful steps to prevent harassment, particularly where there are known risks or prior incidents of misconduct.

Decision:	<i>Wilson v Workers' Compensation Regulator [2026] QIRC 024</i>
Member:	Industrial Commissioner Pidgeon
Release Date:	2 February 2026
Catchwords:	WORKERS' COMPENSATION – ENTITLEMENT TO COMPENSATION – APPEAL AGAINST REVIEW DECISION – where the appellant was employed as an Engineering Trainer with Outsource Institute of Technology – where the appellant was required to train and assess apprentices and others at different workplaces as part of his employment – where it is not in dispute that the appellant is a worker for the purposes of the <i>Workers' Compensation and Rehabilitation Act 2003</i> (Qld) – where it is not in dispute that the appellant has suffered a personal injury – where it is not in dispute that the injury arose from or in the course of his employment – where the Regulator does not argue that reasonable management action was a factor in the injury – where it is disputed that the appellant's employment was a significant contributing factor causing to his injury – where the appeal is allowed – where the Review Decision is set aside and substituted with one where the claim is one for acceptance



Queensland Industrial Relations Commission |

Decisions of Note

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Summary: The Commission allowed an appeal against the Regulator decision and found that a worker's psychological injury was compensable. The Commission held that aggressive and verbally abusive work-related interactions with a client were a significant contributing factor to the worker's psychiatric injury, notwithstanding a history of prior mental health issues, and substituted a decision accepting the claim.

Decision: *Ebertson v Mooney's Corp Pty Ltd [2026] QIRC 035*

Member: Industrial Commissioner Power

Release Date: 12 February 2026

Catchwords: INDUSTRIAL LAW – PRO RATA LONG SERVICE LEAVE – application for payment of pro rata long service leave pursuant to sections 475 and 476 of the *Industrial Relations Act 2016* (Qld) – where applicant worked for respondent for eight years, nine months and seventeen days – where applicant was made redundant by employer – where long service leave payable in accordance with s 95

Summary: The decision confirms that an employee with more than seven years' continuous service may be entitled to pro rata long service leave where their employment ends because of redundancy, and that continuity of service can be preserved where employment is transferred between related corporate entities.

Decision: *Re: National Retail Association Limited, Union of Employers ('Mt Isa Trading Order') [2026] QIRC 136*

Member: Deputy President Hartigan

Release Date: 27 February 2026

Catchwords: INDUSTRIAL LAW – QUEENSLAND – APPLICATION FOR TRADING HOUR DECLARATION – where a special event declaration does not apply – where moratorium on trading hours orders and restriction on making applications has ended – consideration of criteria for making trading hour order – limited operation of orders sought – order granted

Summary: The Commission granted an urgent one-day trading area order for Mt Isa following severe flooding that disrupted food supply chains to the region. The order temporarily allowed non-exempt retailers to trade on Sunday, 1 March 2026, to support community



Queensland Industrial Relations Commission |

Decisions of Note

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Decision:	<i>Williams v State of Queensland (Metro North Hospital and Health Service) (No. 2)</i> [2026] QIRC 112
Member:	Industrial Commissioner Pratt
Release Date:	2 March 2026
Catchwords:	INDUSTRIAL LAW – QUEENSLAND – APPLICATION IN EXISTING PROCEEDINGS – objection to notice of non-party disclosure pursuant to r 64B of the <i>Industrial Relations (Tribunals) Rules 2011</i> (Qld) – where the applicant seeks to lift the statutory stay created by the objection – where the respondent argues that the notice does not consider documents already disclosed by the first respondent and lacks particularity – where the respondent argues that the notice is a 'fishing expedition' – consideration of r 64(1)(a) of the <i>Industrial Relations (Tribunals) Rules 2011</i> (Qld) and r 243 (1)(b) of the <i>Uniform Civil Procedure Rules 1999</i> (Qld) – found that the notice is not a 'fishing expedition' and that the documents are relevant to the matter – objection to the notice dismissed
Summary:	The decision confirms that a notice of non-party disclosure will not be set aside merely because it seeks a broad class of documents, provided the categories are sufficiently linked to issues in dispute and are not directed to discovering whether a case exists. The Commission emphasised that notices should be read sensibly and that documents going to a person's motives, state of mind or reasons for impugned conduct may be directly relevant and discoverable.

Decision:	<i>Huntly v State of Queensland (Queensland Health)</i> [2026] QIRC 069
Member:	Industrial Commissioner Pratt
Release Date:	4 March 2026
Catchwords:	PUBLIC SECTOR – EMPLOYEES AND SERVANTS OF THE CROWN GENERALLY – PUBLIC SECTOR APPEAL – appeal of a fair treatment decision – where the respondent alleges the Commission does not have jurisdiction to hear the appeal pursuant to s 131 of the <i>Public Sector Act 2022</i> (Qld) – where the decision being appeal is the second show cause notice in relation to allegations made against the appellant – where the appeal was filed one-day outside of the limitation period – found the appellant has not adequately explained the delay – consideration of whether the decision appealed against contained preliminary conclusions and observations – found appealed decision was preliminary in nature – found decision could not be appealed pursuant to s 132 (4)(b) of the <i>Public Sector Act 2022</i> (Qld) – application for extension of time dismissed – appeal dismissed
Summary:	This case considers the interpretation of s 132 (4)(b) of the <i>Public Sector Act 2022</i> and whether the Commission had jurisdiction to hear the 'fair treatment' appeal. The decision confirms that preliminary disciplinary steps, including show cause notices



Queensland Industrial Relations Commission |

Decisions of Note

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

issued during disciplinary proceedings, are generally not appealable under the *Public Sector Act 2022*. It also reinforces that extensions of time will not ordinarily be granted where a delay is inadequately explained and the proposed appeal lacks merit.

Decision:	<i>Ainsworth Investments Pty Ltd v Workers' Compensation Regulator</i> [2026] QIRC 091
Member:	Industrial Commissioner Dwyer
Release Date:	26 March 2026
Catchwords:	WORKERS' COMPENSATION – ENTITLEMENT TO COMPENSATION – PERSONS ENTITLED TO COMPENSATION – WHO IS A WORKER OR EMPLOYEE – where the appellant engaged an individual to perform carpentry work – where work performed by the individual was incident to a trade regularly carried on by him – where contract for works negotiated between the appellant and the individual – where contract oral – where contract allowed for individual to be accompanied by his son – where no contract between appellant and individual's son – where indicia considered – where individual had structured business affairs in a manner consistent with a sole trader – where GST recovered from appellant by individual – where BAS statements completed – where control over performance of work determined by individual – where tools provided by individual – where individual determined own hours of work – where individual had permission to delegate work to his son – where individual not a 'worker'
Summary:	Industrial Commissioner Dwyer allowed the appeal and found that Mr Gill was not a "worker" under the <i>Workers' Compensation and Rehabilitation Act 2003</i> because he was operating as an independent contractor, not an employee. The Commission relied on factors including his operation as a sole trader, invoicing with GST, supplying his own tools, controlling how and when the work was performed, and his ability to delegate work to his son, resulting in the rejection of his workers' compensation claim.

Decision:	<i>Nair v State of Queensland (Department of State Development, Infrastructure and Planning)</i> [2026] QIRC 126
Member:	Industrial Commissioner O'Neill
Release Date:	17 April 2026
Catchwords:	INDUSTRIAL LAW – PUBLIC SERVICE APPEAL – EMPLOYEES AND SERVANTS OF THE CROWN GENERALLY – appeal against a conversion decision – where the appellant is employed by the respondent as a temporary Planner within the Planning Group – where appellant requested conversion from temporary to permanent – where the appellant's request was refused – whether there is a continuing need for the appellant to be employed in the same role or a role which is substantially the same –



Queensland Industrial Relations Commission |

Decisions of Note

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

consideration of genuine operational requirements – whether the decision was fair and reasonable – the decision was not fair and reasonable

Summary:

This decision reinforces that public sector entities must do more than simply state there is no suitable permanent role. They must demonstrate that they have properly considered whether there is a continuing need for the employee's role or a substantially similar role, and provide clear reasons and evidence supporting that conclusion.

Decision: *Dale v State of Queensland (Department of Housing and Public Works) [2026] QIRC 150*

Member: Industrial Commissioner McLennan

Release Date: 1 May 2026

Catchwords: PUBLIC SECTOR – CLASSIFICATION, PROMOTION OR TRANSFER – appeal against a promotion decision – where the appellant unsuccessfully applied for the role of Senior Housing Officer – consideration of whether the recruitment and selection process was deficient – consideration of mandatory assessment processes under *Directive 07/23 Recruitment and Selection* – consideration of merit and process – consideration of panel composition – consideration of unconscious bias – decision not fair and reasonable – appeal upheld

Summary: Industrial Commissioner McLennan allowed an appeal against a promotion decision after finding significant deficiencies in the recruitment and selection process, including conflict of interest and unconscious bias concerns, and ordered that the selection process be re-run by a new panel.

Decision: *Hinspeter v State of Queensland (Queensland Health) [2026] QIRC 163*

Member: Industrial Commissioner Gazenbeek

Release Date: 13 May 2026

Catchwords: PUBLIC SERVICE – EMPLOYEES AND SERVANTS OF THE CROWN GENERALLY – PUBLIC SERVICE APPEAL – appeal against a disciplinary finding decision – where appellant has since resigned her employment with the Respondent – where respondent has closed disciplinary process – consideration under s 562A of the *Industrial Relations Act 2016* (Qld) whether to decline to hear appeal – where determining the appeal can have no practical effect – where there is a compelling reason not to hear appeal – appeal will not be heard

Summary: Industrial Commissioner Gazenbeek declined to hear a public sector appeal against a disciplinary finding after the appellant had resigned from Queensland Health and the



Queensland Industrial Relations Commission |

Decisions of Note

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

employer had closed the disciplinary process. The Commission found that any determination of the appeal would have no practical effect on the employment relationship or the parties' rights and obligations. The decision confirms that the Commission may decline to hear a public sector appeal where there is a compelling reason to do so, including where its remedial powers can no longer produce a practical outcome.

Decision:	<i>Burgess v State of Queensland (Office of Industrial Relations) [2026] QIRC 185</i>
Member:	Industrial Commissioner Knight
Release Date:	2 June 2026
Catchwords:	PUBLIC SECTOR – EMPLOYEES AND SERVANTS OF THE CROWN GENERALLY – public sector appeal – appeal against disciplinary finding decision – whether Appellant failed to properly disclose and manage conflicts of interest arising from personal relationship with CFMEU workplace delegate and with his son, an OIR inspector – whether the Appellant failed to properly declare a conflict of interest in a recruitment activity where Appellant's partner's son was the successful applicant – whether the Appellant failed to declare and appropriately manage a conflict of interest arising from her personal relationship with her partner's son following his recruitment – whether Appellant failed to disclose a conflict of interest arising from her association with a CFMEU official – whether Appellant failed to comply with directions about use of personal mobile telephone in interactions with CFMEU officials – whether findings of misconduct and contraventions of s 89 <i>Public Sector Act 2022</i> (Qld) without reasonable excuse were reasonably open to the decision-maker – whether decision fair and reasonable – decision was fair and reasonable – decision confirmed
Summary:	Industrial Commissioner Knight dismissed a public sector appeal against disciplinary findings made against a senior Office of Industrial Relations employee. The appeal concerned allegations that the employee failed to properly disclose and manage conflicts of interest involving personal relationships with CFMEU representatives and an OIR employee and failed to comply with directions regarding the use of a personal mobile phone for work-related communications. The Commission found the disciplinary decision was fair and reasonable, confirming findings of misconduct and breaches of conflict-of-interest and conduct obligations under the <i>Public Sector Act 2022</i> . The decision highlights the ongoing obligation of public sector employees to identify, disclose and manage actual, perceived and potential conflicts of interest, and reinforces the importance of transparency, impartiality and compliance with lawful workplace directions.

Queensland Industrial Relations Commission |

Decisions of Note

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Decision:	<i>Bowe v State of Queensland (Queensland Police Service) [2026] QIRC 193</i>
Member:	Vice President O'Connor
Release Date:	9 June 2026
Catchwords:	INDUSTRIAL LAW – where an employee was directed to attend an Independent Medical Examination – where employee was medically unfit for work – where employee was medically retired without their consent – whether medical retirement under s 107(1)(b) of the <i>Public Sector Act 2022</i> (Qld) is a dismissal for the purposes of Chapter 8 Part 2 of the <i>Industrial Relations Act 2016</i> (Qld) – whether Parliament intended to exclude the appeal rights under Chapter 8, Part 2 of the <i>Industrial Relations Act 2016</i>
Summary:	Vice President O'Connor determined that a compulsory medical retirement under s 107 of the <i>Public Sector Act 2022</i> constitutes a dismissal for the purposes of the unfair dismissal provisions of the IR Act. The decision clarifies the rights of public sector employees subject to medical retirement and confirms the Commission's jurisdiction to hear unfair dismissal applications arising from such decisions.

Decision:	<i>Application by the Finance Sector Union of Australia, Queensland Branch, Industrial Union of Employees [2026] QIRC 204</i>
Member:	Vice President O'Connor, Industrial Commissioner Knight, Industrial Commissioner McLennan
Release Date:	18 June 2026
Catchwords:	INDUSTRIAL LAW – QUEENSLAND – INDUSTRIAL ORGANISATIONS – DEREGISTRATION OF AN ORGANISATION – where the applicant union sought deregistration orders – whether all necessary requirements had been met for deregistration
Summary:	Relevantly, in its decision to deregister the union, the Full Bench of the Commission noted at paragraph [15]:

It is always a matter of regret when long standing industrial organisations seek and obtain deregistration in this jurisdiction. It reflects the changes brought about by the passing of the Workplace Relations Amendment (Work Choices) Act 2005. As we know that legislation changed forever the industrial landscape in Queensland. The jurisdiction remaining under the IR Act mostly concerns industrial relations for the public sector, local government and other State responsibilities with the whole of the private sector becoming subject to the national system.

Queensland Industrial Relations Commission |

Decisions of Note

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Decision:	<i>United Workers' Union, Industrial Union of Employees, Queensland v State of Queensland (Queensland Health) [2026] QIRC 203</i>
Member:	Deputy President Merrell
Release Date:	18 June 2026
Catchwords:	INDUSTRIAL LAW – QUEENSLAND – INDUSTRIAL DISPUTES – ACTION FOR SETTLING INDUSTRIAL DISPUTE – the Notifier notified the Industrial Registrar of an industrial dispute between it and the Respondent about the progress of a project concerning the work level evaluation for radiation therapists as provided for by sub-cl 8.6.2(g) of the <i>Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 4) 2022</i> – the industrial dispute was unable to be promptly settled by conciliation and has been referred for arbitration – where the Notifier and the Respondent are unable to agree on the questions to be determined by the Commission to promptly settle the industrial dispute by arbitration – where the Commission is required to determine the questions for arbitration for the prompt settlement of the industrial dispute as required by s 262(3)(b) of the <i>Industrial Relations Act 2016</i> – determination of the questions to facilitate the prompt settlement of the industrial dispute by arbitration – determination that the industrial dispute be the subject of an expedited and simplified hearing to promptly settle the industrial dispute
Summary:	Deputy President Merrell determined the questions for arbitration in a dispute between the United Workers' Union and Queensland Health regarding the completion of a Radiation Therapist Work Level Evaluation Project under a certified agreement. The decision emphasised the Commission's role in facilitating the prompt and efficient resolution of industrial disputes through tailored arbitration processes.

Decision:	<i>Hanmer v State of Queensland (Department of Education) [2026] QIRC 216</i>
Member:	Industrial Commissioner Pidgeon
Release Date:	29 June 2026
Catchwords:	PUBLIC SECTOR – EMPLOYEES AND SERVANTS OF THE CROWN GENERALLY – PUBLIC SECTOR APPEAL – where the Appellant seeks de-identification or suppression – where the Respondent opposes the application – consideration of the principle of open justice – where the application is dismissed – where the substantive matter will not be de-identified or suppressed
Summary:	The decision reinforces the fundamental principle of open justice and confirms that concerns about privacy, embarrassment or potential identification through published information will not, without more, justify suppression or de-identification orders. Applicants seeking anonymity bear the onus of demonstrating a compelling reason why the usual presumption of open proceedings should be displaced.



Industrial Registry | Overview

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

OVERVIEW OF THE INDUSTRIAL REGISTRY

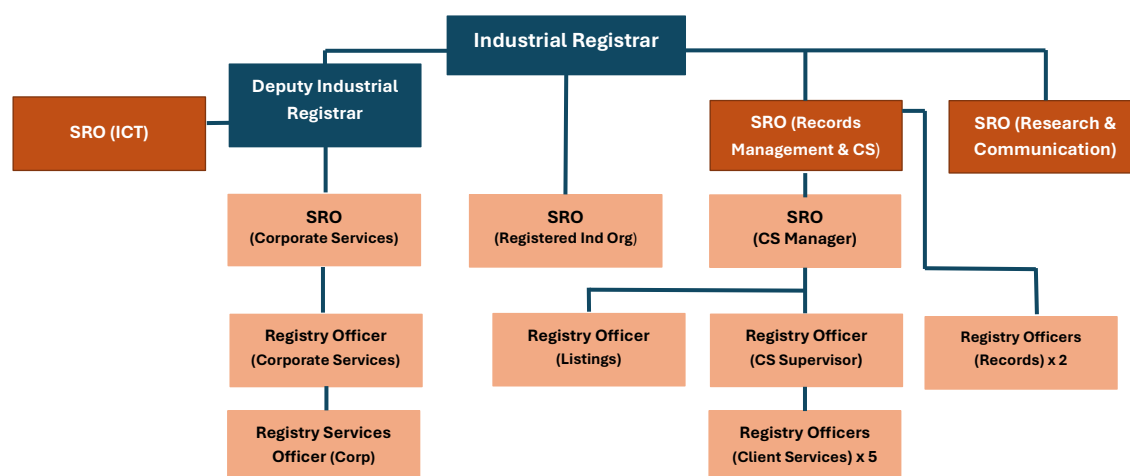
The Industrial Registry is established under the IR Act as the Registry for the Court and Commission. The Industrial Registry also performs registry functions for the Industrial Magistrates Court in relation to Fair Work Claims brought under the *Fair Work Act 2009* (Cth).

As the central administrative body supporting these jurisdictions, the Industrial Registry plays a vital role in the effective administration of Queensland's industrial relations system. The Industrial Registry provides administrative, case management and corporate support to the Court, Commission and Industrial Registrar, while also facilitating access to services for parties, representatives and the broader industrial relations community.

The Industrial Registry is a public sector entity, as prescribed by the *Public Sector Act 2022* (PS Act) and is headed by the Industrial Registrar, who is appointed by the Governor in Council under s 514 of the IR Act. The Industrial Registrar is supported by the Deputy Industrial Registrar and Registry Officers, who are appointed under the PS Act and contribute to the Industrial Registry's capacity to discharge its legislative and operational responsibilities.

While funding for the Court, Commission and Industrial Registry is administered through the Department of State Development, Infrastructure and Planning, the Court, Commission and Industrial Registrar operate independently of government and other external interests. The Industrial Registry supports and upholds this independence through the delivery of impartial and professional services.

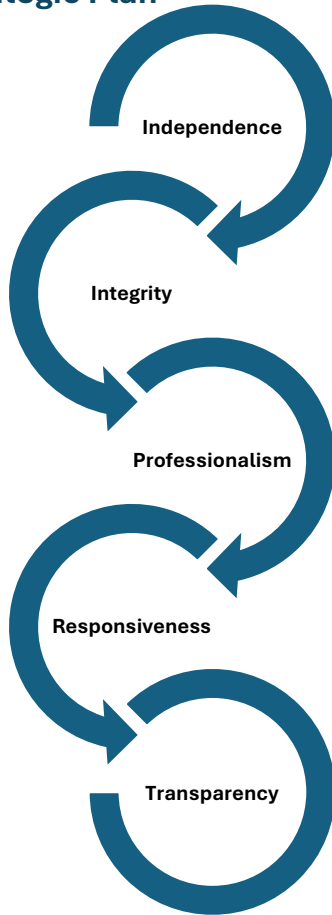
Organisational Structure



Industrial Registry | Overview

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Strategic Plan



Through the Industrial Registry's **purpose** to provide efficient and effective support to the Court, Commission and Industrial Registrar in the administration of their functions, the **vision** of the Industrial Registry is to provide high quality, accessible and timely services to all Court and Commission users through innovation and a high-performing, positive workplace culture.

Priorities

- Sustainable, future-focussed, accessible information technology → improving service delivery through innovation and technology.
- Responsive and reliable service delivery → optimising and enhancing resources for all stakeholders.
- Professional, engaged and inclusive workforce → cultivating a thriving and inclusive workplace culture fostering professionalism, engagement and mutual respect.
- Transparent and accountable governance → strengthening governance accountability by embedding robust transparency and compliance measures.

Note of the Industrial Registrar: Acknowledgements and Appreciation

Firstly, I would like to extend my thanks and appreciation to all Registry staff who have worked tirelessly throughout the year to support the administration of the Court and the Commission. It has been a challenging year, and I am grateful to the Client Services team who have consistently risen to the challenges and demonstrated remarkable resilience throughout the year. I am very proud of the culture we have created and continue to foster. It is reflected not only in the diversity of our staff, but also in the inclusiveness, professionalism, and enthusiasm they demonstrate every day. I would also like to acknowledge and thank Ms Bianca Paris (Deputy Industrial Registrar) and Ms Hayley Button (Senior Registry Officer - Communications and Research) for their unwavering assistance and support.

To the Members and Associates of the Court and Commission, thank you for your ongoing professional and responsive collaboration, it is greatly appreciated and has contributed to the enhancement of registry services to our stakeholders.

Madonna Shelley, Industrial Registrar.



INDUSTRIAL REGISTRAR

The Industrial Registrar is responsible for the management and administration of the Industrial Registry and exercises a range of statutory powers and functions under the IR Act, *Industrial Relations (Tribunals) Rules 2011* and *Industrial Relations Regulation 2018*. Central to these responsibilities is the administration of Chapter 12 of the IR Act, which provides for the registration, regulation and oversight of registered industrial organisations.

In addition to these regulatory functions, the Industrial Registrar, as head of the Industrial Registry, provides essential institutional and administrative support to the Court and Commission. The Industrial Registry serves as the primary interface between the Court and Commission and parties appearing before them, facilitating the commencement and progression of proceedings, maintaining records, and supporting the exercise of the Commission's and Court's statutory functions. Through the effective administration of these services, the Industrial Registrar helps ensure the efficient operation of the Court, Commission and Industrial Registry by promoting access to justice.

Registered Industrial Organisations

Registered industrial organisations are supported to meet their legislative obligations through guidance materials and resources developed and maintained by the Industrial Registry. Chapter 12 of the IR Act sets out the regulatory framework governing registration, membership, governance, elections and financial accountability. As stated above, it also confers a range of statutory functions on the Industrial Registrar including:

- processing applications to the Commission relating to registration, deregistration, amalgamation, withdrawal from amalgamation, name changes, changes to lists of callings, invalidity and membership disputes;
- maintaining the register of officers;
- processing and determining applications relating to amendments to an organisation's rules;
- arranging for the Electoral Commission to conduct elections of office holders;
- dealing with election inquiries and referring matters to the Commission where further inquiry is warranted;
- handling applications for exemptions under Chapter 12, including election, register-keeping, accounting and audit exemptions;
- monitoring compliance with financial accountability requirements and arranging investigations where appropriate;
- issuing certificates regarding reporting units; and
- dealing with complaints concerning organisations or officers, including referral to an inspector for investigation where warranted.

Industrial Registry | Industrial Registrar

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

A breakdown of the 201 registered industrial organisation matters may be found at Schedule 3 to this report. Further, an outline of membership numbers of both employee and employer registered industrial organisations, including a comparison with those numbers of the previous reporting year, may be found in Schedules 4 and 5 to this report.

Incorporated Associations

The Industrial Registrar also performs statutory functions relating to applications involving incorporated associations by notifying registered industrial organisations and State peak councils of relevant applications under the *Associations Incorporation Act 1981* and considering any objections received, including referral to the Commission where necessary.

During the reporting period, only one application was received and referred to the Commission but was subsequently withdrawn following the receipt of a number of objections.

Administration of the C&G division of CFMEUQ

Allegations of misconduct, intimidation, violence and other unlawful behaviour within the Queensland branch of the Construction, Forestry and Maritime Employees Union (CFMEU) have prompted significant regulatory and governmental scrutiny during the reporting period. In July 2025, the Queensland Government announced a *Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry*, following the release of an independent report which raised concerns regarding governance practices, workplace conduct and compliance with legal obligations within the Queensland construction sector. The Inquiry was established to investigate these matters and make recommendations aimed at strengthening accountability, transparency and public confidence within the sector. The reporting date for the Inquiry has been extended to December 2027. During the reporting period, the Industrial Registrar assisted the Inquiry through the provision of documents and records maintained by the Industrial Registry in response to various Notices to Produce.

Entry Permits

Work Health and Safety Permit

Work Health and Safety (WHS) entry permit holders are authorised officials of registered industrial organisations who exercise right of entry powers under relevant industrial relations and work health and safety legislation. Their role includes consulting with workers on workplace health and safety issues and investigating suspected breaches of the WHS Act.



Industrial Registry | Industrial Registrar

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

The Industrial Registrar is responsible for determining applications for WHS entry permits, which are issued for a period of three years where the statutory requirements are met. During the reporting period, 261 applications for WHS entry permits were considered by the Industrial Registrar. At the end of the reporting period, 574 permits remained current, a 4.6 per cent increase from the previous reporting period.

Authorised Industrial Officer Permit

Under s 337 of the IR Act, officers of registered employee industrial organisations may apply to the Industrial Registrar for an Authorised Industrial Officer (AIO) permit. AIO permit holders may exercise statutory right-of-entry powers, including inspecting relevant records and interviewing employees, for the purpose of investigating suspected breaches of industrial instruments or ensuring compliance with industrial laws.

The Industrial Registrar assesses and determines applications for AIO permits in accordance with the requirements of the IR Act. Successful applicants are issued with permits for a three-year term, unless earlier suspended or revoked. During the reporting period, 212 applications for AIO permits were considered by the Industrial Registrar. At the end of the reporting period, 490 AIO permits remained current, a six per cent increase from the previous reporting period.

Approval for Industrial Action

Under s 235 of the IR Act, the Industrial Registrar also performs an important statutory role in the administration of protected industrial action during enterprise bargaining. The Industrial Registrar is responsible for approving the process by which relevant registered industrial employee organisation members express their democratic views on proposed industrial action and, where legislative requirements are met, approving eligible employees to engage in that action. In exercising these functions, the Industrial Registrar must be satisfied that the approved process has been followed, that a majority of participating members support the action, and that the proposed action complies with the Act's requirements regarding coverage, membership and timing. These approvals form a key safeguard in ensuring that protected industrial action is undertaken appropriately and in accordance with the legislative framework.

Throughout the reporting period, the Industrial Registrar approved 51 applications to engage in industrial action relating to a number of local and state government agreement negotiations that were occurring throughout the reporting period.



UNITS OF THE INDUSTRIAL REGISTRY

Client Services

The Client Services team, comprising Registry Officers across client services, listings and records management, provides essential administrative and operational support to the Court, Commission and Industrial Registrar. The team is responsible for receiving, assessing and processing applications, correspondence and other material; responding to stakeholder enquiries; supporting case management processes; coordinating the listing and notification of hearings and conferences across Queensland; arranging interpreting, translation and transcription services; facilitating search and copy requests and litigation searches; and maintaining the integrity of current and archived Industrial Registry records.

The team plays a critical role in ensuring the efficient operation of registry services and the timely progression of matters before the Court, Commission and Industrial Registrar. During the reporting period, Client Services officers managed an ever-growing workload and increasing demand for services, including a rise in the volume and complexity of stakeholder enquiries. The team continued to deliver high-quality responsive services through effective workforce planning, ongoing staff development initiatives, responsive and adaptable process improvement.

Key activities undertaken during the reporting period included:

 11 Client Service Officers	 46,000 emails processed ranging from routine correspondence to complex applications, claims, submissions and affidavit material	 13,000 listings related emails processed including listing requests, amendments, rescheduling and circuit coordination	 5,200 telephone enquiries
 3,740 new appeals, applications, notifications and claims processed	 920 counter enquiries including the receipt of hardcopy filings	 1,411 litigation searches 54 search & copy requests	 3,966 finalisation of files

Information and Corporate Services

The Information and Corporate Services team provides a comprehensive range of corporate support services to Members and Associates of the Court and Commission, as well as officers of the Industrial Registry. Led by the Deputy Industrial Registrar and supported by Registry Officers, the team delivers a broad range of operational, administrative and corporate functions that are essential to the effective management and day-to-day operation of the Court, Commission and Industrial Registry.

Key services provided by the team include:

- human resource management;
- financial management;
- building and security management;
- asset management; and
- coordination of training and professional development opportunities for Registry Officers.

The team also plays a key role in supporting organisational governance, business continuity and compliance obligations, ensuring that corporate systems, processes and resources remain effective, responsive and aligned with operational requirements.

Under the *Financial Accountability Act 2009*, the Director-General of the Department of State Development, Infrastructure and Planning is the accountable officer for the Industrial Registry. Financial delegations have been conferred upon the Industrial Registry to enable the efficient management of financial responsibilities and transactions, which are administered by the Information and Corporate Services team.

In addition, the team is responsible for publishing information and documentation on the website in accordance with legislative requirements and coordinating the publication of decisions of the Court, Commission and Industrial Registrar on the Supreme Court Library Queensland website. A substantial administrative responsibility involves updating all industrial instruments to give effect to the outcomes of the State Wage Case declaration and general ruling. The team also supports the maintenance of accurate and accessible public information, helping to ensure stakeholders can readily access current industrial instruments, decisions and other resources.

Information and Court Technology

Information and Court Technology services of the Industrial Registry are critical to the effective operation of the Court, Commission and Industrial Registry. These services support the delivery of core business functions, facilitate access to information and proceedings, and contribute significantly to organisational efficiency and service delivery.

Key responsibilities include the management of:

- the public-facing website, which recorded more than 212,000 engaged sessions during the reporting period (of a total of over 785,000 website views) and serves as a primary source of information for parties, practitioners and members of the public;
- the internal intranet platform, including the background management of the SharePoint environment to enhance information provision and staff access to resources;
- the case management system (Ready Case), including the generation of statistical reports, maintenance of case data, coordination of system upgrades and implementation of Power BI reporting capabilities;
- technical support for staff, provided directly or through liaison with the Information Technology Service Desk, to ensure the ongoing reliability of business systems and technology;
- courtroom and conference room technology, including coordination with the Court Service Centre to support hearings, conferences and other proceedings, conducted both in person and via telephone or video links; and
- the continual improvement of technology systems and processes to support the evolving operational requirements of the Court, Commission and Industrial Registry.

Research and Communication

The Industrial Registry provides strategic research, communication, policy and business improvement support to the Industrial Registrar, Court, Commission and Industrial Registry. This function plays a key role in ensuring information provided to stakeholders is accurate, accessible and up to date, while supporting effective governance, legislative compliance and continuous improvement across the organisation.

Key supports include:

- researching, developing and publishing information resources, policies, procedures, reports and other communication materials;
- managing digital content across the Commission's website, intranet and social media platform to ensure information remains accurate, accessible and current;
- reviewing and enhancing forms, guidance materials and other resources to improve usability and support access to justice, particularly for self-represented litigants;
- providing research, analysis and advice to inform judicial, operational and strategic decision-making;
- developing, implementing and maintaining policies, procedures and business processes to support legislative compliance and organisational objectives;
- monitoring legislative developments; and
- engaging with internal and external stakeholders to support effective communication, collaboration and continuous improvement.

During the reporting period, significant work focused on improving access to the Industrial Registry's services through the continued review and enhancement of resources for self-represented litigants, forms and digital content. The function also supported website accessibility initiatives, governance and reporting requirements, policy development, and a range of business improvement projects designed to strengthen service delivery and access to information.

Governance, Guidance and Stakeholder Access and Engagement

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

GOVERNANCE

Policies and Procedures

The following policies and procedures were developed throughout the reporting period:

- Mandatory Notification of Data Breach Policy and Response Plan
- Search and Copy Policy
- Delegation, Authorisation and Administrative Approval Procedure
- Preventing and Responding to Sexual Harassment and Related Conduct at Work Policy

GUIDANCE

Practice Directions

The following Practice Directions were issued during the reporting period:

- Practice Direction Number 3 of 2025 – Designation of Court Holidays
- Practice Direction Number 4 of 2025 – Repeal of Practice Directions
- Practice Direction Number 1 of 2026 – Accuracy of References in Submissions

Approved Forms

The following Approved Forms were developed or updated during the reporting period:

- Form 10 – Notice of Industrial Dispute
- Form 13 – Application for Payment instead of taking Long Service Leave
- Form 15 – Application to recover unpaid wages, superannuation contributions etc.
- Form 90 – Fair Work Claim
- Form 101 – Application for leave to be represented by a lawyer in the Court, or certain proceedings in the Commission
- Form 102 – Response to application for leave to be represented by a lawyer in the Court, or certain proceedings in the Commission

Guidance Material

The following material was drafted or updated to assist stakeholders:

- Health and Safety Charter – Industrial Registry
- Search, Inspect and Copy Request Form
- Litigation Search Form
- Definitions of Trading Areas



Governance, Guidance and Stakeholder Access and Engagement

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

STAKEHOLDER ACCESS AND ENGAGEMENT

Regional Sittings

To support access to justice for stakeholders and users of the Court and Commission, the Commission conducts conferences and hearings throughout Queensland.

During the reporting year, the Commission conducted approximately 52 days of proceedings outside Brisbane in locations including Gladstone, Mackay, Cairns, Townsville, Hervey Bay and Rockhampton.



Industrial Commissioner Pidgeon and representatives of the Queensland Services Union and City of Gold Coast on a site inspection at the Gold Coast Local Disaster Centre, November 2025

External Engagement

The Court, Commission and Industrial Registry actively engaged with the legal and academic communities through seminars, conferences, mooting and mentoring programs, collaborations with educational institutions and research. The following provides a summary of these contributions during the reporting period.

Topic:	<i>A QIRC Perspective on Public Sector Appeals</i>
Held by:	Queensland Nurses and Midwives Union
Date:	4 June 2025 ⁷
Location:	Brisbane
Summary:	Industrial Commissioner Pratt delivered a presentation on public sector appeals at a QNMU Industrial Officer training day. The presentation addressed which type of appeals are best determined on the papers, at a hearing, or through conciliation. The presentation also covered disciplinary and fair treatment decisions, the scope of such appeals, and the types of material most useful in those proceedings.

⁷ Although not within the reporting year, was not included in last year's report due to being close to end of reporting year

Governance, Guidance and Stakeholder Access and Engagement

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Topic: *Workplace relations and the role of the QIRC*
Held by: Runcorn State High School – Year 12 Legal Studies class
Date: 18 July 2025
Location: Brisbane
Summary: Industrial Commissioner Pidgeon visited with the year 12 students to provide an overview of the work and role of the Commission, in the broader context of workplace relations, and answered many questions and provided encouragement to the students in their final year of studies.

Topic: *Sexual Harassment & Vicarious Liability in Queensland Hotels & Accommodation Venues*
Held by: Queensland Hotels Association Employment Relations Conference
Date: 26 August 2025
Location: Brisbane
Summary: Industrial Commissioner Knight presented on the topic of *Sexual Harassment & Vicarious Liability in Queensland Hotels & Accommodation Venues*. The session explored the prevalence of sexual harassment within the hospitality industry, the Commission's engagement through conferences and hearings, employers' potential vicarious liability, and practical measures organisations can implement to prevent sexual harassment and other discrimination-related claims. The presentation concluded with an interactive question-and-answer session.

Topic: *Local Government Association of Queensland HR Masterclass*
Held by: LGAQ
Date: 26 and 27 August 2025
Location: Cairns
Summary: The theme of the forum was *Navigating complex employment issues through proactive solutions*, with both Industrial Commissioner Pidgeon and Industrial Commissioner McLennan as key presenters. Topics covered included:

- recent legislative changes (AD Act and IR Act);
- key industrial relations laws including discipline, general protections and sexual harassment'
- dealing with complex multi-faceted workplace cases;
- preparation for tribunal attendance and best practice advocacy.



Governance, Guidance and Stakeholder Access and Engagement

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

- Topic:** *Bar Association of Queensland – Employment and Industrial Relations Conference*
- Held by:** Bar Association of Queensland
- Date:** 30 and 31 August 2025
- Location:** Gold Coast
- Summary:** The annual conference provided Members of the Court and Commission with insights into current and emerging developments in employment and industrial law. Sessions explored evolving industrial law issues, modern class actions in disputes, and emerging legal frameworks, with presentations delivered by leading legal practitioners, tribunal members and members of the judiciary, including Justice Davis, and former President of the Industrial Court, the Honourable Justice Glenn Martin, AM.



*The Honourable Justice Davis,
President of the Industrial Court
speaking at the BAQ Conference*



*The Honourable Justice Martin, AM,
Former President of the Industrial Court
speaking at the BAQ Conference*

-
- Topic:** *Griffith University – Griffith University Business School*
- Held by:** Commission and Industrial Registry
- Date:** 1 September 2025
- Location:** Brisbane
- Summary:** Senior Registry Officer (Research and Communication), Hayley Button, conducted a tour and information session for the Employee Relations capstone students of Griffith University Business School coordinated by Associate Professor Sue Ressia. Industrial Commissioner Pidgeon also provided students with valuable information and insight and participated in a question-and-answer session.
-

Governance, Guidance and Stakeholder Access and Engagement

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Topic: *Industrial Relations Society of Queensland – Mentoring Program*

Held by: IRSQ

Date: 26 September 2025

Location: Brisbane

Summary: The IRSQ Mentoring Program provides structured mentoring and networking opportunities by connecting experienced industrial relations, human resources and employment law professionals with emerging practitioners, students and individuals seeking to enter the field. Industrial Commissioner McLennan participated as a mentor, supporting the professional growth and development of program participants.



*Industrial Commissioner McLennan
with members of the IRSQ Mentoring
Program*

Topic: *Prevention of Sexual Harassment – the New Duty on Employers*

Held by: Atkin Legal Workplace Forum

Date: 31 October 2025

Location: Sunshine Coast

Summary: At the forum, Deputy President Merrell presented on the legislative reforms implemented at both the federal and Queensland levels in response to the Australian Human Rights Commission's 2022 *Respect@Work* Report. The presentation examined key amendments introduced through the *Sex Discrimination and Fair Work (Respect at Work) Amendment Act 2021* (Cth), *Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022* (Cth), *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022* (Cth), and the *Respect at Work and Other Matters Amendment Act 2024* (Qld).

Governance, Guidance and Stakeholder Access and Engagement

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Topic: *Industrial Relations Society of Queensland Annual Breakfast Event 2026 – IR Horizons 2025 Reflections and 2026 Forecast*

Held by: IRSQ

Date: 17 February 2026

Location: Brisbane

Summary: Industrial Commissioner McLennan provided a valuable overview of key industrial relations developments and emerging issues likely to influence the profession. Her address covered wage movements, the criminalisation of wage theft, the National Employment Standards review, the *Closing Loopholes* reforms, AI governance, psychological injury trends, and developments in Queensland public sector jurisprudence. She also highlighted trends in Commission bargaining assistance, public sector appeals, work health and safety right-of-entry reforms, and reproductive health leave.

The presentation underscored the dynamic nature of industrial relations, shaped by legislative reform, tribunal interpretation, political priorities, fiscal pressures and evolving workplace expectations. Industrial Commissioner McLennan also explored the competing tensions currently influencing the profession, including productivity versus protection, flexibility versus fairness, innovation versus regulation, and efficiency versus access to justice.

Her reflections on the growing role of artificial intelligence in tribunal processes, alongside increasing psychological injury claims and funding challenges in local government bargaining, reinforced the expanding role of industrial relations practitioners as not only technical experts but also strategic advisers, risk managers and interpreters of policy and regulatory change.



Industrial Commissioner McLennan, IRSQ Patron, with members of the IRSQ Committee at the Annual IRSQ Breakfast Event 2026

Governance, Guidance and Stakeholder Access and Engagement

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Topic: *Industrial Relations Society of Queensland Y.E.R.N.S Networking Event*
Held by: IRSQ
Date: 19 March 2026
Location: Griffith University, Southbank Campus, Brisbane
Summary: Industrial Commissioner Pidgeon was guest speaker and event facilitator at the Young Employment Relations Networking Society (Y.E.R.N.S) *How to Network and Speed Networking Evening*. Industrial Commissioner Pidgeon provided practical insight into the do's and don'ts of networking.

Topic: *Strategic Review of the Electoral Commission Queensland*
Held by: Professor Nicholas Aroney, Strategic Reviewer
Date: 31 March 2026
Location: Brisbane
Summary: The Industrial Registrar, Ms Madonna Shelley, and Senior Registry Officer (RIO), Ms Elise Lumsden, met with Professor Aroney to discuss the relationship between the Industrial Registry and the Electoral Commission. The meeting also included discussion of applications submitted by registered industrial organisations seeking exemptions from conducting elections in accordance with ss 802 and 812 of the IR Act.

Topic: *LGAQ HR Masterclass 2026*
Held by: LGAQ
Date: 21 May 2026
Location: Brisbane
Summary: The theme of this masterclass was *Psychosocial risk and compliance in Local Government – strengthening clarity and confidence in managing psychosocial risk*. As the keynote speaker, Industrial Commissioner Pidgeon topic of discussion was *Neurodivergence in the Workplace/Tribunal* and spoke about reasonable adjustments and recent cases.

Topic: *Kindness in Conciliations: Enhancing the experience of neurodivergent litigants in the Queensland Industrial Relations Commission*
Date: Published 27 May 2026
Summary: Industrial Commissioner Pidgeon recently co-authored a research paper published in the *Journal of Industrial Relations* examining how the incorporation of care-based principles and relational kindness into conciliation practices can enhance access to justice for neurodivergent individuals appearing before the Commission. The paper explores the ways in which conciliators can foster a more inclusive and supportive

Governance, Guidance and Stakeholder Access and Engagement

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

environment through communication techniques, procedural adaptations and person-centred approaches that recognise the diverse needs of participants.

The research highlights the potential for kindness and relational practice to strengthen procedural fairness, improve accessibility and contribute to more positive participant experiences, while maintaining the integrity of conciliation processes. The findings provide valuable insights into how tribunals and commissions can better support neurodivergent litigants and promote meaningful participation in dispute resolution proceedings⁸.

Topic:	2026 COAT National Conference – Respect, Flexibility and Excellence
Held by:	Council of Australasian Tribunals
Date:	4 and 5 June 2026
Location:	Adelaide
Summary:	Attended by Vice President O'Connor, Madonna Shelley (Industrial Registrar) and Bianca Paris (Deputy Industrial Registrar), the conference provided a valuable opportunity to engage with tribunal members and registry representatives from across Australia. Through networking and knowledge-sharing, attendees gained insights into developments and innovations being implemented in other jurisdictions, as well as lessons learned that may inform and enhance practices within the Court, Commission and Industrial Registry. Discussion topics included: ▪ How self-represented participants interpret proceedings ▪ Autism in the tribunal ▪ Sovereign Citizens – the first empirical study ▪ How to assist interpreters to assist the tribunal ▪ Thinking creatively about case management – people and technology in tribunals Ms Shelley and Ms Paris also attended the Registrars' Meeting, chaired by Anne Lindsay, Registrar of the South Australian Civil and Administrative Tribunal. The meeting brought together registrars from tribunals across Australia to discuss a range of matters, including registrar powers, organisational structures, and the management of discrimination applications before tribunals.

⁸ Pidgeon, S., & Hews, R. (2026). *Kindness in conciliations: Enhancing the experience of neurodivergent litigants in the Queensland Industrial Relations Commission*. *Journal of Industrial Relations*, (Advance online publication, May 2026) doi.org



Governance, Guidance and Stakeholder Access and Engagement

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Topic: *Meeting of Industrial Tribunal Registry Leaders*

Date: Held quarterly

Location: Virtual

Summary: Ms Shelley and Ms Paris participate in quarterly virtual meetings with senior leaders of industrial tribunal registries from across Australia, including Registrars, Chief Executive Officers, General Managers and Directors. Representatives attend from jurisdictions including the Fair Work Commission, the South Australian Employment Tribunal, the New South Wales Industrial Relations Commission and the Tasmanian Industrial Commission. These meetings provide a forum for members to share information and discuss the work and workloads of their respective tribunals, as well as common administrative challenges and emerging issues. Discussions also cover stakeholder engagement, legislative and regulatory developments, and information technology and case management strategies.



Legislative Amendments

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

LEGISLATIVE AMENDMENTS

Industrial Relations Act 2016

Date of Commencement: **Amending Source:**

[Assented 4 September 2025]
1 January 2026

Domestic and Family Violence Protection and Other Legislation Amendment Act 2025

Key Amendments:

- Section 296 (Domestic violence) of the IR Act was amended to reflect the introduction of Police Protection Directions under the *Domestic and Family Violence Protection Act 2012* and to ensure the protections for employees affected by domestic and family violence continue to operate consistently with the amended domestic violence framework.
-

Work Health And Safety Act 2011

Date of Commencement: **Amending Source:**

[Assented 27 March 2026]

Electrical Safety and Other Legislation Amendment Act 2026

Key Amendments:

- Consequential amendments were made to the *Work Health and Safety and Other Legislation Amendment Act 2024* which removed certain WHS Act amendments which had not yet commenced and refined proposed changes to confidentiality provisions to support the operation of Queensland's work health and safety framework.
-



Legislative Amendments

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Legislative Review

2026 Industrial Relations and Workers' Compensation Scheme Review

The Queensland Government is undertaking a review of legislation directly relevant to the work of the Court, Commission and Industrial Registrar, which is referred to as the *2026 Industrial Relations and Workers' Compensation Scheme Review*. This review is to assess whether the IR Act and the WCR Act remain effective, balanced and fit for purpose in light of emerging workplace and scheme trends, including public sector productivity, good faith bargaining, wage-setting arrangements, the growth of psychological injury claims, fraud risks and the suitability of self-insurance.

In short, it was said that the review aims to support fair employment conditions, sustainable workers' compensation outcomes and scheme integrity, while balancing worker protections with reasonable employer costs and taxpayer value. It is being conducted under statutory review requirements, will exclude consideration of changes to common law, and is led by independent reviewers Glenn Ferguson AM and Gary Black (former Industrial Commissioner), with findings and recommendations to be delivered to the Minister in the second half of 2026.

Further information and updates regarding this review can be found on the Office of Industrial Relations website www.oir.qld.gov.au.



Schedule 1

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

BREAKDOWN OF MATTERS FILED IN THE COURT

Comparison with previous reporting period

	2024 - 2025	2025 - 2026
Appeal against a decision of an Industrial Magistrate (s 556 of the <i>Industrial Relations Act 2016</i>)	0	3
Appeal against a decision of the Commission (s 557 of the <i>Industrial Relations Act 2016</i>)	15	30
Appeal against a decision of the Commission (s 561 of the <i>Workers' Compensation and Rehabilitation Act 2003</i>)	2	3
Stay of operation of a directive (s 178 of the <i>Coal Mining Safety and Health Act 1999</i>)	3	0
Appeal against a decision of an Industrial Magistrate (s 255 of the <i>Coal Mining Safety and Health Act 1999</i>)	2	0
Appeal against Chief Inspector's directives and review decisions (s 243 of the <i>Coal Mining Safety and Health Act 1999</i>)	2	0
Application for stay of decision (s 566 of the <i>Industrial Relations Act 2016</i>)	2	0
Total	26	36



Schedule 2

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

BREAKDOWN OF MATTERS FILED (EXCLUDING APPEALS TO THE COURT)

Comparison with previous reporting period

Type of matter filed		2024 - 2025	2025 - 2026
Industrial Relations Act 2016			
s 99(2)(b)	Payment for Commission	0	0
s 110	Long Service Leave – payment in lieu of	1,008	969
s 122	Application for compensation for employer's failure to give notice	0	1
s 147(1)(a)	Application for a new modern award	0	1
s 147(1)(b)	Application to vary a modern award	2	0
s 149(1)	Variation correction of minor errors	5	0
s 169(2)(b)	Notice of intention to bargain	1	0
s 170(2)(b)	Notice of intention to be a party to bargaining	0	0
s 175(1b)	Request for help in negotiations for bargaining	12	18
s 178(1)	Consent application for arbitration	0	2
s 184(1)	Application for scope order	0	2
s 189(1)	Application for certification of agreement	27	48
s 213	Decision about designated award	0	0
s 225(1)	Application to amend a bargaining instrument	1	0
s 227(1)	Application for termination on/before expiry date	1	1
s 228(1)	Application for termination after expiry date	24	48
s 235(1)	Application for approval to engage in industrial action	48	51
s 240(1)	Suspension of industrial action (economic harm)	0	0
s 241(1)	Suspension of industrial action (life, property, health or welfare)	0	3
s 242	Certificate as to requested representation	0	0
s 253	Application for equal remuneration	0	1
s 261	Notice of industrial dispute	118	142
s 263	Mediation by commission	1	0
s 273	Application for a commission order to stop bullying	5	11
s 309(1)	Application to deal with a dispute (dismissal)	0	15
s 309(2)	Application to deal with a dispute	41	52
s 317(1)	Application for reinstatement (unfair dismissal)	133	159
s 326(1)	Application for severance allowance	0	0
s 337	Authorisation of industrial officers	200	212



Schedule 2

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Type of matter filed		2024 - 2025	2025 - 2026
s 379	Recovery of unpaid wages (UAC)	16	13
s 386	Unpaid superannuation contribution	0	0
s 389	Outworker unpaid wages (UAC)	0	0
s 402	Repayment of fee payable to private employment agent (UAC)	0	0
s 406X	Notice of intention to be party to negotiations	0	1
s 406ZY	Unfair termination of courier service contract	1	2
s 406ZZE	Notification of dispute	0	1
s 451	General powers of the commission	1	0
s 458/462	Application for general ruling and statement of policy	2	2
s 463(1)	Application for declaration	2	10
s 467(1)	Application for interpretation	1	0
s 469	Facilitation request	0	0
s 470(2)	Dispute resolution functions under referral agreement	0	0
s 471(1)	Application to amend or void a contract	0	0
s 473(1)	Application for injunction	0	3
s 475(1)	Recovery of pro rata long service leave	40	45
s 475(1)(a)	Recovery of unpaid wages	40	37
s 475(1)(d)	Recovery of superannuation contributions	0	0
s 479	Application for rights to represent	0	0
s 484(1)	Application to re-open proceedings	6	14
s 506(1)(b)(ii)	Damages claim (UAC)	0	0
s 560(1)	Appeal against a decision of the Industrial Registrar	1	3
s 572	Order - contravention of civil penalty provisions	2	1
s 578E(1)	Relevant incorporation act application	3	1
s 578H	Application for declaration about establishment of objection ground	1	1
ss 655 - 879	Registered Industrial Organisation matters (see Schedule 3)	201	201
s 952	Variation of agreement under Chapter 15A	0	0
s 981	Obsolete industrial instrument	0	0
	Request for recovery conference	5	9

Industrial Relations (Tribunals) Rules 2011

r 230	Lapse of proceedings after at least 1 year's delay	0	1
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Schedule 2

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Type of matter filed		2024 - 2025	2025 - 2026
Magistrates Court Act 1921			
s 42B	Employment claim	7	9
Public Interest Disclosure Act 2010			
s 48	Application for an injunction about a reprisal	0	1
Public Sector Act 2022			
s 131(1)(a)	Appeal against a conversion decision	47	125
s 131(1)(b)	Appeal against a directive decision	21	22
s 131(1)(c)	Appeal against a disciplinary decision	62	63
s 131(1)(d)	Appeal against a fair treatment decision	68	107
s 131(1)(e)	Appeal against a promotion decision	14	21
s 131(1)(f)	Appeal against a suspension without pay decision	12	11
s 131(1)(g)	Appeal against a transfer decision	2	3
s 131(1)(h)	Appeal against a work performance direction decision	0	0
s 131(1)(i)	Appeal against a decision about anything else against which another Act allows	0	1
Trading (Allowable Hours) Act 1990			
s 5(2)	Application for declaration about trading hours	1	0
s 23	Application for an order under s 21	0	2
s 31A	Special event declaration	6	3
Workers' Compensation and Rehabilitation Act 2003 and Workers' Compensation and Rehabilitation Regulation 2014			
s 232E	Reinstatement of injured worker	0	1
s 550(4)	Appeal against decision of Workers' Compensation Regulator	259	367
s 550 (4)	Appeal against decision of insurer	3	0
Work Health and Safety Act 2011			
s 102B	Notice of WHS dispute	7	10
s 112	Civil proceedings in relation to engaging in or inducing coercive conduct	1	1
s 131	WHS entry permit	221	262
s 142	Dispute about right of entry	1	4
s 229B	Application for review	29	17
Anti-Discrimination Act 1991			
s 113	Application for exemption from certain provisions	6	3
s 144(1)	Application for orders protecting complainants' interests	1	3
s 164	Anti-Discrimination conciliation agreement	102	80



Schedule 2

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

Type of matter filed		2024 - 2025	2025 - 2026
s 164A(2)	Referral of complaint not resolved	3	12
s 166(1)	Referral of complaint unconciliated	60	45
s 167(1)(a)	Referral of complaint after six months	0	0
s 169(3)	Referral of complaint lapsed	0	0
Queensland Civil and Administrative Tribunal Act 2009			
s 52	Transfer of QCAT file	0	0
Fair Work Act 2009 (Cwlth)			
s 539	Fair Work Claim	432	451
Total		3,314	3,704

2025 to 2026 - Total filings of new applications/appeals/claims
(excluding interlocutory applications)

3,740



Schedule 3

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

FURTHER BREAKDOWN OF MATTERS FILED IN RELATION TO REGISTERED INDUSTRIAL ORGANISATIONS

Comparison with previous reporting period

Type of matter filed		2024 - 2025	2025 - 2026
<i>Industrial Relations Act 2016</i>			
s 600(1)	Exemption from stated obligation	0	0
s 601	Application for registration	1	0
s 646	Rules application compliance with s623	0	0
s 661	Application for name amendment	1	0
s 662	Rule amendment – eligibility	0	1
s 666	Amendment to rules – other than eligibility	4	10
s 669	Prescribed election information	34	51
s 669(3)	Application to file prescribed information before a later stated day	3	2
s 687	Conduct of election inquiry	1	0
s 735	Annual obligation to file officers register	33	38
s 736	Obligation to file officers register on change of office	71	46
s 741(4)	Exemption financial management training	4	3
s 784	General purpose financial reporting	32	30
s 786	Exemption from Chapter 12, Part 11 of particular reporting units	8	11
s 802	Election exemption – counterpart federal body	9	7
s 804	Exemption – member or officers register	0	0
s 808	Exemption accounting or audit obligations	0	0
s 835	Orders about effects of invalidity	0	1
s 879	Application for deregistration	0	1
s 879(1)(c)	Deregistration application by Registrar	0	0
<i>Industrial Relations (Tribunals) Rules Act 2011</i>			
r 88	Registrar's powers	0	0
TOTAL		201	201



Schedule 4

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

REGISTERED INDUSTRIAL ORGANISATION MEMBERSHIP – EMPLOYEE REPRESENTATIVE

Comparison with previous reporting period

Name of Registered Industrial Organisation	2024 - 2025	2025 - 2026	↑/ ↓
Australian Institute of Marine and Power Engineers' Union of Employees, Queensland District	348	331	↓
Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland	11,420	11,512	↑
Australasian Meat Industry Union of Employees (Queensland Branch)	4,693	6,615	↑
Australian Maritime Officers Union Queensland Union of Employees	692	598	↓
Australian Salaried Medical Officers' Federation Queensland, Industrial Organisation of Employees	2,780	2,089	↓
The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees	3,189	3,718	↑
Australian Rail, Tram and Bus Industry Union of Employees, Queensland Branch	6,739	6,810	↑
The Australian Workers' Union of Employees, Queensland	22,483	22,524	↑
Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland	27,894	26,315	↓
The Electrical Trades Union of Employees Queensland	20,138	20,793	↑
Finance Sector Union of Australia, Queensland Branch, Industrial Union of Employees	3,034	*	-
Plumbers & Gasfitters Employees' Union Queensland, Union of Employees	3,698	3,809	↑
Queensland Fire and Rescue - Senior Officers Union of Employees	116	122	↑
Queensland Independent Education Union of Employees	17,007	17,033	↑
Queensland Nurses and Midwives' Union of Employees	75,743	77,347	↑
The Queensland Police Commissioned Officers' Union of Employees	325	328	↑
Queensland Police Union of Employees	13,154	13,430	↑
Queensland Services, Industrial Union of Employees	16,267	16,781	↑
Queensland Teachers Union of Employees	48,549	50,015	↑
Shop, Distributive and Allied Employees Association (Queensland Branch) Union of Employees	24,360	25,337	↑
The Seamen's Union of Australasia, Queensland Branch, Union of Employees	883	873	↓
Together Queensland, Industrial Union of Employees	32,742	33,859	↑
Transport Workers' Union of Australia, Union of Employees (Queensland Branch)	8,683	9,332	↑
Queensland Professional Firefighters' Union, Industrial Union of Employees	3,139	3,297	↑
United Workers' Union, Industrial Union of Employees, Queensland	37,269	37,992	↑
Total	385,345	390,860	↑

*Organisation was deregistered during the reporting period



Schedule 5

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

REGISTERED INDUSTRIAL ORGANISATION MEMBERSHIP – EMPLOYER REPRESENTATIVE

Comparison with previous reporting period

Name of Registered Industrial Organisation	2024 - 2025	2025 - 2026	↑/ ↓
Australian Dental Association (Queensland Branch) Union of Employers	764	722	↓
The Baking Industry Association of Queensland - Union of Employers	38	36	↓
Local Government Association of Queensland Ltd	77	77	-
Master Electricians Association, Queensland Industrial Organisation of Employers	2,254	2,324	↑
Master Plumbers' Association of Queensland (Union of Employers)	1,294	1,322	↑
Master Painters, Decorators and Signwriters' Association of Queensland, Union of Employers	271	294	↑
National Retail Association Limited, Union of Employers	6,497	5,856	↓
Queensland Chamber of Commerce and Industry Limited ACN 009 662 060	1,264	1,261	↓
Queensland Hotels Association, Union of Employers	1,032	1,236	↑
Queensland Master Builders Association, Industrial Organisation of Employers	10,393	10,888	↑
The Registered and Licensed Clubs Association of Queensland, Union of Employers	442	432	↓
Total	24,326	24,448	↑



Acronyms and Abbreviations

Industrial Court of Queensland, Queensland Industrial Relations Commission, Industrial Registry

ACRONYMS AND ABBREVIATIONS

Quick reference guide to acronyms and abbreviations used throughout the report

AIO	Authorised Industrial Officer
AD Act	<i>Anti-Discrimination Act 1991</i>
CS	Client Services
FW Act	<i>Fair Work Act 2009</i>
ICQ	Industrial Court of Queensland
IR Act	<i>Industrial Relations Act 2016</i>
PCBU	Persons conducting a business or undertaking
PS Act	<i>Public Sector Act 2022</i>
QCAT	Queensland Civil and Administrative Tribunal
QHRC	Queensland Human Rights Commission
QIRC	Queensland Industrial Relations Commission
RIO	Registered Industrial Organisation
SRO	Senior Registry Officer
TH Act	<i>Trading (Allowable Hours) Act 1990</i>
UCPR	<i>Uniform Civil Procedure Rules 1999</i>
WCR Act	<i>Workers' Compensation and Rehabilitation Act 2003</i>
WHS Act	<i>Work Health and Safety Act 2011</i>

