

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the termination of the Stadiums Queensland Staff Certified Agreement 2023 [2026] QIRC 312*

PARTIES: **State of Queensland (Stadiums Queensland)**

AND

The Australian Workers' Union of Employees, Queensland

The Electrical Trades Union of Employees Queensland

Together Queensland, Industrial Union of Employees

United Workers' Union, Industrial Union of Employees, Queensland

CASE NO: CB/2026/70

PROCEEDING: Application for termination of an Agreement

DELIVERED ON: 1 October 2026

HEARING DATE: 1 October 2026

MEMBER: Knight IC

HEARD AT: Brisbane

ORDERS: ***The Stadiums Queensland Staff Certified Agreement 2023 is terminated.***

CATCHWORDS: INDUSTRIAL LAW – QUEENSLAND – AGREEMENTS – application for termination of a certified agreement after nominal expiry date – requirements for termination – agreement terminated

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

APPEARANCES: Ms J. Lappin for the State of Queensland (Stadiums Queensland)

Ms C. Taylor for The Australian Workers' Union of Employees, Queensland

Ms E. Petering for Together Queensland, Industrial Union of Employees

Reasons for Decision

- [1] On 20 August 2026 the State of Queensland (Stadiums Queensland) ('Stadiums Queensland') applied to terminate the *Stadiums Queensland Staff Certified Agreement 2023* ('the agreement') pursuant to s 228(1) of the *Industrial Relations Act 2016* (Qld) ('the IR Act').
- [2] The agreement has a nominal expiry date of 31 July 2026.
- [3] Section 228(3) of the IR Act provides:
 - (3) The commission must approve the termination if, and must refuse to approve the termination unless, satisfied subsection (2) has been complied with and—
 - (a) for an agreement or determination that provides that it may be terminated if particular conditions are met—the conditions have been met; or
 - (b) for an agreement or determination that does not provide for the way it may be terminated—
 - (i) the other parties to the agreement or determination agree to it being terminated; and
 - (ii) termination of the agreement or determination is not contrary to the public interest.
- [4] In making my decision I have had regard to s 228(3), the submissions made by the parties who appeared at the hearing today and the affidavit of Mr Todd Harris, ¹ Chief Executive Officer of Stadiums Queensland, affirmed on 18 August 2026. ²
- [5] The agreement does not provide that particular conditions need to be met before it may be terminated.
- [6] On 3 July 2026, Stadiums Queensland notified the other parties to the agreement of its intention to terminate the agreement.³ Those parties are:

¹ I note the correspondence of Mr Peter Ong, State Secretary of The Electrical Trades Union of Employees Queensland, dated 11 September 2026, advising that the ETU consents to the termination of the existing Agreement and certification of the proposed Agreement, but would be unable to attend the hearing. I also note the correspondence of Katie Calver, Para Legal Officer of the United Workers Union, dated 9 September 2026, advising that UWU would be unable to attend the hearing, but supports the termination of the existing Agreement and certification of the proposed Agreement.

² Affidavit of Todd Harris filed 20 August 2026 ('Harris Affidavit').

³ Ibid [12].

- The Australian Workers' Union of Employees, Queensland ('AWU');
- Electrical Trades Union Queensland ('ETU');
- Together Queensland, Industrial Union of Employees ('TQU'); and
- United Workers' Union, Industrial Union of Employees, Queensland ('UWU').

[7] I am satisfied that Stadiums Queensland has provided the requisite notice of its intention to apply to terminate the agreement.

[8] Both the AWU and TQU appeared today and consented to the present application.

[9] On 9 September 2026, the UWU wrote to the Commission and sought leave to be excused from appearing. On 11 September 2026, ETU also wrote to the Commission and sought leave to be excused from appearing. Leave was granted on the basis that UWU and ETU consented to the present application and would submit to any order or certification made in their absence.

[10] No other person appeared or sought to make submissions.

[11] On 20 August 2026, Stadiums Queensland made an application under s 189 of the IR Act to certify the *Stadiums Queensland Staff Certified Agreement 2026*.⁴

[12] Stadiums Queensland and the employee organisations listed at [6] above have agreed to the terms of the *Stadiums Queensland Staff Certified Agreement 2026*, which will replace the agreement.

[13] I am therefore satisfied that:

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

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

[15] I approve the termination of the *Stadiums Queensland Staff Certified Agreement 2023* with effect from today's date, being 1 October 2026.

⁴ *In the making of the Stadiums Queensland Staff Certified Agreement 2026* [2026] QIRC 313.

[16] I make the following order:

The *Stadiums Queensland Staff Certified Agreement 2023* is terminated.