

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the making of the Visiting Medical Officers' Employees (Queensland Health) Certified Agreement (No. 2) 2026* [2026] QIRC 295

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

AND

Australian Salaried Medical Officers' Federation Queensland, Industrial Organisation of Employees

Together Queensland, Industrial Union of Employees

CASE NO: CB/2026/75

PROCEEDING: Application for certification of an agreement

DELIVERED ON: 16 September 2026

HEARING DATE: 16 September 2026

MEMBER: Hartigan DP

HEARD AT: Brisbane

ORDER: ***The Visiting Medical Officers' Employees (Queensland Health) Certified Agreement (No. 2) 2026 is certified***

CATCHWORDS: INDUSTRIAL LAW – QUEENSLAND – AGREEMENTS – CERTIFICATION OR APPROVAL – where application for certification was filed – whether requirements for certification were met – agreement certified

LEGISLATION: *Industrial Relations Act 2016 (Qld) s 189, s 201, s 227, s 228*

APPEARANCES:

Mr C. McDonald, Mr M. Morris and Ms D. Summerfield on behalf of the State of Queensland (Queensland Health)

Dr H. Tan, Ms A. May and Ms M. Liston on behalf of Australian Salaried Medical Officers' Federation Queensland, Industrial Organisation of Employees

Mr S. Fanayan on behalf of Together Queensland, Industrial Union of Employees

Reasons for Decision

- [1] On 31 August 2026, the State of Queensland (Queensland Health) ('the Department') applied, pursuant to s 189 of the *Industrial Relations Act 2016* (Qld) ('the IR Act') to certify the *Visiting Medical Officers' Employees (Queensland Health) Certified Agreement (No. 2) 2026* ('the Agreement').
- [2] The named parties to the Agreement are the:
- State of Queensland (Queensland Health);
 - Hospital and Health Services ('HHS');
 - Australian Salaried Medical Officers' Federation Queensland, Industrial Organisation of Employees ('ASMOF'); and
 - Together Queensland, Industrial Union of Employees ('TQ').
- [3] The Agreement is signed by all the above-named parties.
- [4] I am satisfied that all parties have agreed on the terms of the Agreement, which were approved by a valid majority of relevant employees in a properly conducted ballot.
- [5] The Agreement is agreed to by all employee organisations.
- [6] The Agreement will apply to the State of Queensland (Queensland Health), each of the HHS and all Visiting Medical Officer employees employed by them, in accordance with cl 1.3 of the Agreement.

- [7] Having regard to the two affidavits of Ms Alarna Lane-Mullins, Chief Human Resources Officer, Queensland Health, filed 31 August 2026, the submissions made by the parties who appeared at the hearing and to the Agreement itself, I am satisfied that:
- (a) Each of the relevant requirements referred to in ch 4, pt 5, div 2, sub-div 2 of the IR Act have been met; and
 - (b) There is nothing in the Agreement which would require me to refuse to grant the application pursuant to ch 4, pt 5, div 2, sub-div 3 of the IR Act.
- [8] The application to certify the *Visiting Medical Officers' Employees (Queensland Health) Certified Agreement (No. 2) 2026* is granted.
- [9] The *Visiting Medical Officers' Employees (Queensland Health) Certified Agreement (No. 2) 2026* operates from the day it is certified, namely 16 September 2026.
- [10] Although the nominal expiry date of the *Visiting Medical Officers' Employees (Queensland Health) Certified Agreement (No. 2) 2026* is 30 June 2029, it continues in operation until it is terminated pursuant to s 227 or s 228 of the IR Act.

Order

- [11] I make the following order:

The Visiting Medical Officers' Employees (Queensland Health) Certified Agreement (No. 2) 2026 is certified.