

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the termination of the Tablelands Regional Council Certified Agreement 2023 [2026] QIRC 339*

PARTIES: **Tablelands Regional Council**

AND

The Australian Workers' Union of Employees, Queensland

Queensland Services, Industrial Union of Employees

Plumbers & Gasfitters Employees' Union Queensland, Union of Employees

Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland

CASE NO: CB/2026/83

PROCEEDING: Application for approval to terminate certified agreement after nominal expiry date

DELIVERED ON: 23 October 2026

HEARING DATE: 13 October 2026

HEARD AT: Brisbane

MEMBER: McLennan IC

ORDER: **1. *The Tablelands Regional Council Certified Agreement 2023 is terminated.***

CATCHWORDS: INDUSTRIAL LAW – COLLECTIVE BARGAINING – application for termination after nominal expiry date – requirements for termination – agreement terminated

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

APPEARANCES: Ms A. Farmer for the Local Government Associated of Queensland

Ms K. Edwards of The Tablelands Regional Council

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

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

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

Reasons for Decision

- [1] On 9 September 2026, the Tablelands Regional Council ('TRC') applied to terminate the *Tablelands Regional Council Certified Agreement 2023* pursuant to s 228(1) of the *Industrial Relations Act 2016* (Qld) ('the IR Act').
- [2] The Agreement nominally expired on 29 May 2026 and the parties consent to its termination.
- [3] In making my decision I have had regard to the legislative provisions, the submissions made by the parties who appeared at the hearing today and the affidavit of Dr Nikola Stepanov, Chief Executive Officer of Tablelands Regional Council, affirmed on 17 August 2026 and filed on 9 September 2026.
- [4] The Agreement does not provide that particular conditions need to be met before it may be terminated.
- [5] Dr Stepanov submitted that TRC notified the union parties of its intention to terminate the Agreement on 9 September 2026. Those parties are:
 - The Australian Workers' Union of Employees, Queensland;
 - Queensland Services, Industrial Union of Employees;
 - Plumbers & Gasfitters Employees' Union Queensland, Union of Employees; and
 - Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland.
- [6] I am satisfied that TRC has provided the requisite notice of its intention to apply to terminate the Agreement.
- [7] Along with TRC, The Australian Workers' Union of Employees, Queensland, Queensland Services, Industrial Union of Employees and the Plumbers & Gasfitters Employees' Union Queensland, Union of Employees. No other person appeared or sought to make submissions.

- [8] Having regard to the materials before me, I am satisfied that all parties to the Agreement agree to it being terminated, and the termination of the Agreement is not contrary to the public interest.
- [9] On 9 September 2026, TRC made an application under s 189 of the IR Act to certify the *Tablelands Regional Council Certified Agreement 2026*.
- [10] TRC and the employee organisation listed below have agreed to the terms of the *Tablelands Regional Council Certified Agreement 2026* which will replace the Agreement:
- The Australian Workers' Union of Employees, Queensland;
 - Queensland Services, Industrial Union of Employees;
 - Plumbers & Gasfitters Employees' Union Queensland, Union of Employees; and
 - Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland.
- [11] Section 228(4) of the IR Act provides that termination takes effect when the Commission's approval takes effect.
- [12] I approve the termination of the Agreement with effect from 23 October 2026.
- [13] I make the following order:

The *Tablelands Regional Council Certified Agreement 2023* is terminated.