

2018 – 2019 Annual Report

of the President of the Industrial Court of Queensland



In respect of the Industrial Court of Queensland,
Queensland Industrial Relations Commission, and
Queensland Industrial Registry

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Acknowledgements

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**INDUSTRIAL COURT OF QUEENSLAND
QUEENSLAND INDUSTRIAL RELATIONS COMMISSION**

The Honourable Grace MP
Minister for Education
Minister for Industrial Relations
GPO Box 611
BRISBANE QLD 4000

Dear Minister,

I have the honour to furnish to you for presentation to Parliament, as required by section 594 of the *Industrial Relations Act 2016*, the Annual Report on the work of the Industrial Court of Queensland, the Queensland Industrial Relations Commission, the Industrial Registry and generally on the operation of the *Industrial Relations Act 2016* for the financial year ended 30 June 2019. Responsibility for the report relating to the Queensland Industrial Relations Commission and Queensland Industrial Registry rests with the President and Industrial Registrar respectively.

A handwritten signature in blue ink, appearing to read 'G.C. Martin'.

The Hon. Justice G.C. Martin AM
President
Industrial Court of Queensland

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President's Report

It is pleasing to report that the Court and the Commission has had a successful year as it continues to deal with a wide range of matters within its jurisdiction in a timely and effective way. It is apparent from the report that the Commission continues to deal with a significant proportion of filings through conciliation and mediation. It is fair to say that those matters which do not result in a conciliated or mediated outcome are the more complex and lengthy matters.

The Commission continues to serve regional Queensland by conducting hearings in: Ayr, Bundaberg, Burdekin, Cairns, Caloundra, Gladstone, Goondiwindi, Hervey Bay, Mackay, Mt Isa, Maroochydore, Rockhampton, Toowoomba, and Townsville.

As reported previously, the Court and Commission will be re-located to new and renovated premises on level 21 and 22 of Central Plaza 2. As presently advised, the Court and Commission should be re-accommodated by December 2019. The refurbishment of the Court and Commission's accommodation will improve accessibility and security. Hearing and conference rooms will be equipped with enhanced audio-visual facilities to permit, for example, evidence to be taken remotely, facilitate conciliations across the State and reduce costs to litigating parties by not requiring the parties to attend-in-person in a range of interlocutory matters.

During the year under review I had the pleasure of welcoming Deputy President Merrell and Industrial Commissioner Pidgeon to the Commission and mark the promotion of Vice President O'Connor. These appointments return the Commission to full strength and will serve to continue the work the Commission does, not just in south-east Queensland, but throughout the state. It is very heartening to have such well-qualified people join this tribunal.

I wish to make particular reference to the consultative and cooperative approach, which the Minister has taken, not just with the new appointments, but also more generally, with the administration of the Court and the Commission. It is very important that timely replacements of members be made, so that the work of the Commission may continue without undue dislocation to the parties who appear here.

The *Human Rights Act 2019* will commence operation on 1 January 2020. Whilst the commencement of the Act will have a significant impact on the jurisdiction of the Commission it is hard to gauge at this early stage the exact nature and extent of that impact. However, it is reasonable to assume that one area of the Commission's jurisdiction likely to be impacted is a claim for adverse action, where an employee asserts prejudice or discrimination as a result of a choice to exercise or not exercise a workplace right.

As is the case with other courts and tribunals both the Court and the Commission have a high level of self-represented litigants. There are many reasons for this including the well-known issues concerning access to justice. Whilst all litigants have a right to appear in person, the exercising of that right, irrespective of the reasons for doing so, places significant pressure on members of the Commission. On the one hand, the member has a duty to remain impartial while doing what it is reasonably able to do to assist the self-represented party in respect of procedural and evidentiary rules. Unlike other jurisdictions the Court and Commission do not have the benefit of the Self-Represented Service operated by LawRight. I would commend to government that consideration be given to funding organisations such as LawRight so that

litigants in person obtain access to appropriate advice to assist them through the litigation process. Such a course will reduce hearing times and contribute to the effective management of the Court and the Commission.

The Commission is currently implementing a range of measures to increase the effectiveness and efficiency of the Industrial Registry. This includes, but is not limited to, a project to modernize and enhance our digital case management system (CMS); team building; the redefining of roles and responsibilities to reflect best practice; and professional development of our staff to build skills and resilience.

2019 saw the departure of two long-standing members of the Commission. Industrial Commissioner Fisher resigned on 29 March 2018 after being first appointed in February 1990 and Deputy President Swan retired from the Commission on 10 May 2019 after serving nearly 29 years as a member of the Commission. It would be remiss of me not to take this opportunity to acknowledge the energy and commitment that both Deputy President Swan and Industrial Commissioner Fisher have brought to the discharge of their duties. I wish them well in their retirement.

I take this opportunity to extend my thanks to members of the Commission, who continue to undertake their work with diligence, impartiality and integrity. The work of the Court or Commission could not be efficiently and effectively discharged without the ongoing support and assistance of all Commission staff. In particular I would like to thank Industrial Registrar Madonna Shelley and Deputy Registrar Bianca Paris for their leadership and ongoing commitment to the work of the Court and Commission. Finally, I acknowledge and thank the Deputy Director-General, Mr Craig Allen, and Mr Tony James, the Executive Director within the Office of Industrial Relations, for their assistance in ensuring the Court and Commission continues to discharge its functions in an effective and efficient way.

2018 – 2019 in Review

Industrial Court of Queensland

The Industrial Court of Queensland hears appeals on errors of law or lack or excess of jurisdiction against decisions of the Commission; the Industrial Registrar; or an Industrial Magistrate.

The year under review saw a slight increase in the number of appeals filed. The expanded jurisdiction of the Commission, in particular, in the areas of workplace discrimination and Work Health and Safety and the significant increase in workload of the Commission in its other areas of jurisdiction will affect the Court in the foreseeable future. The members of the Court are: the President (Justice Glenn Martin AM), the Vice President (Daniel O'Connor OAM) and the Deputy President (Court) (John Merrell).

Queensland Industrial Relations Commission

The Queensland Industrial Relations Commission (Commission) derives its powers and functions from Chapter 11, Part 2 of the *Industrial Relations Act 2016*. The Commission plays a major role in contributing to the social and economic well-being of Queenslanders through furthering the objects of the Act which are principally to provide a framework for cooperative industrial relations that is fair and balanced and supports the delivery of high quality services, economic prosperity and social justice for Queenslanders.

Structure of the Commission

There are eight Members of the Commission. The Commission is headed by the President, Justice Glenn Martin AM, who is also President of the Industrial Court of Queensland. The Commission is additionally comprised of the Vice President, two Deputy Presidents, and four Industrial Commissioners.

The President is responsible for the administration of the Commission. This includes the allocation of all matters, references to Full Benches and the general conduct of Commission business. The President delegated those responsibilities to Deputy President O'Connor on 13 October 2015, under the *Industrial Relations Act 1999*. On 8 February 2017 the President delegated his responsibilities under the *Industrial Relations Act 2016* to Deputy President O'Connor, with effect from 1 March 2017 – the same date as the repeal of the *Industrial Relations Act 1999* and the commencement of the majority of the *Industrial Relations Act 2016*. On 17 December 2018, Following Deputy President O'Connor's appointment as Vice President, the President delegated his powers to Vice President O'Connor.

Current Members of the Commission are:

Member	Date sworn in
Justice Glenn Martin AM, President	2 December 2013
Daniel O'Connor OAM, Vice President	17 December 2018 (Vice President) 20 September 2014 (Deputy President (Court)) 13 November 2012 (Deputy President)
John Merrell, Deputy President (Court)	17 December 2018

Adrian Bloomfield, Deputy President	3 February 2003 (Deputy President) 15 March 1993 (Commissioner)
John Thompson, Industrial Commissioner	28 September 2000
Gary Black, Industrial Commissioner	13 November 2012
Minna Knight, Industrial Commissioner	12 December 2012
Samantha Pidgeon, Industrial Commissioner	17 December 2018

Dianne Linnane, Vice president, resigned from the Court and Commission on 12 September 2018.

Glenys Fisher, Industrial Commissioner, resigned from the Commission on 29 March 2019.

Deirdre Swann, Deputy President, retired from the Commission on 10 May 2019.

Jurisdiction, Powers and Functions of the Commission

Members of the Commission exercise jurisdiction, powers and functions under the *Industrial Relations Act 2016*, the *Workers' Compensation and Rehabilitation Act 2003*, the *Anti-Discrimination Act 1999*, the *Public Service Act 2008*, and various other statutes. The most significant area of the Commission's workload continues to be appeals against review decisions of the Workers' Compensation Regulator under the *Workers' Compensation and Rehabilitation Act 2003*. While those types of matters may only represent approximately 9% of the total matters filed in this reporting period, they require a large amount of administrative attention and result in a hearing more often than any other individual type of matter.

More specifically, during the reporting year the QIRC dealt with the following broader areas:

Anti-Discrimination referrals and applications

During the 2018/19 reporting year there were 114 matters sent to to the Commission by the ADCQ, including 6 applications for orders protecting complainant's interests, and 2 applications for exemptions from the *Anti-Discrimination Act 1991* for work related matters.

Certified Agreements

The following agreements were certified by the Commission in the 2018/19 reporting year:

Public service agreements:

- *Building and Asset Services Field Staff Certified Agreement 2016*
- *Department of Education Cleaners' Certified Agreement 2018*

- *Department of Education Teacher Aides' Certified Agreement 2018*
- *Medical Officers' (Queensland Health) Certified Agreement (No. 5) 2018*
- *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018*
- *South Bank Employing Office Employees' Certified Agreement 2019*
- *WorkCover Employing Office – Certified Agreement 2018*

Local government agreements:

- *Balonne Shire Council Certified Agreement 2018*
- *Banana Shire Council Certified Agreement 2018*
- *Barcaldine Regional Council Certified Agreement 2018*
- *Barcoo Shire Council Local Government Operational Employees' Certified Agreement 2018-2021*
- *Blackall-Tambo Regional Council Enterprise Bargaining Agreement 2018-2021*
- *Brisbane City Council Certified Agreement 2018 (EBA9)*
- *Central Highlands Regional Council Certified Agreement 2018-2021*
- *Cook Shire Council - Indoor Certified Agreement 2018*
- *Cook Shire Council - Outdoor Certified Agreement 2018*
- *Fraser Coast Regional Council Certified Agreement 2018*
- *Gladstone Regional Council Certified Agreement 2018*
- *Gympie Regional Council Certified Agreement 2018*
- *Hinchinbrook Shire Council Certified Agreement 2017*
- *Ipswich City Council Local Government Civic Centre Employees Certified Agreement 2018*
- *Ipswich City Council Local Government Employees Certified Agreement 2018*
- *Ipswich City Council Local Government Waste Service Employee' (Domestic and Commercial Drivers) Certified Agreement 2018*
- *Ipswich City Council Officers Certified Agreement 2018*
- *Lockyer Valley Regional Council Certified Agreement (Field) 2018*
- *Lockyer Valley Regional Council Certified Agreement (Officers) 2018*

- *Logan City Council Certified Agreement 2018*
- *Longreach Regional Council Certified Agreement 2018-2022*
- *McKinlay Shire Council Certified Agreement 2018 – 2021*
- *Mount Isa City Council Certified Agreement 2018*
- *Murweh Shire Council Operational Staff Certified Agreement 2018*
- *Noosa Council Certified Agreement 2018*
- *North Burnett Regional Council Certified Agreement 2018*
- *Paroo Shire Council - Non-Operational Staff Certified Agreement 2018*
- *Paroo Shire Council – Operational Staff Certified Agreement 2018*
- *Redland City Council Officers' Certified Agreement 2019*
- *Richmond Shire Council - Certified Agreement 2018*
- *Rockhampton Regional Council External Employees Certified Agreement 2018*
- *Southern Downs Regional Council Certified Agreement 2018 – Operational Employees*
- *Tablelands Regional Council Certified Agreement 2018*
- *Toowoomba Regional Council Field Based Staff Certified Agreement 2018 (No. 3)*

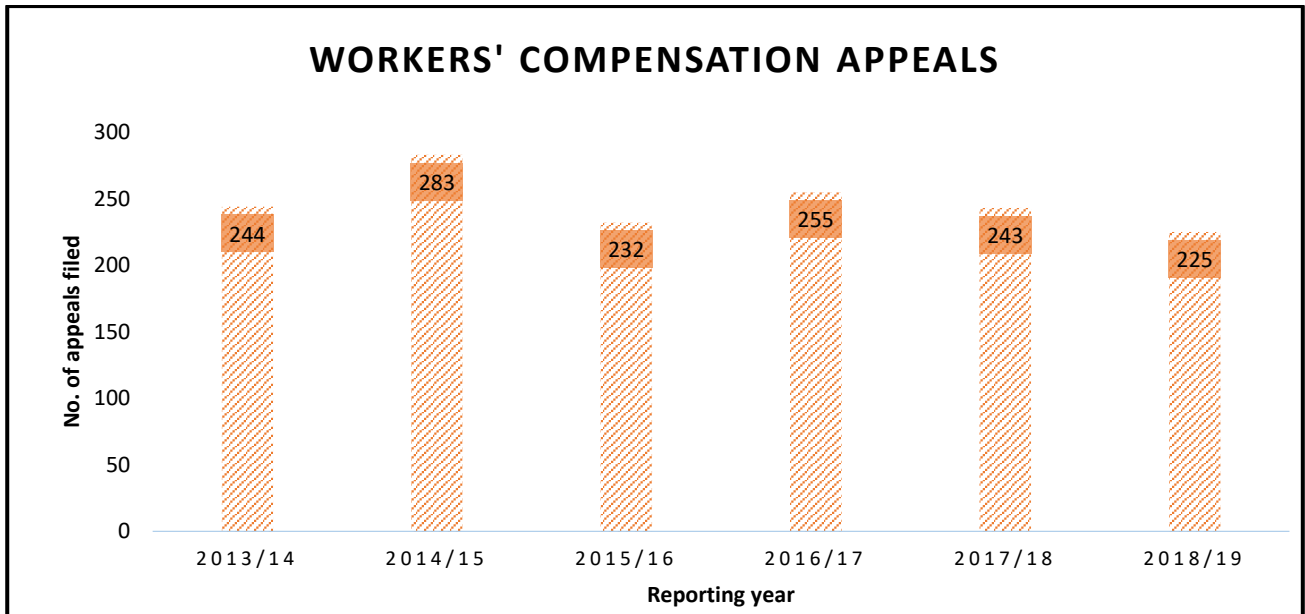
Each of these agreements replaced a corresponding agreement/s or determination which was terminated at the same time as the new agreement's certification.

Workers' Compensation Appeals

The Workers' Compensation Regulator (the Regulator) is the statutory body that reviews workers' compensation decisions taken by WorkCover Queensland (WorkCover) and self-insurers. Where workers or employers feel aggrieved by the decisions of either WorkCover or the self-insurer they may seek a review by the Regulator of that decision. The Commission has jurisdiction to hear appeals from review decisions of the Regulator under s 550 of the *Workers' Compensation and Rehabilitation Act 2003*.

In the 2018/19 reporting year, 225 appeals against decisions of the Workers' Compensation Regulator were filed. This represents a slight decrease from the previous reporting year's 243 appeals, but is still within the normal range of filings over the previous six year period. See **Figure 1** below.

Figure 1: Workers' Compensation Appeals

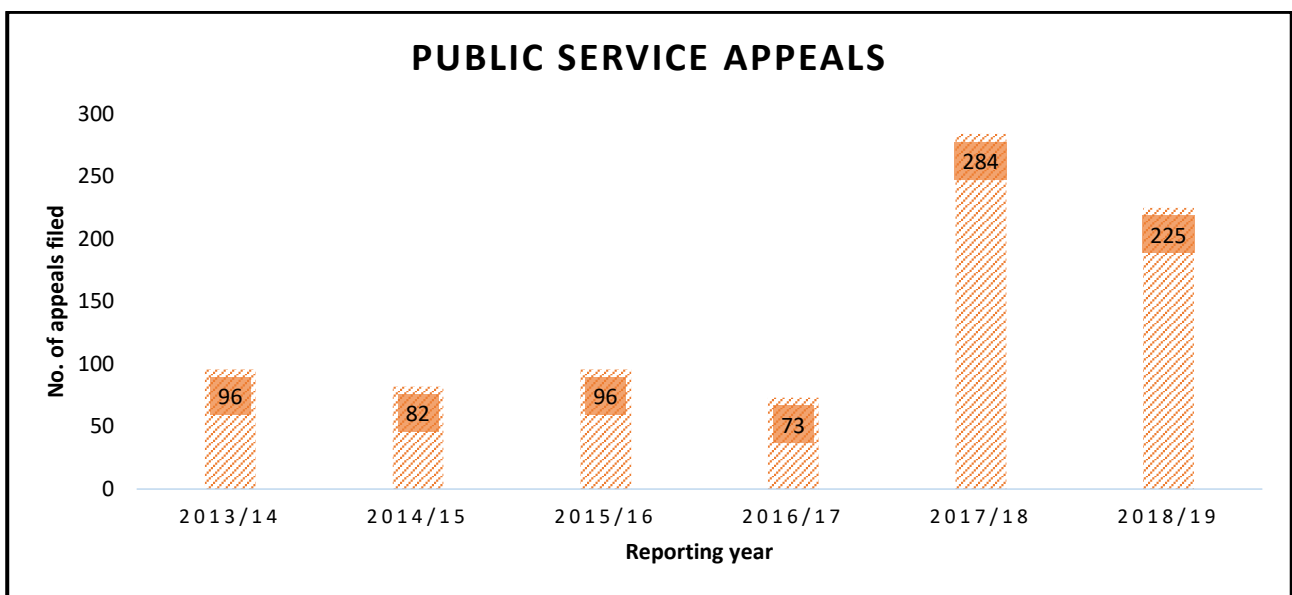


Public Service Appeals

Chapter 7 of the *Public Service Act 2008* stipulates the right to appeal a decision, the types of decisions that may or may not be appealed, who may appeal a decision and the appeals procedures. During the reporting year 225 public service appeals were lodged under s 194 of the *Public Service Act 2008*. There were 284 appeals filed in the 2017/18 reporting year.

The decrease in the number of public service appeals filed is mostly explained by a reduction in the number of appeals arising from the temporary to permanent conversion scheme introduced by Directive 08/17 *Temporary Employment*. See **Figure 2** below, and **Table 4** for a comprehensive breakdown of the filings.

Figure 2: Public Service Appeals



Other Statutes

In addition to the above, the Commission has jurisdiction under other statutes such as:

- *Trading (Allowable Hours) Act 1990;*
- *Further Education and Training Act 2014;*
- *Contract Cleaning Industry (Portable Long Service Leave) Act 2005;*
- *Public Interest Disclosure Act 2010;*
- *Work Health and Safety Act 2011;*
- *Child Employment Act 2006;* and
- *Magistrates Courts Act 1921.*

The details of the Commission's jurisdiction under these legislative enactments has been outlined in previous reporting years.

Regional Sitings

The Commission hears matters in locations throughout Queensland and in the reporting year heard matters in:

- Ayr
- Bundaberg
- Burdekin
- Cairns
- Caloundra
- Hervey Bay
- Innisfail
- Gladstone
- Goondiwindi
- Kingaroy
- Mackay
- Maroochydore
- Mount Isa
- Rockhampton
- Toowoomba
- Townsville
- Yeppoon

External Engagement

Members of the Commission were actively involved with the training and further education of members of the public and the profession throughout the 2018/19 reporting year. Several members assisted the Industrial Relations Society of Queensland with their annual Advocacy for Workplace Relations Professionals course by judging moots and providing seminars on advocacy and specific areas of the Commission's jurisdiction. Likewise, members presented papers and lectures on topics related to Industrial Relations at conferences.

Meetings of the Industrial Jurisdiction User Group, the Workers' Compensation User Group and Anti-Discrimination Commission were convened by the President to discuss: changes to processes and any issues arising from the Commission's operation.

Professional activities

The *Judicial Remuneration Act 2007* provides for the salaries and allowances for judicial officers, including members of the Industrial Court and Commission. The various allowances are only payable for expenses actually incurred for the purposes of the allowance. Expenditure of the Education & Conference Allowance for a particular conference or educational purpose is approved by the President. Drawings on allowances are administered by the Industrial Registry.

During the 2018/19 reporting year the Members utilised their Jurisprudential Allowance or Education and Conference Allowance to attend conferences, seminars or courses. Those conferences, seminars, or courses are listed in the table below.

Member utilisation of judicial allowance, or conference and education allowance

Member	Activity	Location	Dates
Vice President Linnane	Pan Europe Asia Conference	Barcelona, Spain	29/09/18 to 06/10/18
Deputy President/Vice President O'Connor	International Bar Association Annual Employment and Diversity Law Conference 2019	Paris, France	03/04/19 to 05/04/19
	International Bar Association conference	Rome, Italy	07/10/18 to 12/10/18
	Commonwealth Magistrates & Judges Association Triennial Conference	Brisbane	09/09/18 to 14/09/18
Deputy President Merrell	National Judicial College of Australia – Conference - Writing Better Judgments	Adelaide	25/03/19 to 27/03/19
Deputy President Swan	HAL International Legal conference	Rhodes, Greece	09/07/18 to 12/07/18
	Judicial Delegation to China	China	13/10/18 to 04/11/18
Commissioner Thompson	Atlantic Canada Human Rights & Labour Law conference	Halifax, Canada	14/05/19 to 16/05/19
Commissioner Black	Judicial Delegation to China	China	14/10/18 to 23/10/18
	National Workers Compensation Conference	Melbourne	18/02/19 to 19/02/19

Queensland Industrial Registry

Registry Services

The Queensland Industrial Registry is the Registry for the Industrial Court of Queensland and Queensland Industrial Relations Commission. The Industrial Registry is a public service office. The Industrial Registrar is the head of the Industrial Registry, under the *Public Service Act 2008*.

The Industrial Registrar is appointed under s 514 of the *Industrial Relations Act 2016* and, apart from administering the Registry, has the functions conferred under that Act and other Acts. The Deputy Industrial Registrar provides support to the Registrar who is responsible for managing and administering the operations of the Registry.

Funding for the Court, Commission and Registry is provided through the Department of Education as part of the Office of Industrial Relations (OIR) appropriation with the OIR being sensitive of the need to maintain the independence of the Court and the Commission.

The Registry provides administrative support to the Court and the Commission and the Registrar also provides a facilitative service to the general industrial relations community.

The Registry is structured into four units: Client Services, Information Services, Corporate Services, and Registered Industrial Organisations. The Registry establishment is made up of 15.8 FTE positions including the Industrial Registrar.

Client Services

Client Services is managed by the Client Service Manager and the Client Service staff provide support to members and their associates through:

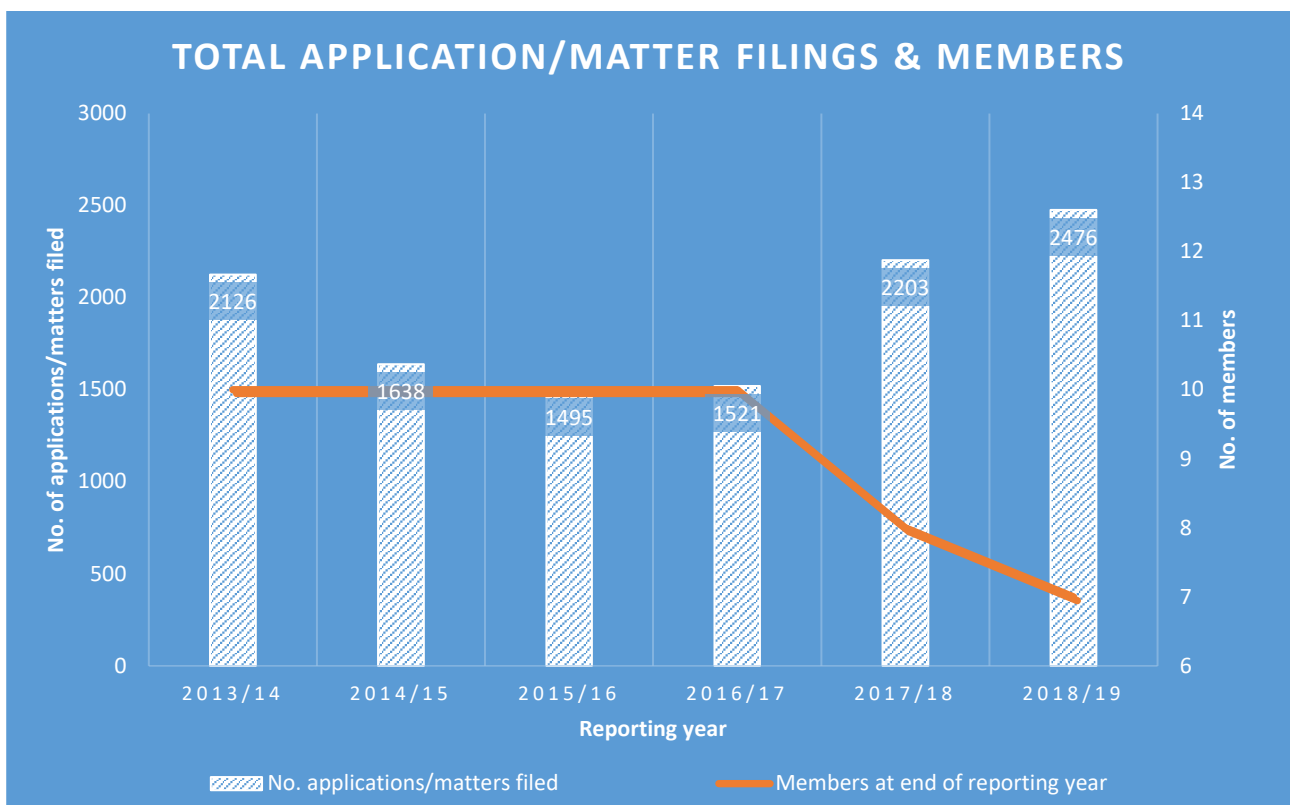
- Assisting in administrative activities of each application (e.g. tracking matters, notifications to applicants and respondents);
- Organising and listing conferences and hearings;
- Examining, evaluating and processing all applications and other documentation received from applicants, respondents and other parties; and
- Managing the recordkeeping functions of court and commission files.

Client Service staff also assist all users of the Court and Commission through:

- Responding to public enquiries through:
 - A telephone advisory service for parties and practitioners who require information on practices and procedures;
 - Across the counter; and
 - E-mail.

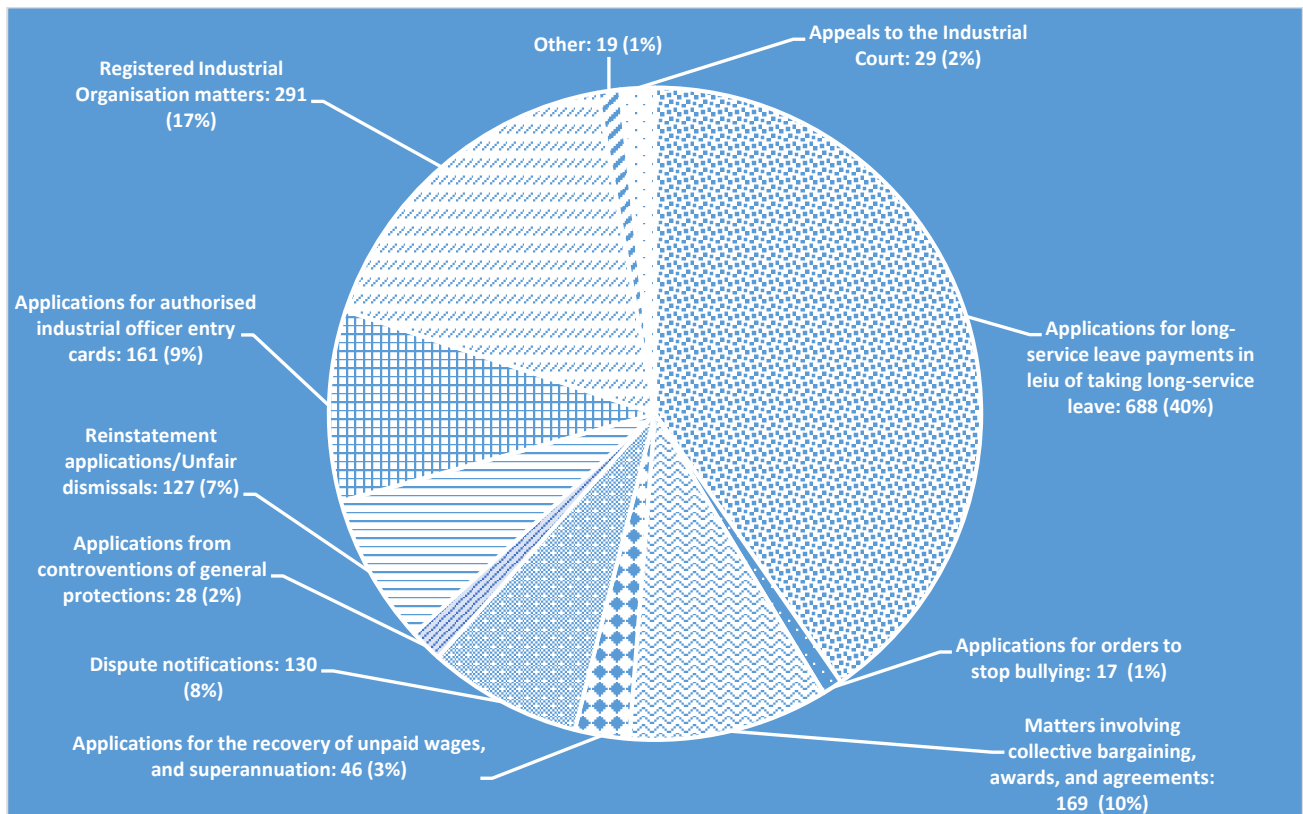
In the 2018/19 reporting year a total of 2,476 matters were filed in the Registry. The increase can be attributed to the sustained growth of the Commission's jurisdiction and a general increase in specific types of matter – notably, Public Service Appeals, Anti-Discrimination referrals, and applications for long service leave payments in lieu of taking long service leave. The increase in the number of filings can be seen below in **Figure 3** and indicates an increase in the work of each member.

Figure 3: Year-on-year application/matter filings compared to members



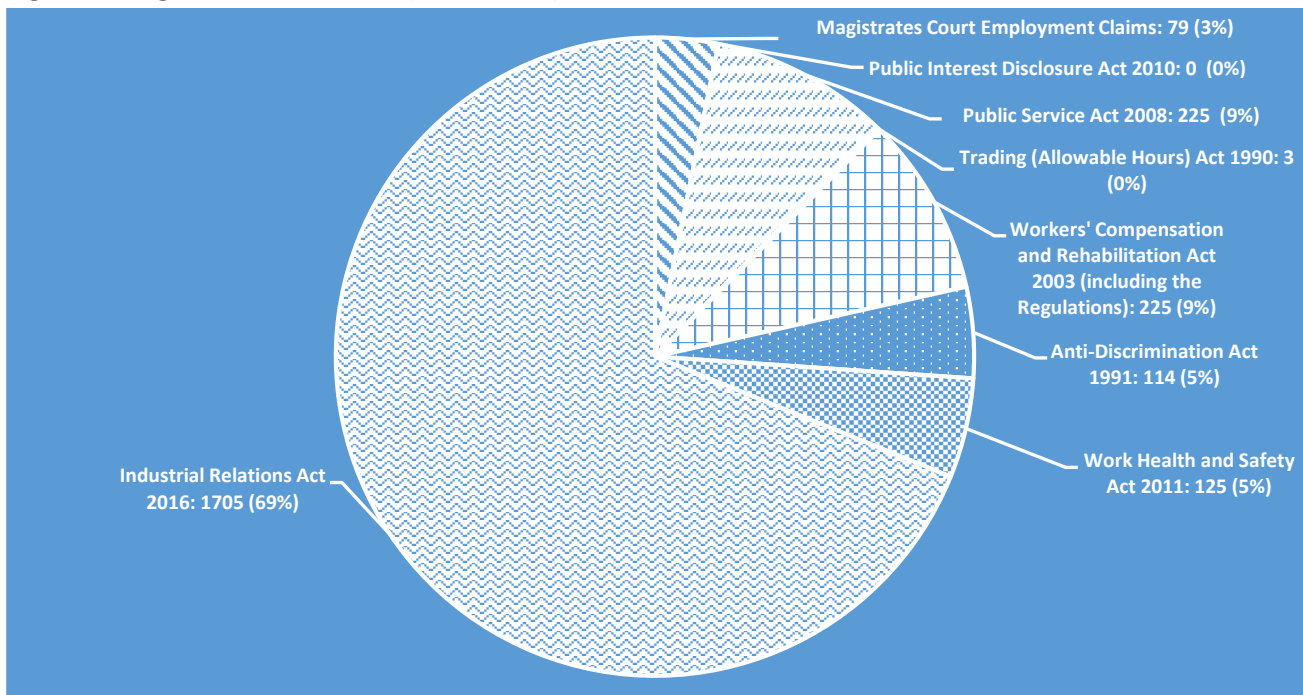
See **Figures 4** and **5** below for a comparison of the numbers and types of matters filed during the reporting year.

Figure 4: Industrial Relations Act 2016 filing breakdown (Total: 1705)



The origins of all filings for the 2018/19 period can be seen below in **Figure 5: Origins of matters filed (Total: 2476)**.

Figure 5: Origins of matters filed (Total: 2476)



For further information about the volume and types of filings see Tables 1 and 4 at the end of this report.

Information Services

Registry staff within the Information Services areas provide a diverse range of high quality publication and administrative support including information and courtroom technology that contributes to the effective functioning of the Court, Commission and the Registry. The importance of the Registry's digital services is underscored by the 175,000+ users to qirc.qld.gov.au during the course of the 2018/19 reporting year. The digital services provided by the Registry include:

- Posting of all relevant documentation to the QIRC's web site (www.qirc.qld.gov.au);
- Managing the QIRC website to ensure content is relevant and up to date;
- Managing the internal intranet site updating information and research tools required by the QIRC and Registry staff; and
- Managing the Court and Commission case management system including statistical reporting and courtroom technology.

Corporate Services

A comprehensive suite of corporate services is provided to the Court, Commission and Registry employees. These services are principally provided through the Deputy Industrial Registrar and include:

- Human resource management;
- Financial management;
- Building & security management;
- Asset management; and
- Administrative policies, practices and procedures.

Under the provisions of the *Financial Accountability Act 2009*, the Chief Executive Officer (Director-General) of the Department of Education was the accountable officer of the Industrial Registry. The Director-General has delegated certain powers to the Industrial Registrar under that Act.

Registered Industrial Organisations

The Registrar has important functions and powers with regard to registered industrial organisations (employers or employees). The Registrar is principally supported by the Senior Registry Officer [Registered Industrial Organisations] and functions include:

- Maintaining a register of officers;

- Approving amendments to an industrial organisation's rules;
- Arranging for the Electoral Commission to conduct an election of officers for an industrial organisation;
- Monitoring compliance with financial and accountability requirements of organisations and their officers;
- Issuing Work Health and Safety entry permit cards; and
- Issuing an authority for Authorised Industrial Officer entry cards.

Many Industrial Organisations have been assisted in their duty to comply with legislative provisions. Additional tools have been developed to assist with the monitoring of compliance by Registered Industrial Organisations in relation to provisions of Chapter 12.

Highlights of the 2018/19 reporting year

The 2018/19 reporting year included a number of highlights that had a significant impact on the business of the Industrial Registry:

- A total of 64 applications (see: Table 4) for approval to engage in industrial action were processed and approved in addition to the approval of processes made under section 235(2) of the Act.
- The total redevelopment of the Commission's website (qirc.qld.gov.au), including:
 - Interface upgrade
 - Historical document and decision database redistribution
 - Greater interaction with the Supreme Court Library of Queensland website for the publication of decisions
 - The rationalisation of website content to improve accessibility and comprehension
- Continuing the review of the *Industrial Relations (Tribunals) Rules 2011*
- A review of the standard directions orders issued by the Registry
- The development of a number of guides for self-represented parties for high-frequency matter types
- A complete redevelopment of the forms to improve interactivity and clarity of requirements
- A review of the Intranet with the implementation of an electronic Associates Manual

Amendments to Legislation

The following outlines the legislative amendments made during the year which affect the work of the Industrial Court of Queensland, Queensland Industrial Relations Commission and Industrial Registry.

Industrial Relations Act 2016

Industrial Relations Regulation 2018

Industrial Relations (Tribunals) Rules 2017

The *Industrial Relations Act 2016* and its subordinate legislation were amended by the *Human Rights Act 2019* to reflect consequential changes to titles resulting from the passing of that Act: from Anti-Discrimination Commission Queensland to the Queensland Human Rights Commission and *Anti-Discrimination Commissioner* to *Human Rights Commissioner*. These changes commenced from 1 July 2019 (immediately after the reporting period) and only administrative in their effect on the work of the Industrial Court of Queensland, the Queensland Industrial Relations Commission and the Industrial Registry.

Tables

Table 1: Matters filed in the Court 2017/18 and 2018/2019

Type of Matter	2017/18	2018/19
Appeals filed under the Industrial Relations Act 2016		
Appeals to the Court	24	29
— Magistrate's decisions s 556	4	8
— Commission's decisions s 557(1), s561WC	20	21
— Registrar's decision s560(1)	0	0
TOTAL	24	29

Table 2: Number of matters filed in the Court 1995/96 - 2018/19

1995/96	89	2002/03	100	2009/10	71	2016/2017	22
1996/97	81	2003/04	104	2010/11	63	2017/2018	24
1997/98	90	2004/05	92	2011/12	41	2018/2019	29
1998/99	95	2005/06	100	2012/13	47		
1999/00	61	2006/07	72	2013/14	58		
2000/01	74	2007/08	53	2014/15	51		
2001/02	102	2008/09	47	2015/16	39		

Table 3: Appeals filed in the Court 2017/18 and 2018/2019

Appeals Filed	2017/18	2018/19
Appeals from decisions of Industrial Commission		
IRA 2016 s 557(1)	6	11
Work Comp Act s 561	14	10
Appeals from decisions of Industrial Magistrate		
IRA 2016 s 556	4	8
TOTAL	24	29

Table 4: Matters filed (other than in the Court) 2017/18 and 2018/2019

Section	Type of Application/Matter	2017/18	2018/19
Matters filed under the Industrial Relations Act 2016			
s 110	Long Service Leave – payment in lieu of	465	688
s 147(1b)	Application to vary a modern award	3	4
s149(1)	Variation correction of minor errors	0	1
s 169(2)(b)	Notice of intention to bargain	1	0
s 175(1b)	Request to help in negotiations for bargaining	6	11
s 178(1)	Consent application for arbitration	0	2
s 184(1)	Application for scope order	2	11
s 189(1)	Application for certification of agreement	25	36
s 228(1)	Application for termination after expiry date	24	36
s 235(1)	Application for approval to engage in industrial action	92	64
s 241(1)	Suspension of industrial action (life, property, health or welfare)	1	4
s 261	Notice of industrial dispute	116	130
s 273	Application for a commission order to stop bullying	13	17

Section	Type of Application/Matter	2017/18	2018/19
s 309(2)	Application to deal with a dispute	29	28
s 317(1)	Application for reinstatement(unfair dismissal)	119	127
s 337	Authorisation of industrial officers	205	161
s 451	General powers of the commission	1	0
s 458/462	General ruling and statement of policy	2	4
s 463(1)	Application for declaration	10	2
s 467(1)	Application for interpretation	0	1
s 469	Facilitation request	0	2
s 470(2)	Dispute resolution functions under referral agreement	1	0
s 473(1)	Application for injunction	0	2
s 475(1)	Recovery of pro rata long service leave	23	37
s 475(1a)	Recovery of unpaid wages	6	9
s 479	Application for rights to represent	1	0
s 484(1)	Application to re-open proceedings	0	2
IRA Act 2016 s 666-802	Industrial Organisation matters (Table 5)	154	291
IR Act	Request for recovery conference	6	6
Applications to Commission under other Acts			
Mags Courts Act s 42B	Employment claim	88	79
PID Act s 48	Application for an injunction about a reprisal	1	0
PS Act s 194(1A)	Appeal against a decision under a directive	4	12
PS Act s 194(1B)	Appeal against a disciplinary decision	36	51
PS Act s 194 (1C)	Appeal against a promotion decision	16	16
PS Act s 194 (1D)	Appeal against a transfer decision	8	3
PS Act s 194 (1E)	Appeal against decision under another Act	176	74
PS Act s 194 (1F)	Appeal against a decision under another Act	2	2
PS Act s 194 (ea)	Appeal against a casual employment decision	19	19
PS Act s 194 (eb)	Appeal against a fair treatment decision	23	48
T(AH) Act s 5(2)	Application for declaration about trading hours	2	3
T(AH) Act	Trading hours order	15	0
T(AH) Act	Special exhibits	6	0
WC Act s 549	Application to be a party to appeal	2	0
WC Act s 550(4)	Appeal against decision of Workers' Compensation Regulator	243	225
RG113WC	Costs	2	0
WH&S Act s 102B	Notice of WHS dispute	0	3
WH&S Act s 131	WHS entry permit	114	100
WH&S Act s 142	Dispute about right of entry	2	2
WH&S Act s 229B	Application for review	7	20
New Jurisdiction under other Acts from 1 March 2017			
AD Act s 113	Application for exemption from certain provisions	4	2
AD Act s 155(4)	Referral of matter for offences against the Act	0	0

Section	Type of Application/Matter	2017/18	2018/19
AD Act s 144(1)	Application for orders protecting complainant's interests	2	6
AD Act s 164A(2)	Referral of complaint not resolved	39	42
AD Act s166(1)	Referral of complaint unconciliated	63	64
TOTAL APPLICATIONS/MATTERS		2,179	2,447

Table 5: Industrial organisation matters filed 2018/19

Industrial Organisation matters		2018/2019
Matters filed under the Industrial Relations Act 2016		
s 666	Amendment to rules - other than eligibility	5
s 669	Prescribed election information	58
s 735	Annual obligation to file officers register	44
s 736	Obligation to file officers register on change of office	53
s 741(4)	Exemption financial management training	62
s 784	General purpose financial reporting	41
s 786	Exemption from Ch12 Part 11 of particular reporting units	10
s 802	Election exemption – counterpart federal body	13
s 804	Exemption – member or officers register	2
s 808	Exemption accounting or audit obligations	1
s 835	Orders about effects of invalidity	2
TOTAL		291

Table 6: Industrial Organisations of Employees Membership

Industrial Organisation	Members As at 30/06/18	Members As at 30/06/19
Australasian Meat Industry Union of Employees (Queensland Branch)	7,069	6,324
Australian Institute of Marine and Power Engineers' Union of Employees, Queensland District	479	440
Australian Maritime Officers Union Queensland Union of Employees	16	15
Australian Rail, Tram and Bus Industry Union of Employees, Queensland Branch	6,372	6,563
Australian Salaried Medical Officers' Federation Queensland, Industrial Organisation of Employees	2,362	2,800
Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland	13,148	12,042
Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland	22,585	20,662
Finance Sector Union of Australia, Queensland Branch, Industrial Union of Employees	4,238	3,911
Plumbers & Gasfitters Employees' Union Queensland, Union of Employees	3,446	3,835
Queensland Fire and Rescue – Senior Officers Union of Employees	116	115
Queensland Independent Education Union of Employees	16,667	16,590
Queensland Nurses and Midwives' Union of Employees	59,580	61,283
Queensland Police Union of Employees	11,584	11,686
Queensland Services, Industrial Union of Employees	11,896	11,736
Queensland Teachers Union of Employees	45,405	46,724

Industrial Organisation	Members As at 30/06/18	Members As at 30/06/19
Shop, Distributive and Allied Employees Association (Queensland Branch) Union of Employees	29,833	30,622
The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees	3,533	2,159
The Australian Workers' Union of Employees, Queensland	24,253	22,535
The Bacon Factories' Union of Employees, Queensland	581	531
The Electrical Trades Union of Employees Queensland	15,076	16,180
The Queensland Police Commissioned Officers' Union of Employees	318	331
The Seamen's Union of Australasia, Queensland Branch, Union of Employees	1,822	757
Together Queensland, Industrial Union of Employees	27,340	28,130
Transport Workers' Union of Australia, Union of Employees (Queensland Branch)	8,868	8,805
United Firefighters' Union of Australia, Union of Employees, Queensland	2,430	2,500
United Voice, Industrial Union of Employees, Queensland	29,599	28,668
Total Membership	348,616	345,944
Number Employee Organisations	26	26

Table 7: Industrial Organisations of Employers Membership

Industrial Organisation	Members As at 30/06/18	Members As at 30/06/19
Agforce Queensland Industrial Union of Employers	4,498	4,091
Australian Dental Association (Queensland Branch) Union of Employers	878	882
Local Government Association of Queensland Ltd	77	77
Master Electricians Association, Queensland Industrial Organisation of Employers - formerly Electrical and Communications Association, Queensland Industrial Organisation of Employers	1,826	1,934
Master Painters, Decorators and Signwriters' Association of Queensland, Union of Employers	366	277
Master Plumbers' Association of Queensland (Union of Employers)	1,109	1,116
National Retail Association Limited, Union of Employers	5,610	5,936
Queensland Cane Growers' Association Union of Employers	17	17
Queensland Chamber of Commerce and Industry Limited ACN 009 662 060	3,718	3,770
Queensland Hotels Association, Union of Employers	783	837
Queensland Master Builders Association, Industrial Organisation of Employers	8,480	8,721
The Baking Industry Association of Queensland - Union of Employers	77	7
The Registered and Licensed Clubs Association of Queensland, Union of Employers	423	428
UNITAB Agents Association, Union of Employers Queensland	57	50
Total Membership	27,919	28,143
Number of Employer Organisations	14	14