

# QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the termination of the Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement (No. 1) 2019 [2024] QIRC 154*

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

AND

**Together Queensland, Industrial Union of Employees**

**The Australian Workers' Union of Employees, Queensland**

CASE NO.: CB/2024/38

PROCEEDING: Application for termination of an agreement

DELIVERED ON: 21 June 2024

HEARING DATE: 21 June 2024

MEMBER: Merrell DP

HEARD AT: Brisbane

ORDER: ***The Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement (No. 1) 2019 is terminated.***

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

LEGISLATION: *Industrial Relations Act 2016*, s 189 and s 228

APPEARANCES: Ms E. Culleton and Ms J. Gardner for the State of Queensland (Queensland Health).

Mr J. Douglas for Together Queensland, Industrial Union of Employees.

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

### Reasons for Decision

- [1] On 10 June 2024, the State of Queensland (Queensland Health) ('the Applicant') applied, pursuant to s 228(1) of the *Industrial Relations Act 2016* ('the Act'), to terminate the *Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement (No. 1) 2019* ('the certified agreement').
- [2] The certified agreement has a nominal expiry date of 31 August 2022.
- [3] Section 228(3) of the 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] I have had regard to:
- the submissions made by the parties who appeared today; and
  - the affidavit of Ms Alarna Lane-Mullins, Chief Human Resources Officer of the Applicant filed on 10 June 2024.
- [5] The certified agreement does not provide that particular conditions need to be met before it may be terminated.
- [6] I am satisfied that the Applicant has given the requisite notice of its intention to apply to terminate the certified agreement.
- [7] On 10 June 2024, the Applicant made an application, pursuant to s 189 of the Act, to certify the *Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement (No. 2) 2023*.
- [8] The Applicant and the following employee organisations have agreed to the terms of the *Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement (No. 2) 2023* which will replace the certified agreement:
- Together Queensland, Industrial Union of Employees; and
  - The Australian Workers' Union of Employees, Queensland.

[9] I am 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.

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

[11] I approve the termination of the *Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement (No. 1) 2019* with effect from 21 June 2024.

[12] I make the following order:

***The Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement (No. 1) 2019 is terminated.***