

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *In the termination of the Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 2) 2016 [2020] QIRC 121*

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

and

United Voice, Industrial Union of Employees, Queensland

and

Together Queensland, Industrial Union of Employees

and

The Australian Workers' Union of Employees, Queensland

and

Queensland Nurses and Midwives' Union of Employees

CASE NO: CB/2020/54

PROCEEDING: Termination of Agreement

DELIVERED ON: 18 August 2020

HEARING DATE: On the Papers

HEARD AT: Brisbane

MEMBER: McLennan IC

ORDER: ***The Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 2) 2016 is terminated.***

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

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

Reasons for Decision

- [1] On 7 August 2020, the State of Queensland (Queensland Health), ("the applicant"), pursuant to s 228(1) of the *Industrial Relations Act 2016* (Qld) ("the Act"), applied to terminate the *Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 2) 2016* ("the agreement").
- [2] The agreement has a nominal expiry date of 16 October 2019.
- [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 affidavit of Ms Theresa Hodges, Chief Human Resources Officer, Human Resources Branch, State of Queensland (Queensland Health), filed on 7 August 2020.
- [5] The 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 their intention to apply to terminate the agreement.

[7] I am also 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.

[8] On 7 August 2020, an application was made by the following parties, pursuant to s 189 of the Act, to certify the *Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 3) 2019*:

- State of Queensland (Queensland Health); and
- Health and Wellbeing Queensland.

[9] The abovementioned parties and the following employee organisations have agreed to the terms of the *Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 3) 2019* which will replace the agreement:

- United Voice, Industrial Union of Employees, Queensland;
- Together Queensland, Industrial Union of Employees;
- The Australian Workers' Union of Employees, Queensland; and
- Queensland Nurses and Midwives' Union of Employees.

[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 *Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 2) 2016* with effect from 18 August 2020.

[12] I make the following order:

The Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 2) 2016 is terminated.