



Reference: 2023/1190

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### Declaration of results - PAB Order: B2023/95

Pursuant to the Protected Action Ballot Order B2023/95 issued by the Fair Work Commission, the AEC has conducted the protected action ballot and the declaration of the result is provided below.

Preliminary scrutiny	
Number of employees on the Roll of Voters (Voters)	19
Postal votes returned by voters	15
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	15
Percentage of postal votes returned*	78.95%

\*This is the number of postal votes admitted to further scrutiny as a percentage of the number of employees on the Roll of Voters (the number of voters who voted).

The further scrutiny has been conducted. The table below provides the results for each question.

In support of reaching an Enterprise Agreement with Country Fire Authority, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the actions described in Schedule A to this Ballot Paper?

Note: You should vote 'No' if you disagree with any one type of action.

	Question	Yes	No	Informal
	Schedule A			
1	1. A temporary or indefinite ban on after hours call outs or roadside work other than in relation to incident response or where vehicle is immobilised away from station for CFA Appliances?	14	1	0

2. A temporary or indefinite ban on after hours call outs or roadside work for FRV Appliances?
  3. A temporary or indefinite ban on the transportation of vehicles?
  4. A temporary or indefinite ban on the performance of work covered by warranty?
  5. Diverting phones to management during specified periods?
  6. A temporary or indefinite ban on repairs or call outs to training ground vehicles or equipment including any vehicle used to backfill a regular appliance or any appliance being used at training grounds?
  7. A temporary or indefinite ban on performing modifications on vehicles?
  8. A ban on the performance of work for an enterprise or entity other than the CFA?
  9. A ban on the maintenance or installation of microwave links?
  10. A ban on completion of project work by Tower Overseers?
  11. An indefinite or periodic ban on the working of overtime?
  12. An indefinite or periodic ban on transfers to other geographic locations?
  13. An unlimited number of indefinite or periodic stoppages of up to 4 hours?
  14. An indefinite or periodic ban on the maintenance of towers on training grounds?
  15. An indefinite ban on completing any FRV Administration and SEV Reporting?
  16. An indefinite ban on completing any DMO/Driver Timesheet?
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I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was achieved.
- The majority of voters who cast a valid vote were in favour of the action set out in question(s) 1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Kaye Bartlett  
Returning Officer  
Delegate of the Ballot Agent  
Australian Electoral Commission

22/03/2023

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