

Reference: 2023/3217

The General Manager
 Fair Work Commission
 Level 4, 11 Exhibition Street
 Melbourne VIC 3000
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Chelsea HILL
 Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of
 Australia
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Declaration of results - PAB Order: B2023/316

Pursuant to the Protected Action Ballot Order B2023/316 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)	14
Postal votes returned by voters	14
Postal votes rejected at the preliminary scrutiny	2
Postal votes admitted to further scrutiny	12
Percentage of postal votes returned*	85.71%

*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 ICS Industries Pty Ltd you authorise protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

	Question	Yes	No	Informal
1	An unlimited number of indefinite and/or periodic stoppages on the performance of all work?	11	1	0
2	An unlimited number of indefinite and/or periodic bans on overtime?	11	1	0
3	An unlimited number of indefinite and/or periodic bans on the use of hand tools not included on Enersys' itemised tool list?	12	0	0

4	An unlimited number of indefinite and/or periodic bans on the use of 'Web Trim' for any purpose other than clocking on (start of shift) and clocking off (end of shift)?	11	1	0
5	An unlimited number of indefinite and/or periodic bans on the use of mobile phones for business purposes?	12	0	0
6	An unlimited number of indefinite and/or periodic bans on the filling out of paperwork?	11	1	0
7	An unlimited number of indefinite and/or periodic bans on the use of computers and/or tablets for business purposes?	11	1	0
8	An unlimited number of indefinite and/or periodic bans on the use of keys?	12	0	0
9	An unlimited number of indefinite and/or periodic bans on working with mobile plants?	12	0	0
10	An unlimited number of indefinite and/or periodic bans on starting and/or finishing of work at locations other than 309 Settlement Road Thomastown VIC, 3074?	12	0	0
11	An unlimited number of indefinite and/or periodic bans on the performance of all work on VicTrack Infrastructure and/or Victorian Government projects?	11	1	0
12	An unlimited number of indefinite and/or periodic bans on the sourcing of materials that are not supplied in the BOM box / stillage?	11	1	0
13	An unlimited number of indefinite and/or periodic bans on the performance of all work, other than what is provided for on the electrical schematics that have been stamped for production?	11	1	0
14	An unlimited number of indefinite and/or periodic bans on the performance of any work on a rostered day off (RDO)?	12	0	0

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.
- 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
17/05/2023

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