



Reference: 2023/5938

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### Declaration of results - PAB Order: B2023/716

Pursuant to the Protected Action Ballot Order B2023/716 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)	116
Postal votes returned by voters	27
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	26
Percentage of postal votes returned*	22.41

\*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 your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

	Question	Yes	No	Informal
1	An unlimited number of indefinite or periodic bans on the working of overtime?	22	4	0
2	An unlimited number of indefinite partial work bans?	22	4	0
3	An unlimited number of stoppages of work for 1 hour?	23	3	0
4	An unlimited number of stoppages of work for 2 hours?	22	4	0
5	An unlimited number of stoppages of work for 4 hours?	22	4	0
6	An unlimited number of stoppages of work for 8	23	3	0

	hours?			
7	An unlimited number of stoppages of work for 12 hours?	23	3	0
8	An unlimited number of stoppages of work for 24 hours?	23	3	0
9	Performance of work in accordance with policy and procedure (work to rule)?	23	3	0

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was not 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.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Delegate of the Ballot Agent  
 Australian Electoral Commission  
 30/08/2023

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