



Reference: 2023/3721

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2023/378

Pursuant to the Protected Action Ballot Order B2023/378 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)	44
Postal votes returned by voters	29
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	29
Percentage of postal votes returned*	65.91

*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 endorse taking protected industrial action against your employer which is authorised by this ballot with 4 working days of written notice, separately, concurrently and/or consecutively in the form of:

	Question	Yes	No	Informal
1	Bans or limitations on the performance of overtime.	26	3	0
2	Bans or limitations on the performance of deployments.	25	4	0
3	Bans or limitations on the performance of administrative work (except for the performance of any work required to be undertaken by legislation including any action, process or work consistent with Occupational Safety and Health legislation).	29	0	0

4	An unlimited number of actions in the form of wearing, distributing or posting union campaign material such as t-shirts, badges, written communications and stickers (except for the performance of any work required to be undertaken by legislation including any action, process or work consistent with Occupational Safety and Health legislation).	27	2	0
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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.
- 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
 07/06/2023

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