



Reference: 2022/1175

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### Declaration of results - PAB Order: B2022/41

Pursuant to the Protected Action Ballot Order B2022/41 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)	218
Postal votes returned by voters	123
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	123
Percentage of postal votes returned*	56.42

\*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 Serco Australia Pty Limited, do you endorse protected industrial action in the form of the following, to be taken separately, concurrently and/or consecutively:

	Question	Yes	No	Informal
1	Refusing to work any additional shifts beyond those originally rostered (i.e. ban on working extra shifts)?	103	19	1
2	Refusing all requests to work ordinary hours beyond the normal finishing time of rostered duty (i.e. ban on overtime)?	107	16	0
3	Maintaining strict adherence to designated tea breaks and meal breaks, including a refusal to undertake staggered meal breaks, and refusing to be on call during these breaks?	110	13	0

4	Refusing to fill out non urgent client data entry records inclusive of scanning and electronically moving by any means client records and files?	99	24	0
5	Refusing to undertake any recall to work duties including overtime either before or after the cessation of normal rostered daily or weekly hours?	108	15	0
6	Stopping work for a duration up to 30 minutes after the commencement of duty?	92	29	2
7	Stopping work for a duration up to 4 hours after the commencement of duty?	82	40	1

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.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Darren Wade  
Returning Officer  
Delegate of the Ballot Agent  
Australian Electoral Commission

04/04/2022

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