

Reference: 2022/9325

The General Manager
 Fair Work Commission
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Declaration of results - PAB Order: B2022/1120

Pursuant to the Protected Action Ballot Order B2022/1120 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)	26
Postal votes returned by voters	13
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	13
Percentage of postal votes returned*	50.00

*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 the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

	Question	Yes	No	Informal
1	The wearing of Professionals Australia and industrial campaign related clothing, caps, badges, facemasks?	12	1	0
2	The display and distribution of Professionals Australia and industrial campaign related materials physically and digitally including but not limited to posters, flyers, badges, email signatures, video conference platform virtual backgrounds?	13	0	0
3	Speaking to members of the public and external stakeholders during work related meetings, telephone calls, or other such communication about the industrial action, Professionals Australias industrial campaign relating to a new enterprise agreement, or matters relating to these?	11	2	0
4	The provision of information in any form of the views of employees about industrial action, Professionals Australias industrial campaign relating to a new enterprise agreement, or matters relating, to members of the community including the media?	12	1	0
5	The provision of information to and / or to meet with and	13	0	0

discuss the views of employees about industrial action, Professionals Australias industrial campaign relating to a new enterprise agreement, or matters relation, with Icon Water Limiteds shareholders?

6	An unlimited number of periodic or indefinite bans on working from office or field locations except where an emergency situation exists?	10	3	0
7	An unlimited number of periodic or indefinite bans on working outside of normal working hours except where an emergency situation exists?	10	3	0
8	An unlimited number of indefinite or periodic bans on the use of, all, some, or any combination thereof the following; (a) Microsoft Outlook (b) Icon Water issued phones (c) Icon Water issued laptops & tablets	10	3	0
9	An unlimited number of indefinite or periodic bans on the use of Zoom, Microsoft Teams, Webex, or other such video / audio calling/conferencing software?	8	5	0
10	An unlimited number of 15 minute stoppages of work?	12	1	0
11	An unlimited number of 30 minute stoppages of work?	12	1	0
12	An unlimited number of 1 hour stoppages of work?	12	1	0
13	An unlimited number of 2 hour stoppages of work?	10	3	0
14	An unlimited number of indefinite or periodic bans on performing work which is subject to protected industrial action bans by any or all of the members of the AWMU, AWU, UWU, AWU, and CEPU?	11	2	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

31/08/2022

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