



Reference: 2022/10381

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Declaration of results - PAB Order: B2022/1241

Pursuant to the Protected Action Ballot Order B2022/1241 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)	34
Postal votes returned by voters	19
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	18
Percentage of postal votes returned*	52.94

*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 the following actions:

	Question	Yes	No	Informal
1	Indefinite or periodic bans on ICT support for staff during non-working hours, excluding where there is a health and safety issue?	16	2	0
2	Indefinite or periodic bans on attending work-related meetings?	14	4	0
3	Indefinite or periodic bans on working overtime (work to rule), excluding where to do so would compromise health and safety?	16	2	0
4	Indefinite or periodic bans on claiming overtime	16	2	0

unless claimed as TOIL?

5	Indefinite or periodic bans on performing higher duties?	15	3	0
6	Indefinite or periodic bans on day workers working outside the span of hours, excluding where to do so would compromise health and safety?	16	1	1
7	Indefinite or periodic bans on work-related travel between the hours of 6am and 6pm, excluding where to do so would compromise health and safety?	15	2	1
8	Providing information, in any form, concerning the views of employees about industrial action and the APESMA campaign for a new enterprise agreement online within social media?	15	3	0
9	Providing information, in any form, concerning the views of employees about industrial action and the APESMA campaign for a new enterprise agreement to members of the community including to members of the media?	15	3	0
10	Distributing APESMA and industrial campaign-related material to members of the public, from external organisations and to Sunwater staff whilst performing work, including but not limited to t-shirts, caps, badges, facemasks, written communications including posters and stickers?	15	3	0
11	Wearing in Sunwater offices APESMA and industrial campaign-related materials, including but not limited to t-shirts, caps, badges, facemasks?	15	3	0
12	Attach union and industrial campaign-related material to outgoing mail and/or emails and add APESMA and industrial campaign-related material to Sunwater materials and displays.	14	4	0
13	Discussing pay and work conditions with other staff during working hours?	14	4	0
14	Indefinite or periodic bans on filling out cost allocation timesheets?	15	3	0
15	Restricting calendar space for meetings to between set times?	14	4	0
16	Indefinite or periodic bans on participating in mandatory training and activities, excluding where doing so would have an immediate impact to health and safety?	14	4	0
17	Indefinite or periodic bans on taking phone calls and diverting afterhours calls to senior and executive management?	14	4	0
18	Diverting ALL calls to senior and executive management?	15	3	0
19	Indefinite or periodic bans on reading emails, and/or sending emails excluding where doing so would compromise health and safety?	14	4	0
20	Indefinite or periodic bans on staff processing water meter readings?	15	3	0

21	Indefinite or periodic bans on staff processing water meter maintenance requests?	14	4	0
22	Periodic or indefinite bans on registered professional engineers signing back into service any project or plant equipment, excluding where doing so would have an immediate impact on health and safety?	15	3	0
23	An unlimited number of 1 hour work stoppages?	15	3	0
24	An unlimited number of 2 hour work stoppages?	14	4	0
25	An unlimited number of 4 hour work stoppages?	15	3	0
26	An unlimited number of 8 hour work stoppages?	15	3	0
27	An unlimited number of 24 hour work stoppages?	15	3	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, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27.
- 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

28/09/2022

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