



Reference: 2022/9445

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Declaration of results - PAB Order: B2022/1140

Pursuant to the Protected Action Ballot Order B2022/1140 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)	6
Postal votes returned by voters	4
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	4
Percentage of postal votes returned*	66.67

*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 against your Employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below:

	Question	Yes	No	Informal
1	An unlimited number of 15 minute stoppages of work	3	1	0
2	An unlimited number of 30 minute stoppages of work	3	1	0
3	An unlimited number of 1 hour stoppages of work	3	1	0
4	An unlimited number of 2 hour stoppages of work	3	1	0
5	An unlimited number of 4 hour stoppages of work	3	1	0

6	An unlimited number of 8 hour stoppages of work	2	2	0
7	An unlimited number of indefinite or periodic bans on the performance of overtime, excluding after hours emergency call outs	3	1	0
8	An unlimited number of indefinite or periodic bans on the use of (a) Outlook (b) Fleet App (c) Nintex - with exception for oncall/emergency operations (d) Axel (WAM) (e) Docs on demand (f) Icon Water issued phones (g) Icon Water issued tablets and other electronic devices (h) Navman Teletrak	3	1	0
9	An unlimited number of indefinite or periodic bans on the use of Zoom or Teams Apps	3	1	0
10	An unlimited number of indefinite or periodic bans on travelling outside normal working hours, excluding after hours emergency call outs	3	1	0
11	An unlimited number of indefinite or periodic bans on locking Systems	3	1	0
12	An unlimited number of indefinite or periodic bans on issuing Access Permits and Field Access Authorities to non-Icon Water staff	3	1	0
13	An unlimited number of indefinite or periodic bans on High Voltage Switching for Icon Water infrastructure, Workgroups & Contractors	2	2	0
14	An unlimited number of periodic or indefinite bans on performing work which is subject to protected action bans by any or all of Professionals Australia, AMWU, AWU, UWU, AWU and CEPU members	2	2	0
15	Attaching union and industrial campaign-related material to outgoing mail and/or emails and adding AWU and industrial campaign-related material to Icon Water materials and displays	3	1	0
16	Speaking to members of the public during work related telephone calls about the industrial action and AWU campaign for a new enterprise agreement	2	2	0
17	Wearing in Icon Water offices AWU and industrial campaign-related t-shirts, caps, badges, facemasks	2	1	0
18	Distributing AWU and industrial campaign-related material to members of the public and Icon Water staff whilst performing work, including but not limited to t-shirts, caps, badges, facemasks, written communications including posters and stickers	2	2	0
19	Providing information, in any form, concerning the views of employees about industrial action and the AWU campaign for a new enterprise agreement to members of the community including to members of	3	1	0

	the media			
20	Providing the email address of Icon Water CEO to members of the community including to members of the media when communicating about the industrial action and ETU/CEPU campaign for a new enterprise agreement	3	1	0
21	Periodic ban on performing the role of Leading Hand where those appointments are made on a daily basis prior to commencement of planned works each day	3	1	0
22	Periodic ban on performing higher duties	3	1	0
23	An unlimited number of periodic or indefinite bans on drafting High Voltage Switching Schedules	2	2	0
24	An unlimited number of periodic or indefinite bans on the use of personal mobiles phones to receive and make work related phone calls	3	1	0
25	An unlimited number of periodic or indefinite bans on using personal motor vehicles to transport between worksites	3	1	0
26	An unlimited number of periodic or indefinite bans on planned root cutting activities	2	2	0
27	An unlimited number of periodic or indefinite bans on planned camera sewer inspections	2	2	0
28	An unlimited number of periodic or indefinite bans on starting and finish on the job	2	2	0
29	An unlimited number of periodic or indefinite bans on home garaging Icon Water Vehicles, Plant & Equipment	3	1	0
30	An unlimited number of periodic or indefinite bans on contractor supervision and inspections	2	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, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30.
- 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

07/09/2022

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