



Reference: 2022/7129

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### Declaration of results - PAB Order: B2022/433

Pursuant to the Protected Action Ballot Order B2022/433 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)	61
Postal votes returned by voters	28
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	28
Percentage of postal votes returned*	45.90

\*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.

For the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Ingham's Enterprises Pty Ltd, do you authorise protected industrial action in the form of the following, to be taken separately, concurrently and/or consecutively:

	Question	Yes	No	Informal
1	The imposition of a ban for a specified period, including indefinitely, on the use of on-call phones?	26	1	1
2	The imposition of a ban for a specified period, including indefinitely, on undertaking repairs or preventative maintenance to plant and equipment without written requests?	28	0	0
3	The imposition of a ban for a specified period, including indefinitely, on resetting electrical equipment and machinery?	28	0	0
4	The imposition of a ban for a specified period, including indefinitely, on the performance of overtime?	28	0	0
5	The imposition of a ban for a specified period, including indefinitely, on call backs?	28	0	0
6	The imposition of a ban for a specified period, including indefinitely, on working on public holidays?	28	0	0
7	The imposition of a ban for a specified period, including indefinitely, on working overtime?	27	1	0
8	The imposition of a ban for a specified period, including indefinitely, on staggering breaks?	28	0	0
9	The imposition of a ban for a specified period, including indefinitely, on relieving staff engaged in protected industrial action?	28	0	0
10	The imposition of a ban for a specified period, including indefinitely, on working outside the employee's normal area?	28	0	0
11	Working strictly in accordance with the employers policies or directives for a specified period, including indefinitely?	28	0	0
12	The wearing of enterprise bargaining campaign material, such as t-shirts, badges and stickers, and periodic stoppages of work each occasion to explain the campaign material to customers and the general public?	26	2	0
	Note: Required personal protective equipment (PPE) must still be worn.			
13	The imposition of a ban for a specified period, including indefinitely, on the performance of work in clothes on which enterprise bargaining campaign material, such as logos, slogans, stickers or badges, is not attached and/or displayed?	26	2	0
14	The imposition of a ban for a specified period, including indefinitely, on working weekends?	28	0	0
15	Periodic 30-minute stoppages of work?	28	0	0
16	Periodic 60-minute stoppages of work?	26	2	0
17	Periodic 4 hour stoppages of work?	26	2	0
18	Periodic 8 hour stoppages of work?	26	2	0

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was not 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.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Cameron Caccamo  
Returning Officer  
Delegate of the Ballot Agent  
Australian Electoral Commission

22/06/2022

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