



Reference: 2023/313

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#### **Declaration of results - PAB Order: B2023/18**

Pursuant to the Protected Action Ballot Order B2023/18 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)	<b>19</b>
Postal votes returned by voters	<b>13</b>
Postal votes rejected at the preliminary scrutiny	<b>1</b>
Postal votes admitted to further scrutiny	<b>12</b>
Percentage of postal votes returned*	<b>63.16%</b>

\*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 Gibson's Ltd trading as Skretting Australia, 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 working overtime and/or additional shifts to rostered shifts?	12	0	0
2	The imposition of a ban on training casual staff and /or employees of labour hire agencies?	12	0	0
3	Working strictly in accordance with the standard operating procedures for a specified period, including indefinitely?	12	0	0
4	Periodic 15-minute stoppages of work?	11	1	0
5	Periodic 60-minute stoppages of work?	11	1	0
6	Periodic 4 hours stoppages of work?	10	1	1
7	Periodic 12 hour stoppages of work?	10	1	1
8	Periodic 48 hour stoppages of work?	9	2	1
9	Periodic Indefinite stoppages of work?	9	2	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, 8, 9.
- 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

15/02/2023

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