

Reference: 2026/3871

The General Manager
Fair Work Commission
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Declaration of results – PAB Order: B2026/363

Pursuant to the Protected Action Ballot Order B2026/363 issued by the Fair Work Commission, the AEC has conducted the protected action ballot and the declaration of the result is provided below.

| Postal vote summary | |
|---|--------------|
| Number of employees on the voter roll (voters) | 20 |
| Postal votes returned by voters | 8 |
| Postal votes rejected at the preliminary scrutiny | 0 |
| Postal votes admitted to further scrutiny | 8 |
| Percentage of postal votes returned* | 40.00 |

*This is the number of postal votes admitted to further scrutiny as a percentage of the number of employees on the voter roll (the number of voters who voted).

The 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 authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

| | Question | Yes | No | Informal |
|---|--|-----|----|----------|
| 1 | 1. Stoppages of work for a period of 2 hours including consecutive stoppages? | | | |
| | 2. Stoppages of work for a period of 6 hours including consecutive stoppages? | | | |
| | 3. Indefinite and periodic 12 hours stoppages of work, including consecutive stoppages? | | | |
| | 4. Indefinite and periodic bans on answering the phone during work? | 7 | 1 | 0 |
| | 5. Indefinite and periodic bans on paperwork in relation to fish mortalities (mort sheets), and/or QA (Quality assurance of cages), and/or Net wash forms? | | | |
| | Do you support the taking of the bans listed from 1 through to 5? | | | |

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).

| Question No. | Question |
|--------------|--|
| 1 | 1. Stoppages of work for a period of 2 hours including consecutive stoppages? 2. Stoppages of work for a period of 6 hours including consecutive stoppages? 3. Indefinite and periodic 12 hours stoppages of work, including consecutive stoppages? 4. Indefinite and periodic bans on answering the phone during work? 5. Indefinite and periodic bans on paperwork in relation to fish mortalities (mort sheets), and/or QA (Quality assurance of cages), and/or Net wash forms? |
| | Do you support the taking of the bans listed from 1 through to 5? |

Delegate of the Ballot Agent
Australian Electoral Commission

Monday 25 May 2026