



Reference: 2025/17510

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### Declaration of results - PAB Order: B2025/1278

Pursuant to the Protected Action Ballot Order B2025/1278 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)	68
Postal votes returned by voters	25
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	25
Percentage of postal votes returned*	36.76

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

	Question	Yes	No	Informal
1	An unlimited number of stoppages of work, each of up to 4 hours in duration?	25	0	0
2	An unlimited number of stoppages of work, each of up to 8 hours in duration?	25	0	0

3	An unlimited number of stoppages of work, each of up to 24 hours in duration?	23	2	0
4	An unlimited number of stoppages of work of any duration, including indefinite stoppages?	21	4	0
5	An unlimited ban on performing overtime?	23	0	2
6	An unlimited ban on performing work outside ordinary rostered hours, including on-call and call back duties?	23	0	2
7	An unlimited ban on performing certain duties, including those that require specialist accreditation or high-demand technical skills?	23	0	2

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.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Delegate of the Ballot Agent  
Australian Electoral Commission

01/10/2025

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