



Reference: 2022/9981

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#### **Declaration of results - PAB Order: B2022/1199**

Pursuant to the Protected Action Ballot Order B2022/1199 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)	3
Postal votes returned by voters	2
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	2
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 Nestle Australia Ltd, do you authorise 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 on the performance of all work for an indefinite period of time?	2	0	0
2	An unlimited number of periodic stoppages on the performance of all work?	2	0	0
3	An unlimited number of indefinite and/or period bans on overtime?	2	0	0
4	An unlimited number of indefinite and/or period bans on staggered rest and meal breaks?	2	0	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.
- 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

21/09/2022

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