



Reference: 2022/2641

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2022/141

Pursuant to the Protected Action Ballot Order B2022/141 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)	8
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*	100.00

*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 Australia Pacific Airports (Launceston)
Pty Ltd and Australia Pacific Airports (Melbourne) Pty Ltd, do you authorise protected
industrial action against your employer which is authorised by this ballot with 7 working days
of written notice, separately, concurrently and/or consecutively, in the form of:

	Question	Yes	No	Informal
1	An unlimited number of indefinite and/or periodic bans on the use of computers?	1	7	0
2	An unlimited number of indefinite and/or periodic bans on the reading of emails?	1	7	0
3	An unlimited number of indefinite and/or periodic bans on responding to emails?	1	7	0

4	An unlimited number of indefinite and/or periodic bans on the reading of plans?	1	7	0
5	An unlimited number of indefinite and/or periodic bans on the reading of standards?	1	7	0
6	An unlimited number of indefinite and/or periodic bans on the answering of two way Radios?	1	7	0
7	An unlimited number of indefinite and/or periodic bans on using mobile phones for work purposes?	1	7	0
8	An unlimited number of indefinite and/or periodic bans on taking meal breaks, in concert with other employees, at the same time and/or the same places (i.e. groups of employees)?	1	7	0
9	An unlimited number of indefinite and/or periodic bans on attendance at meetings relating to protected action?	1	7	0
10	An unlimited number of indefinite and/or periodic bans on the supervision or authorisation of contractors to Australian Pacific Airports Launceston, Australian Pacific Airports Melbourne and Australian Pacific Airports Corporation (together the APAC Group)?	1	7	0
11	An unlimited number of indefinite and/or periodic bans on contact with APAC Group managers regarding the Enterprise Agreement included but not limited to reading or replying to APAC Group correspondence or attending APAC Group meetings or briefings?	1	7	0
12	An unlimited number of indefinite and/or periodic bans on undertaking work, tasks or responsibilities normally undertaken by supervisors or managers?	1	7	0
13	An unlimited number of indefinite and/or periodic bans on working strictly in accordance with APAC Group policies or directives and not using any initiative in the performance of duties?	1	7	0
14	An unlimited number of indefinite and/or periodic bans on call backs?	1	7	0
15	An unlimited number of indefinite and/or periodic bans on fault finding?	1	7	0
16	An unlimited number of indefinite and/or periodic bans on resetting electrical equipment?	1	7	0
17	An unlimited number of indefinite and/or periodic bans on being "on call"?	1	7	0
18	An unlimited number of indefinite and/or periodic bans on overtime?	1	7	0
19	An unlimited number of indefinite and/or periodic bans on the performance of any work outside the normal spread hours?	1	7	0
20	An unlimited number of indefinite and/or periodic bans on the installation of conduit?	1	7	0
21	An unlimited number of indefinite and/or periodic bans on the installation of cables?	1	7	0

22	An unlimited number of indefinite and/or periodic bans on the installation of fixed wiring accessories?	1	7	0
23	An unlimited number of indefinite and/or periodic bans on the installation of cable support systems?	1	7	0
24	An unlimited number of indefinite and/or periodic bans on the use of EWPs?	1	7	0
25	An unlimited number of indefinite and/or periodic bans on the use of ladders?	1	7	0
26	An unlimited number of indefinite and/or periodic bans on the use of test equipment?	1	7	0
27	An unlimited number of indefinite and/or periodic bans on the use of a work vehicle?	1	7	0
28	An unlimited number of stoppages of work for the duration of 15 minutes, including consecutive stoppages?	1	7	0
29	An unlimited number of stoppages of work for the duration of 1 hour, including consecutive stoppages?	1	7	0
30	An unlimited number of stoppages of work for the duration of 2 hours, including consecutive stoppages?	1	7	0
31	An unlimited number of stoppages of work for the duration of 4 hours, including consecutive stoppages?	1	7	0
32	An unlimited number of stoppages of work for the duration of 6 hours, including consecutive stoppages?	1	7	0
33	An unlimited number of stoppages of work for the duration of 8 hours, including consecutive stoppages?	1	7	0
34	An unlimited number of stoppages of work for the duration of 10 hour, including consecutive stoppages?	1	7	0
35	An unlimited number of stoppages of work for the duration of 24 hour, including consecutive stoppages?	1	7	0
36	An unlimited number of indefinite and/or periodic stoppages on the performance of all work?	1	7	0
37	Employee action in the form of wearing and or displaying of Union related clothing and material?	1	7	0
38	An unlimited number of indefinite and/or periodic bans on maintenance and repairs to carparks?	1	7	0
39	An unlimited number of indefinite and/or periodic bans on escort duties for contractors?	1	7	0
40	An unlimited number of indefinite and/or periodic bans on work for stake holders?	1	7	0
41	An unlimited number of indefinite and/or periodic bans on monthly power meter readings?	1	7	0
42	An unlimited number of indefinite and/or periodic bans on repairs to media screens?	1	7	0
43	An unlimited number of indefinite and/or periodic bans on repairs to fids system?	1	7	0

44	An unlimited number of indefinite and/or periodic bans on IT works?	1	7	0
45	An unlimited number of indefinite and/or periodic bans on working outside the scope of position descriptions?	1	7	0
46	An unlimited number of indefinite and/or periodic bans on issuing visitor passes?	1	7	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) Nil
- The majority of voters who cast a valid vote were against 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, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46.

Kathleen Cassar
 Returning Officer
 Delegate of the Ballot Agent
 Australian Electoral Commission

13/04/2022

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