

Reference: 2022/9044

The General Manager
 Fair Work Commission
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Declaration of results - PAB Order: B2022/667

Pursuant to the Protected Action Ballot Order B2022/667 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)	63
Postal votes returned by voters	37
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	37
Percentage of postal votes returned*	58.73

*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 endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

Question	Yes	No	Informal
1 An unlimited number of 15 minute stoppages of work	36	0	1
2 An unlimited number of 30 minute stoppages of work	35	1	1
3 An unlimited number of 1 hour stoppages of work	35	1	1
4 An unlimited number of 2 hour stoppages of work	35	1	1
5 An unlimited number of 4 hour stoppages of work	35	1	1
6 An unlimited number of 8 hour stoppages of work except	36	1	0
7 An unlimited number of indefinite or periodic bans on the performance of overtime	34	2	1

	An unlimited number of indefinite or periodic bans on the use of: Outlook Fleet app			
8	Nontex, with exception for on-call / emergency operations Axel (WAM) Docs on demand Icon Water issued phones Icon Water issued tablets and other electronic devices Navman Teletrak	37	0	0
9	An unlimited number of indefinite or periodic bans on the use of Zoom or Teams Apps	35	1	1
10	An unlimited number of indefinite or periodic bans on travelling outside normal working hours, excluding after hours emergency call outs	36	0	1
11	An unlimited number of indefinite or periodic bans on locking systems	34	2	1
12	An unlimited number of indefinite or periodic bans on issuing Access Permits and Field Access Authorities to non-Icon Water staff	35	1	1
13	An unlimited number of indefinite or periodic bans on High Voltage Switching for Icon Water infrastructure, Workgroups & Contractors	36	0	1
14	An unlimited number of periodic or indefinite bans on performing work which is subject to protected action bans by any or all of Professionals Australia, AMWU, AWU, UWU, AWU and CEPU members	36	0	1
15	Attaching union and industrial campaign-related material to outgoing mail and/or emails and adding ETU/CEPU and industrial campaign-related material to Icon Water materials and displays	34	2	1
16	Speaking to members of the public during work related telephone calls about the industrial action and ETU/CEPU campaign for a new enterprise agreement	32	4	1
17	Wearing in Icon Water offices ETU/CEPU and industrial campaign-related t-shirts, caps, badges, facemask	34	2	1
18	Distributing ETU/CEPU and industrial campaign-related material to members of the public and Icon Water staff whilst performing work, including but not limited to t-shirts, caps, badges, facemasks, written communications including posters and stickers	34	3	1
19	Providing information, in any form, concerning the views of employees about industrial action and the ETU/CEPU campaign for a new enterprise agreement to members of the community including to members of the media	33	3	1
20	Providing the email address of Icon Water CEO, to members of the community including to members of the media when communicating about the industrial action and ETU/CEPU campaign for a new enterprise agreement	34	2	1
21	An unlimited number of periodic or indefinite bans on performing the role of Leading Hand where those appointments are made on a daily basis prior to commencement of planned works each day	36	0	1
22	An unlimited number of periodic or indefinite bans on performing higher duties	36	0	1
23	An unlimited number of periodic or indefinite bans on drafting High Voltage Switching Schedules	36	0	1

24	An unlimited number of periodic or indefinite bans on the use of personal mobiles phones to receive and make work related phone calls	36	0	1
25	An unlimited number of periodic or indefinite bans on using personal motor vehicles to transport between worksites	36	0	1
26	An unlimited number of periodic or indefinite bans on planned root cutting activities	37	0	0
27	An unlimited number of periodic or indefinite bans on planned camera sewer inspection	37	0	0
28	An unlimited number of periodic or indefinite bans on starting and finish on the job	37	0	0
29	An unlimited number of periodic or indefinite bans on home garaging Icon Water Vehicles, Plant & Equipment	34	2	1
30	An unlimited number of periodic or indefinite bans on contractor supervision and inspections	35	1	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, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30.
- 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

24/08/2022

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