



Reference: 2023/5184

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2023/626

Pursuant to the Protected Action Ballot Order B2023/626 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)	7
Postal votes returned by voters	6
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	5
Percentage of postal votes returned*	71.43

*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.

For the purpose of supporting or advancing claims made in respect of the proposed enterprise agreement with your employer, do you authorise the following types of industrial action being taken separately, concurrently or consecutively:

	Question	Yes	No	Informal
1	An unlimited number of stoppages of work varying between one (1) minute and forty-eight (48) hours?	5	0	0
2	An unlimited number of indefinite and/or periodic bans on attending to service calls that are allocated after 11am?	5	0	0
3	An indefinite or unlimited number of bans on the performance of overtime?	5	0	0
4	An indefinite or unlimited number of bans on the use	5	0	0

	of phones, radios, computers and/or tablets?			
5	An indefinite or unlimited number of bans on completing paperwork (other than safety related paperwork)?	5	0	0
6	An indefinite or unlimited number of bans on refuelling company vehicles?	5	0	0
7	An unlimited number of indefinite and/or periodic bans on the performance of work unless wearing and displaying union and/or industrial campaign material such as t-shirts, badges, lanyards, high-vis vests, and stickers?	5	0	0
8	Employees will undertake an unlimited number of stoppages of work to write enterprise bargaining campaign messages on the outside of company vehicles?	5	0	0
9	Employees will only use company vehicles to perform work if enterprise bargaining campaign messages are written on the outside of the company vehicles?	5	0	0
10	Employees will undertake an unlimited number of stoppages of work to post photographs or write a message on social media about issues related to enterprise bargaining?	5	0	0
11	Employees will interrupt work to distribute campaign materials and speak to members of the public and/or customers about the purpose of taking protected industrial action?	5	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, 5, 6, 7, 8, 9, 10, 11.
- 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
 02/08/2023

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