

Reference: 2026/3556

The General Manager
 Fair Work Commission
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Declaration of results – PAB Order: B2026/294

Pursuant to the Protected Action Ballot Order B2026/294 issued by the Fair Work Commission, the AEC has conducted the protected action ballot and the declaration of the result is provided below.

Postal vote summary	
Number of employees on the voter roll (voters)	29
Postal votes returned by voters	22
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	21
Percentage of postal votes returned*	72.41

*This is the number of postal votes admitted to further scrutiny as a percentage of the number of employees on the voter roll (the number of voters who voted).

The 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 of between 30 minutes and 24 hours?	21	0	0
2	An unlimited number of stoppages of work for a full shift duration, including day, afternoon and night shift?	21	0	0
3	An unlimited number of indefinite and/or periodic bans on the use of tools?	21	0	0
4	An unlimited number of indefinite and/or periodic bans on the use of cleaning equipment?	21	0	0

5	An unlimited number of indefinite and/or periodic bans on the working of additional hours, including but not limited to overtime, callouts, standby work, and recalls?	21	0	0
6	An unlimited number of indefinite and/or periodic bans on the performance of work or performing work in a certain way in relation to the preparation of correspondence, completing notifications, completing shift logs, completing notifications and/or work orders, giving approvals, providing training, and performing high voltage (HV) switching?	21	0	0
7	An unlimited number of indefinite and/or periodic bans or limitations on the performance of work in relation to the use of the ATAR Permit to Work System, including but not limited to authorising, writing, second checking, verifying, issuing, suspending, surrendering, cancelling, altering, isolating and deisolating of all Request for Permit, Permit to Work, Permit to Test, Specified work, TBRA, cross organisation isolations (RIA), Sundry Apparatus and Hazardous Certificates including Hot Work, Confined Space, High Voltage, and Excavation/Penetration?	21	0	0
8	An unlimited number of indefinite and/or periodic bans or limitations on the use of technology including but not limited to computers, mobile phones, tablets, portable electronic devices (PED's) or similar devices?	21	0	0
9	An unlimited number of indefinite and/or periodic bans or limitations on the performance of work on specific Power Station Units (e.g. Units 5-6) or areas of Ancillary Plant (e.g. Coal Handling Plant, Ash & Dust Plant, Demineralisation and Polisher Regen Plant, Compressed Air Plant)?	21	0	0
10	An unlimited number of indefinite and/or periodic bans or limitations on the removal of ignition support systems on specific elevations on Power Station Unit(s)?	21	0	0
11	An unlimited number of periodic and/or indefinite bans or limitations on mill movements?	21	0	0
12	An unlimited number of periodic and/or indefinite bans or limitations on reducing power output for a Power Station Unit(s)?	21	0	0
13	An unlimited number of periodic and/or indefinite bans on operating units above 330 MW on any service unit?	21	0	0
14	An unlimited number of periodic and/or indefinite bans on synchronising Power Station Unit(s)?	21	0	0
15	An unlimited number of periodic and/or indefinite bans on performing work on generating units which are offline?	21	0	0
16	An unlimited number of periodic and/or indefinite bans on performing work that requires access via scaffolding, the use of overhead cranes, and operation of mobile plant such as cranes, forklifts, elevated work platforms, cherry pickers, light vehicles, trucks and bulldozers?	21	0	0
17	An unlimited number of periodic and/or indefinite bans or limitations on the performance of work with and/or providing instruction and/or direction to contractors?	21	0	0
18	An unlimited number of stoppages of normal work activities, for the purpose of conducting workplace inspections and safety compliance orders?	21	0	0
19	An unlimited number of periodic and/or indefinite partial bans on the use of powered tools?	21	0	0
20	An unlimited number of periodic and/or indefinite bans on the use of multimeters?	21	0	0
21	An unlimited number of periodic and/or indefinite bans on the use of test equipment?	21	0	0

22	An unlimited number of periodic and/or indefinite bans on acting in higher grades?	21	0	0
23	An unlimited number of periodic and/or indefinite bans on work-related travel?	21	0	0
24	An unlimited number of periodic and/or indefinite bans on operating plant and equipment in Manual Mode?	21	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).

Question No.	Question
1	An unlimited number of stoppages of work of between 30 minutes and 24 hours?
2	An unlimited number of stoppages of work for a full shift duration, including day, afternoon and night shift?
3	An unlimited number of indefinite and/or periodic bans on the use of tools?
4	An unlimited number of indefinite and/or periodic bans on the use of cleaning equipment?
5	An unlimited number of indefinite and/or periodic bans on the working of additional hours, including but not limited to overtime, callouts, standby work, and recalls?
6	An unlimited number of indefinite and/or periodic bans on the performance of work or performing work in a certain way in relation to the preparation of correspondence, completing notifications, completing shift logs, completing notifications and/or work orders, giving approvals, providing training, and performing high voltage (HV) switching?
7	An unlimited number of indefinite and/or periodic bans or limitations on the performance of work in relation to the use of the ATAR Permit to Work System, including but not limited to authorising, writing, second checking, verifying, issuing, suspending, surrendering, cancelling, altering, isolating and deisolating of all Request for Permit, Permit to Work, Permit to Test, Specified work, TBRA, cross organisation isolations (RIA), Sundry Apparatus and Hazardous Certificates including Hot Work, Confined Space, High Voltage, and Excavation/Penetration?
8	An unlimited number of indefinite and/or periodic bans or limitations on the use of technology including but not limited to computers, mobile phones, tablets, portable electronic devices (PED's) or similar devices?
9	An unlimited number of indefinite and/or periodic bans or limitations on the performance of work on specific Power Station Units (e.g. Units 5-6) or areas of Ancillary Plant (e.g. Coal Handling Plant, Ash & Dust Plant, Demineralisation and Polisher Regen Plant, Compressed Air Plant)?
10	An unlimited number of indefinite and/or periodic bans or limitations on the removal of ignition support systems on specific elevations on Power Station Unit(s)?
11	An unlimited number of periodic and/or indefinite bans or limitations on mill movements?
12	An unlimited number of periodic and/or indefinite bans or limitations on reducing power output for a Power Station Unit(s)?
13	An unlimited number of periodic and/or indefinite bans on operating units above 330 MW on any service unit?
14	An unlimited number of periodic and/or indefinite bans on synchronising Power Station Unit(s)?
15	An unlimited number of periodic and/or indefinite bans on performing work on generating units which are offline?
16	An unlimited number of periodic and/or indefinite bans on performing work that requires access via scaffolding, the use of overhead cranes, and operation of mobile plant such as cranes, forklifts, elevated work platforms, cherry pickers, light vehicles, trucks and bulldozers?
17	An unlimited number of periodic and/or indefinite bans or limitations on the performance of work with and/or providing instruction and/or direction to contractors?
18	An unlimited number of stoppages of normal work activities, for the purpose of conducting workplace inspections and safety compliance orders?

19	An unlimited number of periodic and/or indefinite partial bans on the use of powered tools?
20	An unlimited number of periodic and/or indefinite bans on the use of multimeters?
21	An unlimited number of periodic and/or indefinite bans on the use of test equipment?
22	An unlimited number of periodic and/or indefinite bans on acting in higher grades?
23	An unlimited number of periodic and/or indefinite bans on work-related travel?
24	An unlimited number of periodic and/or indefinite bans on operating plant and equipment in Manual Mode?

Delegate of the Ballot Agent
Australian Electoral Commission

Wednesday 13 May 2026