

Reference: 2026/3243

The General Manager  
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**Declaration of results – PAB Order: B2026/275**

Pursuant to the Protected Action Ballot Order B2026/275 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)    | 71    |
| Postal votes returned by voters                   | 59    |
| Postal votes rejected at the preliminary scrutiny | 1     |
| Postal votes admitted to further scrutiny         | 58    |
| Percentage of postal votes returned*              | 81.69 |

\*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.

For the purpose of advancing claims in the negotiation of an Enterprise Agreement with Delta Power & Energy (Vales Point) Pty Ltd T/A Delta Electricity, 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 thirty (30) minutes and twenty four (24) hours in duration?         | 57  | 1  | 0        |
| 2 | An unlimited number of stoppages of work of a full shift duration, including day shift, afternoon shift or night shift? | 57  | 1  | 0        |
| 3 | An unlimited number of indefinite and/or periodic bans on the use of tools or cleaning equipment?                       | 57  | 1  | 0        |

|    |  |    |   |   |
|----|--|----|---|---|
| 4  | An unlimited number of bans or limitations on the working of additional hours, including but not limited to overtime, callouts, standby work, and recalls?   | 57 | 1 | 0 |
| 5  | An unlimited number of bans or limitations on the performance of work or the way in which the work is performed, 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?   | 57 | 1 | 0 |
| 6  | 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 authorising, writing, second checking, verifying, issuing, suspending, surrendering, cancelling altering, isolating & deisolating of all Request For Permit, Permit To Work, Permit To Test, Specified work, TBRA, Cross organization isolations (RIA), Sundry Apparatus and Hazardous Certificates including Hot Work, Confined Space, High Voltage, Excavation/Penetration? | 56 | 2 | 0 |
| 7  | An unlimited number of 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?   | 56 | 2 | 0 |
| 8  | An unlimited number of 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)?  | 56 | 2 | 0 |
| 9  | An unlimited number of bans or limitations on the removal of ignition support systems on specific elevations on Power Station Unit(s)?   | 56 | 2 | 0 |
| 10 | An unlimited number of bans or limitations on mill movements?  | 56 | 2 | 0 |
| 11 | An unlimited number of bans or limitations on reducing power output for a Power Station Unit(s)?   | 57 | 1 | 0 |
| 12 | An unlimited number of indefinite and/or periodic bans on operating units above 330 MW on any service unit?  | 57 | 1 | 0 |
| 13 | An unlimited number of bans or limitations on synchronising Power Station Unit(s)?   | 57 | 1 | 0 |
| 14 | An unlimited number of indefinite and/or periodic bans on performing work on generating units which are offline?   | 57 | 1 | 0 |
| 15 | An unlimited number of bans or limitations 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?   | 57 | 1 | 0 |
| 16 | An unlimited number of bans or limitations on the performance of work with and/or providing instruction and/or direction to contractors?   | 57 | 1 | 0 |
| 17 | An unlimited number of stoppages of normal work activities, for the purpose of instead conducting workplace inspections and safety compliance orders?  | 56 | 1 | 1 |
| 18 | An unlimited number of bans or limitations on the use of powered tools?  | 56 | 1 | 1 |
| 19 | An unlimited number of bans or limitations on the use of multimeters?  | 56 | 2 | 0 |
| 20 | An unlimited number of bans or limitations on the use of test equipment?   | 56 | 2 | 0 |

|    |   |    |   |   |
|----|---|----|---|---|
| 21 | An unlimited number of bans or limitations on acting in higher grades?                      | 57 | 1 | 0 |
| 22 | An unlimited number of bans or limitations on work related travel?                          | 57 | 1 | 0 |
| 23 | An unlimited number of bans or limitations on operating plant and equipment in Manual Mode? | 57 | 1 | 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 thirty (30) minutes and twentyfour (24) hours in duration?   |
| 2            | An unlimited number of stoppages of work of a full shift duration, including day shift, afternoon shift or night shift?  |
| 3            | An unlimited number of indefinite and/or periodic bans on the use of tools or cleaning equipment?  |
| 4            | An unlimited number of bans or limitations on the working of additional hours, including but not limited to overtime, callouts, standby work, and recalls?   |
| 5            | An unlimited number of bans or limitations on the performance of work or the way in which the work is performed, 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?   |
| 6            | 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 authorising, writing, second checking, verifying, issuing, suspending, surrendering, cancelling altering, isolating & deisolating of all Request For Permit, Permit To Work, Permit To Test, Specified work, TBRA, Cross organization isolations (RIA), Sundry Apparatus and Hazardous Certificates including Hot Work, Confined Space, High Voltage, Excavation/Penetration? |
| 7            | An unlimited number of 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?   |
| 8            | An unlimited number of 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)?  |
| 9            | An unlimited number of bans or limitations on the removal of ignition support systems on specific elevations on Power Station Unit(s)?   |
| 10           | An unlimited number of bans or limitations on mill movements?  |
| 11           | An unlimited number of bans or limitations on reducing power output for a Power Station Unit(s)?   |
| 12           | An unlimited number of indefinite and/or periodic bans on operating units above 330 MW on any service unit?  |
| 13           | An unlimited number of bans or limitations on synchronising Power Station Unit(s)?   |
| 14           | An unlimited number of indefinite and/or periodic bans on performing work on generating units which are offline?   |
| 15           | An unlimited number of bans or limitations 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?   |
| 16           | An unlimited number of bans or limitations on the performance of work with and/or providing instruction and/or direction to contractors?   |
| 17           | An unlimited number of stoppages of normal work activities, for the purpose of instead conducting workplace inspections and safety compliance orders?  |
| 18           | An unlimited number of bans or limitations on the use of powered tools?  |
| 19           | An unlimited number of bans or limitations on the use of multimeters?  |

|    |   |
|----|---|
| 20 | An unlimited number of bans or limitations on the use of test equipment?                    |
| 21 | An unlimited number of bans or limitations on acting in higher grades?                      |
| 22 | An unlimited number of bans or limitations on work related travel?                          |
| 23 | An unlimited number of bans or limitations on operating plant and equipment in Manual Mode? |

Delegate of the Ballot Agent  
Australian Electoral Commission

Wednesday 13 May 2026