



Reference: 2022/2732

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2022/168

Pursuant to the Protected Action Ballot Order B2022/168 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)	37
Postal votes returned by voters	22
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	22
Percentage of postal votes returned*	59.46

*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 Invicta Bus Services Pty Ltd, do you endorse the taking of protected industrial action against your employer, which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

	Question	Yes	No	Informal
1	Overtime Bans employees will refuse to work outside of ordinary hours.	22	0	0
2	Work bans Employees will refuse to perform part of their usual work duties.	20	1	1
3	Periodic Stoppages An unlimited number of stoppages of the performance of all work for specified periods of between one (1) and seventy-two (72) hours. This action may be organised and/or engaged in on consecutive occasions.	21	0	1
4	Indefinite Stoppage Employees will cease work for an indefinite period.	18	3	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.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Cameron Caccamo
Returning Officer
Delegate of the Ballot Agent
Australian Electoral Commission

22/04/2022

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