



Reference: 2025/19354

The General Manager
Fair Work Commission
Level 4, 11 Exhibition Street
Melbourne VIC 3000
Email: melbourne@fwc.gov.au

Isobel RIGGALL
Transport Workers' Union of Australia
industrial@twu.asn.au

Robert CIAVARELLA
Ventia Australia
robert.ciavarella@ventia.com

Declaration of results - PAB Order: B2025/1432

Pursuant to the Protected Action Ballot Order B2025/1432 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)	3
Postal votes returned by voters	3
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	3
Percentage of postal votes returned*	100.00

*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 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 indefinite or periodic bans on the performance of overtime?	3	0	0
2	An unlimited number of stoppages of work for one (1) hour?	3	0	0
3	An unlimited number of stoppages of work for four (4) hours?	3	0	0

4	An unlimited number of stoppages of work for twenty-four (24) hours?	3	0	0
5	Indefinite Stoppage - employees will cease work for an indefinite period?	3	0	0
6	An unlimited number of indefinite or periodic bans on the use of telephones, two-way radios, tablets, computers and photocopiers?	3	0	0
7	An unlimited number of indefinite or periodic bans on the performance of paperwork (excluding safety related paperwork), including paperwork done on electronic devices?	3	0	0
8	An unlimited number of periodic or indefinite bans on the parking of planes?	3	0	0
9	An unlimited number of periodic or indefinite bans on working early morning shifts (meaning shifts commencing before 7:00am)?	3	0	0
10	An unlimited number of indefinite or periodic bans on the performance of work tasks normally undertaken by other employees?	3	0	0
11	An unlimited number of periodic or indefinite bans on performing higher duties?	3	0	0
12	A ban on the performance of work unless wearing badges or clothing or hats with TWU branding and/or TWU enterprise agreement campaign messages instead of, or in addition to the employer's uniform either periodically or indefinitely?	3	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, 12.
- The majority of voters who cast a valid vote were against the action set out in question(s) .

Delegate of the Ballot Agent
Australian Electoral Commission

28/10/2025

Email: PAEvents@aec.gov.au phone: 02 9375 6366 or 03 9285 7111

www.aec.gov.au