



Reference: 2022/12327

The General Manager
Fair Work Commission
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Melbourne VIC 3000
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"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the
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Declaration of results - PAB Order: B2022/1567

Pursuant to the Protected Action Ballot Order B2022/1567 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)	121
Postal votes returned by voters	92
Postal votes rejected at the preliminary scrutiny	4
Postal votes admitted to further scrutiny	88
Percentage of postal votes returned*	72.73

*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 Thales Australia Limited, do you authorise industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

	Question	Yes	No	Informal
1	An unlimited number of indefinite and or periodic stoppages on the performance of all work?	85	3	0
2	An unlimited number of indefinite and or periodic bans on overtime?	85	3	0
3	An unlimited number of indefinite and or periodic bans on call backs?	85	3	0
4	An unlimited number of indefinite and or periodic bans on changing shifts?	86	2	0
5	An unlimited number of indefinite and or periodic bans on the implementation of new shifts?	86	2	0
6	An unlimited number of indefinite and or periodic bans on completing paperwork and entering data into computers and like technology?	85	3	0
7	An unlimited number of indefinite and or periodic bans on employees travelling and working away from the normal place they undertake work duties?	85	3	0
8	An unlimited number of indefinite and or periodic bans that involve employees "working to rule"?	85	3	0
9	An unlimited number of indefinite and or periodic bans on the performance of all work within nominated production and fabrication stations?	84	4	0
10	An unlimited number of indefinite and or periodic bans on the performance of all work within nominated work areas on the Bendigo site?	85	3	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.
- 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

24/11/2022

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