



Reference: 2021/6820

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2021/1220

Pursuant to the Protected Action Ballot Order B2021/1220 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)	213
Postal votes returned by voters	42
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	41
Percentage of postal votes returned*	19.25

*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 the following protected industrial action (separately, concurrently and/or consecutively):

	Question	Yes	No	Informal
1	Indefinite or periodic industrial action in the form of distributing information and/or talking to residents, the public and/or the media about the reasons for industrial action?	36	5	0
2	Indefinite or periodic industrial action in the form of wearing campaign material and/or badges?	37	4	0
3	Indefinite or periodic industrial action in the form of a ban on performing overtime?	37	4	0
4	Indefinite or periodic industrial action in the form of a	37	4	0

ban on completing and/or submitting paperwork or electronic forms related to the Aged Care Funding Instrument (ACFI)?

5	Indefinite or periodic industrial action in the form of a ban on writing resident notes except where to do so would directly affect the health or safety of residents?	38	3	0
6	Indefinite or periodic action in the form of a ban on performing any duties not stated in the employee's relevant position description?	38	3	0
7	Indefinite or periodic industrial action in the form of taking all breaks in full and on time?	37	4	0
8	Indefinite or periodic stoppages of work of between 15 minutes and 4 hours in length?	37	4	0

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was not 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.
- The majority of voters who cast a valid vote were against the action set out in question(s) NIL.

Kathleen Cassar
Returning Officer
Delegate of the Ballot Agent
Australian Electoral Commission

02/02/2022

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