

Reference: 2022/12321

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**Declaration of results - PAB Order: B2022/1572**

Pursuant to the Protected Action Ballot Order B2022/1572 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 Thales Australia Limited do you authorise 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 the performance of all work for one hour?	3	0	0
2	An unlimited number of stoppages of the performance of all work for two hours?	3	0	0
3	An unlimited number of stoppages of the performance of all work for four hours?	3	0	0
4	An unlimited number of stoppages of the performance of all work for eight hours?	3	0	0
5	An unlimited number of stoppages of the performance of all work for twenty four hours?	3	0	0
6	An indefinite stoppage of the performance of all work?	3	0	0
7	An unlimited number of periodic and/or indefinite bans on the performance of overtime?	3	0	0
8	An unlimited number of indefinite or periodic bans on call backs?	3	0	0
9	An unlimited number of periodic and/or indefinite bans on the performance of all work on Changing shifts?	3	0	0

10	An unlimited number of periodic and/or indefinite bans on the performance of all work on the implementation of new shifts?	3	0	0
11	An unlimited number of periodic and/or indefinite bans on the performance of all work on completing paperwork and entering data into computers and like technology?	3	0	0
12	An unlimited number of periodic and/or indefinite bans on the performance of all work on Employees traveling and working away from the normal place they undertake work duties?	3	0	0
13	An unlimited number of periodic and/or indefinite and or periodic bans that involve employees working to Rule?	3	0	0
14	An unlimited number of periodic and/or indefinite bans on the performance of all work within nominated production and fabrication stations?	3	0	0
15	An unlimited number of periodic and/or indefinite bans on the performance of all work within nominated work areas on the Bendigo site?	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, 13, 14, 15.
- 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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