



Reference: 2022/12871

The General Manager
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Declaration of results - PAB Order: B2022/1681

Pursuant to the Protected Action Ballot Order B2022/1681 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)	42
Postal votes returned by voters	34
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	33
Percentage of postal votes returned*	78.57

*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.

For the purpose of advancing your claims in the negotiation of an enterprise agreement with your employer, by answering 'YES' or 'NO', do you agree to authorise all of the following types of protected industrial action, which may be taken either as separate, concurrent and/or consecutive actions:

	Question	Yes	No	Informal
1	A stoppage of the performance of all work for the duration of 1 hour?	31	2	0
2	A stoppage of the performance of all work for the duration of 2 hours?	31	1	1
3	A stoppage of the performance of all work for the duration of 4 hours?	33	0	0
4	A stoppage of the performance of all work for the duration of 24 hours?	33	0	0

5	A stoppage of the performance of all work for an indefinite period?	32	1	0
6	An indefinite or periodic ban on the performance of overtime?	33	0	0
7	An indefinite or periodic ban on training of, or 'buddying' with, other staff members?	32	1	0
8	An indefinite or periodic ban on the performance of 'No Service Delivery's'?	32	1	0
9	An indefinite or periodic ban on the performance of daily preparations conducted by mortuary staff to not more than 4 per table?	33	0	0
10	An indefinite or periodic ban on updating or finalising jobs and job status to close off/finalise job or move to Stage 6 on the Compass Operating System?	33	0	0
11	Employees will only send emails with a link to the enterprise bargaining campaign?	32	1	0
12	Employees will interrupt work to put on enterprise bargaining campaign clothing?	31	2	0
13	Employees will only perform work whilst wearing enterprise bargaining campaign clothing?	30	3	0
14	Employees will undertake a stoppage of work to write enterprise bargaining campaign messages on the outside of empty company transport vehicles?	31	2	0
15	Employees will only perform work using empty company transport vehicles with enterprise bargaining campaign messages written on the outside of the vehicle?	30	3	0
16	Employees will interrupt work to distribute enterprise bargaining campaign material and speak to families and clients about the material and the purpose of taking protected industrial action?	30	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, 11, 12, 13, 14, 15, 16.
- 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

21/12/2022

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