



Reference: 2022/12067

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2022/1531

Pursuant to the Protected Action Ballot Order B2022/1531 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)	28
Postal votes returned by voters	22
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	22
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.

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

	Question	Yes	No	Informal
1	An unlimited number of 30-minute stoppages of all work?	21	1	0
2	An unlimited number of 1-hour stoppages of all work?	21	1	0
3	An unlimited number of 2-hour stoppages of all work?	22	0	0
4	An unlimited number of 3-hour stoppages of all work?	22	0	0
5	An unlimited number of 4-hour stoppages of all work?	22	0	0
6	An unlimited number of 5-hour stoppages of all work?	22	0	0

7	An unlimited number of 6-hour stoppages of all work?	22	0	0
8	An unlimited number of 7-hour stoppages of all work?	22	0	0
9	An unlimited number of 8-hour stoppages of all work?	22	0	0
10	An unlimited number of 12-hour stoppages of all work?	22	0	0
11	An unlimited number of 24-hour stoppages of all work?	22	0	0
12	An unlimited number of indefinite stoppages of all work?	22	0	0
13	An unlimited number of periodic or indefinite bans on the use of a mobile phone for work during a rostered shift?	21	1	0
14	An unlimited number of periodic or indefinite bans on the use of an iPad for work during a rostered shift?	22	0	0
15	An unlimited number of periodic or indefinite bans on the filling out of job reports that are not in the form of a paper field report?	22	0	0
16	An unlimited number of periodic or indefinite bans on the performance of overtime?	21	1	0
17	An unlimited number of periodic or indefinite bans on the performance of callouts?	21	1	0
18	An unlimited number of periodic or indefinite bans on work for a specified client or customer of Dormakaba Australia Pty Ltd, which may be any customer or client of Dormakaba Australia Pty Ltd specified in a valid notice of protected industrial action but not all clients or customers of Dormakaba Australia Pty Ltd at the same time?	22	0	0
19	An unlimited number of periodic or indefinite bans on commencing travel to a job which is more than 10 minutes travel time by road from the site where an employee is working or has just finished working, as assessed by google maps or other publicly available application using a global positioning system?	22	0	0
20	An unlimited number of periodic or indefinite bans on wearing a uniform or part of a uniform?	21	1	0
21	An unlimited number of periodic or indefinite bans for employees to start their shift at the nearest Dormakaba Australia Pty Ltd office to their place of residence?	21	1	0
22	An unlimited number of periodic or indefinite bans for Technicians to return to the office for the start of their lunch break(s) at the nearest Dormakaba Australia Pty Ltd office and remain at the office until the conclusion of their lunch break(s)?	21	1	0
23	An unlimited number of periodic or indefinite bans for Technicians to return to the nearest Dormakaba Australia Pty Ltd office by the end of their shift(s)?	21	1	0
24	An unlimited number of periodic or indefinite bans for Technicians to park their work vehicle at the nearest Dormakaba Australia Pty Ltd office at the conclusion	19	1	1

of their shift?

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, 17, 18, 19, 20, 21, 22, 23, 24.
- The majority of voters who cast a valid vote were against the action set out in question(s) NIL.

Kaye Bartlett
Returning Officer
Delegate of the Ballot Agent
Australian Electoral Commission

17/11/2022

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