



Reference: qA364614

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2022/1573

Pursuant to the Protected Action Ballot Order B2022/1573 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)	19
Postal votes returned by voters	16
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	16
Percentage of postal votes returned*	84.21

*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 (Benalla and Mulwala) 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 indefinite and or periodic stoppages on the performance of all work?	15	1	0
2	An unlimited number of indefinite or periodic bans on overtime?	16	0	0
3	An unlimited number of indefinite or periodic bans on call backs?	16	0	0
4	An unlimited number of indefinite and or periodic bans on early starts?	16	0	0

5	An unlimited number of indefinite and or periodic bans on staggering meal and or rest breaks?	15	1	0
6	An unlimited number of indefinite and or periodic bans on performing work on Rostered Days Off?	15	1	0
7	An unlimited number of indefinite and or periodic bans on employees travelling and working away from the nominal place they undertake work duties?	15	1	0
8	An unlimited number of indefinite and or periodic bans that involve employees 'working to rule'?	15	1	0
9	An unlimited number of indefinite and or periodic bans on completing paperwork and entering data into computers and like technology?	15	1	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.
- 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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