



Reference: 2022/12314

The General Manager  
Fair Work Commission  
Level 4, 11 Exhibition Street  
Melbourne VIC 3000  
Email: [melbourne@fwc.gov.au](mailto:melbourne@fwc.gov.au)

Chelsea HILL  
Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied  
Services Union of Australia  
[chelsea.hill@etuvic.com.au](mailto:chelsea.hill@etuvic.com.au)

Kylie ROGERS  
Thales Australia Limited  
[kylie.rogers3@thalesgroup.com.au](mailto:kylie.rogers3@thalesgroup.com.au)

#### Declaration of results - PAB Order: B2022/1574

Pursuant to the Protected Action Ballot Order B2022/1574 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)	7
Postal votes returned by voters	6
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	6
Percentage of postal votes returned*	85.71

\*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 indefinite and or periodic stoppages on the performance of all work?	6	0	0
2	An unlimited number of indefinite or periodic bans on overtime?	6	0	0
3	An unlimited number of indefinite or periodic bans on call backs?	6	0	0
4	An unlimited number of indefinite and or periodic bans on changing shifts?	6	0	0

5	An unlimited number of indefinite and or periodic bans on the implementation of new shifts?	6	0	0
6	An unlimited number of indefinite and or periodic bans on completing paperwork and entering data into computers and like technology?	6	0	0
7	An unlimited number of indefinite and or periodic bans on employees travelling and working away from the normal place they undertake work duties?	6	0	0
8	An unlimited number of indefinite and or periodic bans that involve employees 'working to rule'?	6	0	0
9	An unlimited number of indefinite and or periodic bans on the performance of all work within nominated production and fabrication station?	6	0	0
10	An unlimited number of indefinite and or periodic bans on the performance of all work within nominated work areas on the Bendigo site?	6	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.
- 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

Email: [PABevents@aec.gov.au](mailto:PABevents@aec.gov.au) phone: 02 9375 6366 or 03 9285 7111

[www.aec.gov.au](http://www.aec.gov.au)