



Reference: 2021/6050

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Declaration of results - PAB Order: B2021/1079

Pursuant to the Protected Action Ballot Order B2021/1079 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)	209
Postal votes returned by voters	88
Postal votes rejected at the preliminary scrutiny	5
Postal votes admitted to further scrutiny	83
Percentage of postal votes returned*	39.71

*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 your employer, do you endorse the taking of protected industrial action separately, concurrently and/or consecutively in the forms listed below. It is not the intention of United Workers Union or its members to engage in industrial action which would (or would threaten to) endanger the life, personal safety or health, or the welfare, of the population or a part of it:

	Question	Yes	No	Informal
1	While rostered on shift, recognised union delegates will stop performing duties to speak to the media, politicians and the public regarding enterprise bargaining issues, conditions of employment, and operational problems within the NTFRS.	80	3	0
2	While rostered on shift, recognised union delegates will stop performing duties to post, publish or provide images of appliances, stations, equipment and insignia across various forms of media, including social media.	80	3	0

3	While rostered on shift, members will stop performing duties to distribute industrial campaign material to the general public	77	6	0
4	While rostered on shift, members will stop performing duties to place union campaign material in the workplace?	79	4	0
5	While rostered on shift, members will stop performing duties to place union slogan magnets on NTFRS appliances. Any attachments or markings will not be permanent nor cause damage to the vehicles. Any attachments will not obstruct vision and will not cover safety fixtures.	76	6	1
6	While rostered on shift, members will stop performing duties to place union flags and banners on NTFRS appliances. Any flags and attachments will not be permanent nor cause damage to the vehicles. Any flags and attachments will not obstruct vision and will not cover safety fixtures.	77	6	0
7	Members will cease complying with NTFRS policies about the wearing of uniforms when engaging in union-organised public events.	78	5	0
8	While rostered on shift, members will stop performing duties to change into Union logo shirts. Members will also stop performing duties to retrieve union branded clothing such as hats and shirts from their lockers and to change into such clothing.	77	6	0

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was not 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.
- The majority of voters who cast a valid vote were against the action set out in question(s) Nil.

Kathleen Cassar
Returning Officer
Delegate of the Ballot Agent
Australian Electoral Commission

28/01/2022

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