



Reference: 2022/98

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2021/1291

Pursuant to the Protected Action Ballot Order B2021/1291 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)	55
Postal votes returned by voters	36
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	36
Percentage of postal votes returned*	65.45

*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 support the taking of protected industrial action against your employer which involves one or more of the following actions:

	Question	Yes	No	Informal
1	No wearing of Danila Dilba Health Services uniforms, and instead wearing of union shirt or other union branded clothing, such as hats, stickers, head bands etc.	35	1	0
2	While rostered on shift, recognised union delegates will stop performing duties to speak with media, politicians and the public regarding enterprise bargaining issues, conditions of employment, and operational issues within Danila Dilba Health Services. Client confidentiality will not be breached.	35	1	0
3	Protest/rallies in uniform outside of Danila Dilba centres facilities, outside Parliament House and other prominent locations (non-rostered members only) or employees on unpaid breaks such as lunch break.	35	1	0
4	Distribution of flyers and other information to visitors, patients and the general public regarding industrial action.	35	1	0
5	Placing of union campaign material in the workplace.	36	0	0
6	Participation in Union social media campaigns related to bargaining and other workplace issues experienced by members	35	1	0
7	While rostered on shift, members will stop performing duties to write and/or attach (magnets) Union slogans on Danila Dilba marked vehicles. All attachments and markings will not be permanent or cause damage to the vehicles. All attachments will not obstruct vision and will not cover safety strips	35	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.
- The majority of voters who cast a valid vote were against the action set out in question(s): N/A.

Jenna Hales
Returning Officer
Delegate of the Ballot Agent
Australian Electoral Commission

09/03/2022

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