

## Declaration of Results – B2024/128

- [1] A protected action ballot order was issued in relation to matter B2024/128.<sup>1</sup>
- [2] A confidentiality term was included in the Order. It provides:
- “Pursuant to s.594 of the Act, the Commission orders that the name of the ballot agent and any information identifying the ballot agent be prohibited from publication and kept confidential to the parties, Commission and employees to be balloted only, and referred to by the pseudonym "BA" in any published orders or decisions in this proceeding.”
- [3] A ballot agent (BA) subsequently conducted a ballot.
- [4] The Declaration of Results produced by BA have been reproduced below.
- [5] There were 3775 registered voters. Of those, 3211 responded to the ballot notification.
- [6] The questions that formed part of the ballot were:

*Do you, for the purpose of advancing claims made in the negotiation of an enterprise agreement covering your employment, authorise the taking of any or all industrial action which is authorised by this ballot, whether separately, concurrently and- /or consecutively in the form of:*

1. *Indefinite or periodic bans on members agreeing to perform voluntary duties.*
2. *Indefinite or periodic bans on all forms of criminal or traffic infringement notices, except for traffic infringement notices relating to drunk / drug driving, antisocial or dangerous driving behaviours or penalty notices triggering an immediate disqualification or suspension of licence.*
3. *Indefinite or periodic bans on the attendance at any Australian Court as informants or witnesses other than in reply to a subpoena.*
4. *Indefinite or periodic bans on the transport of witnesses for the Office of Public Prosecutions.*
5. *Indefinite or periodic bans on the collection of data, recording of daily industrial action instances and provision of information to the Australian Federal Police and Government regarding protected industrial actions.*
6. *Indefinite or periodic bans on the giving of a direction by a member to another member to perform work which is inconsistent with any form of protected industrial action.*
7. *Indefinite or periodic bans on compliance with a direction to perform work which is inconsistent with any form of protected industrial action.*

---

<sup>1</sup> PR771550.

8. *The indefinite or periodic interruption of work in order for members to speak to the media in relation to the bargaining process, protected industrial action and concerns regarding workloads, Australian Federal Police resource shortages or disadvantages with the existing Enterprise Agreement.*
9. *Indefinite or periodic bans on a member contacting another member (the second member) who is not in receipt of an availability allowance, outside the second member's working hours, except for in the circumstance of an emergency situation or genuine welfare matter.*
10. *The indefinite or periodic interruption of work, in order to change signature blocks in emails and replace it with the protected industrial action signature block and campaign messages circulated by The Australian Federal Police Association.*
11. *Indefinite or periodic bans on the preparation and entry of Management Significant Entries into any Information Management System provided there is no identifiable risk to public safety.*
12. *Indefinite or periodic bans on the collection of administrative statistics.*
13. *When requested by a member of the public to sign a statutory declaration or witness a document, the indefinite or periodic interruption of work to inform them about the Australian Federal Police Association industrial relations campaign.*
14. *The interruption of work periodically, over an indefinite period or for specified periods, when answering the phone to inform the public about the Australian Federal Police Association industrial relations campaign, provided that the phone call does not relate to an emergency matter.*
15. *The interruption of work periodically at any location, over an indefinite period or for specified periods, to allow members to speak to the public, media, politicians and/or government representatives about the Australian Federal Police Association industrial relations campaign.*
16. *The indefinite or periodic interruption of work in order for members to write on AFP vehicles at any location, with non-permanent markings on the vehicle to inform the public about the Australian Federal Police Association industrial relations campaign.*
17. *The indefinite or periodic interruption of work for members to park any AFP vehicle at any location, with non-permanent markings on the vehicle to inform the public about the Australian Federal Police Association industrial relations campaign.*
18. *The indefinite or periodic interruption of work in order to affix campaign material in work locations stating the concerns of members relating to workloads and staffing shortages.*
19. *The indefinite or periodic interruption of work in order to affix campaign material such as pins, stickers, or badges to uniforms and other work locations.*

20. *The indefinite or periodic interruption of work to don apparel that is Hi-vis, colourful, and/or with union logo and slogans.*
21. *The indefinite or periodic interruption of work for members to park police vehicles in front of speed cameras, at school zones and any Australian Federal Police related Government facility while displaying emergency lights.*
22. *The indefinite or periodic bans on attending any Federal Politicians functions or events that do not carry a "significant" threat rating or higher.*
23. *Indefinite or periodic bans on escorting Federal Politicians through airports where there is no known or assessed risk.*
24. *Indefinite or periodic bans on investigating any referrals sent to the AFP from the offices of Federal Politicians where no offence has been committed.*
25. *Indefinite or periodic bans on any liaison visits to any Federal Politicians offices as well as any Foreign Embassy or Consulates.*
26. *Indefinite or periodic bans on assistance in the controlled delivery of substituted illicit drugs or other substituted illicit items.*
27. *Indefinite or periodic bans on assistance to other Commonwealth Agencies Executing Warrants, or other processes including arrest, where there is no need for a Specialist Tactical Resource.*
28. *Indefinite or periodic bans on attendance at Australia Post mail centres and calls for assistance for detection of drug packages.*
29. *Indefinite or periodic bans on AFP involvement in other Commonwealth investigations (Tobacco (excise), Fraud, etc.) unless so entrenched in Organised Crime as to make it necessary.*
30. *Indefinite or periodic bans on familiarisation tours for dignitaries and International Protected Persons.*
31. *Indefinite or periodic bans on the provision of information to the Australian Institute of Criminology.*
32. *Indefinite or periodic bans on the provision of training to other Commonwealth Agencies or international equivalents.*
33. *Indefinite or periodic bans on the filling in of AFP vehicle logbooks.*
34. *Indefinite or periodic bans on involvement in CACT operations.*
35. *Indefinite or periodic bans on the submission of criminal asset restraining orders to court.*

36. *Indefinite or periodic bans on attendance at AFP offices where tasks can be undertaken remotely.*

[7] The total number of votes received on specific dates were as follows:

- A. 28 February 2024: 1768
- B. 29 February 2024: 289
- C. 1 March 2024: 469
- D. 2 March 2024: 49
- E. 3 March 2024: 29
- F. 4 March 2024: 101
- G. 5 March 2024: 93
- H. 6 March 2024: 182
- I. 7 March 2024: 146
- J. 8 March 2024: 85

[8] 2106 voters responded with 'Yes'. 105 voters responded with 'No'.