



Reference: 2025/2536

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#### **Declaration of results - PAB Order: B2025/237**

Pursuant to the Protected Action Ballot Order B2025/237 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)	16
Postal votes returned by voters	12
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	11
Percentage of postal votes returned*	68.75

\*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 authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

	Question	Yes	No	Informal
1	An unlimited number of stoppages of work of up to 1 hour?	11	0	0
2	An unlimited number of bans on the performance of weekend work?	8	3	0
3	An unlimited number of stop work meetings of varying durations of time?	11	0	0
4	An unlimited number of ongoing bans of overtime and/or callouts?	9	2	0
5	An unlimited number of bans on the handling of chemicals?	10	1	0
6	An unlimited number of bans on the filling out of time sheets, with information other than hours worked?	9	2	0
7	An unlimited number of bans on the task of coordinating or assisting contract labor and/or subcontractors?	11	0	0
8	An unlimited number of bans on the performance of being on call at work?	8	3	0
9	An unlimited number of bans on working alone after 8pm and until 7:30am?	10	1	0
10	An unlimited number of bans on the use of electronic devices, telephones and computers?	11	0	0
11	An unlimited number of bans on housekeeping above maintaining a safe work environment?	8	3	0
12	An unlimited number of bans on covering absenteeism for the callout roster?	11	0	0
13	An unlimited number of bans on carrying out preventative maintenance?	9	2	0
14	An unlimited number of bans on documenting plant checks?	10	1	0
15	An unlimited number of bans on operating engines beyond process needs?	9	2	0
16	An unlimited number of bans on running DAFF Plant?	9	2	0
17	An unlimited number of bans on out-of-hours attendance unless for public health and safety?	10	1	0
18	An unlimited number of bans on permit to work management?	9	2	0
19	An unlimited number of bans on Lagoon management?	10	1	0
20	An unlimited number of bans on the operation of centrifuge?	11	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, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Delegate of the Ballot Agent  
Australian Electoral Commission  
27/03/2025

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