



Reference: 2023/618

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Declaration of results - PAB Order: B2023/40

Pursuant to the Protected Action Ballot Order B2023/40 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)	50
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*	72.00%

*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 Melton City Council, do you authorise protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

	Question	Yes	No	Informal
1	Interrupting or stopping work to put on bargaining campaign clothing?	36	0	0
2	Employees will only perform work whilst wearing bargaining campaign clothing?	35	1	0
3	An indefinite or periodic ban on performing work in clothes which do not have EBA campaign material and/or badges attached, except for required PPE?	35	1	0
4	Interrupting or stopping work to put on or attach to clothing, post and/or distribute union campaign material?	36	0	0

5	An unlimited number of work stoppages of up to 24 hours' duration or shorter periods of time?	36	0	0
6	Stopping work for up to 5 minutes duration to explain to clients and visitors to the Maternal and Child Health Centre workplace the purpose of the protected industrial action campaign, including distributing and wearing industrial campaign material by MCH Nurses and Immunisation Nurses at each Maternal and Child Health Centre or service operated by Melton City Council?	33	3	0
7	Interrupting or stopping work to write temporary messages about the EBA campaign on Melton City Council vehicles and at workplaces?	32	4	0
8	Interrupting or stopping work to hand out EBA campaign flyers to residents and/or members of the public?	34	2	0
9	Interrupting or stopping work to display EBA campaign posters on notice boards and public areas?	35	1	0
10	Interrupting or stopping work to add EBA campaign messages to email signatures?	33	3	0
11	Employees will undertake stoppages of work of up to 1 hour to communicate with the media, post photos, change their background on electronic communication like Zoom or Microsoft Teams or write a message on social media about issues related to enterprise bargaining?	33	3	0
12	A ban on working overtime where directed by management at each Maternal and Child Health Centre and/or service operated by Melton City Council?	34	2	0
13	A ban on working beyond ordinary starting and finishing times at each Maternal and Child Health Centre and/or service operated by Melton City Council?	34	2	0
14	A ban on that limits the performance of normal duties which requires the reading and/or responding to work related e-mails at any/all Maternal and Child Health Centre and/or service operated by Melton City Council?	35	1	0
15	A ban on the receiving of telephone enquiries from clients of each Maternal and Child Health Centre or service operated by Melton City Council?	33	2	1
16	A ban on responding to general telephone enquiries from clients of each Maternal and Child Health Centre or service operated by Melton City Council?	33	2	1
17	A ban on the completion of booking follow up appointments on CDIS at each Maternal and Child Health Centre or service operated by Melton City Council?	33	2	1

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.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Kaye Bartlett
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Delegate of the Ballot Agent
Australian Electoral Commission

01/03/2023

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