

Reference: 2024/7780

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**Declaration of results - PAB Order: B2024/849**

Pursuant to the Protected Action Ballot Order B2024/849 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)	22
Postal votes returned by voters	16
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	15
Percentage of postal votes returned*	68.18

\*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	Indefinite or periodic action in the form of employees taking their meal break for a continuous period of one (1) hour, at a time they determine?	15	0	0
2	Indefinite or periodic bans on attending or participating in any team or all-staff meetings?	15	0	0
3	Indefinite or periodic bans on responding to any emails or chat groups?	15	0	0
4	Indefinite or periodic action in the form of answering incoming video calls on Skype after 2 minutes and 30 seconds and 3rd prompt (3/3) limits?	15	0	0
5	Indefinite or periodic action in the form of interrupting or stopping work to provide an authorised Professionals Australia statement to clients, stakeholders, users or customers?	15	0	0

6	Indefinite or periodic actions in the form of interrupting or stopping work to provide an authorised Professionals Australia statement in emails, auto-reply messages and voicemail?	15	0	0
7	Indefinite or periodic action in the form of employees extending their welfare (long call break) to 15 minutes?	15	0	0
8	Indefinite or periodic action in the form of employees taking their 15-minute scheduled break at a time or times they determine?	15	0	0
9	An unlimited number of stoppages of work for periods of between 1 minute and 59 minutes inclusive?	15	0	0
10	An unlimited number of stoppages of work for periods of between 1 hour and 11 hours inclusive?	15	0	0
11	Indefinite or periodic actions in the form of recording calls in OMNI as 'testing' only?	15	0	0
12	Indefinite or periodic bans on the recording of call outcomes in OMNI (or any other electronic database)?	15	0	0
13	Indefinite or periodic bans on attending or participating in any testing of IT/software updates?	15	0	0
14	Indefinite or periodic bans on performing duties or tasks related to the induction of new staff?	15	0	0
15	Indefinite or periodic bans on completion of the feedback form (however titled) when a call is terminated due to breach of terms of service?	15	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.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Ballot Agent  
Australian Electoral Commission  
16/08/2024

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