



Fair Vote Services  
Protected Action Ballot APESMA v Hydro Tasmania

## B2025/1279 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the APESMA v Hydro Tasmania Protected Action Ballot has been generated in accordance with section 457 of the *Fair Work Act 2009 (Cth)*, the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/1279)

Listing of results of the question(s) put to voters in the ballot:

*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	Total
<b>Question 1</b> - A ban on the performance of work outside the employee's Position Description?	46	0	46
<b>Question 2</b> - A ban on the performance of work outside the employee's ordinary span of hours, including paid overtime and work performed in lieu of time off (TOIL)?	45	1	46
<b>Question 3</b> - A ban on the submission of timesheets?	41	5	46
<b>Question 4</b> - A ban on sending or responding to work-related emails outside the hours of 9:00 to 17:00?	45	1	46
<b>Question 5</b> - A ban on attending meetings or answering phone calls outside the hours of 9:00 to 17:00?	45	1	46
<b>Question 6</b> - A ban on complying with any employer direction or policy that restricts employees from speaking to the media about the enterprise agreement or related campaign activities?	44	2	46
<b>Question 7</b> - A ban on complying with any employer direction or policy that restricts employees from posting publicly about the enterprise agreement or related campaign activities on personal social media accounts?	43	3	46
<b>Question 8</b> - An unlimited number of stoppages of work, including consecutive stoppages of work, for up to 1 hour in duration?	45	1	46
<b>Question 9</b> - An unlimited number of stoppages of work, including consecutive stoppages of work, for up to 4 hours in duration?	45	1	46
<b>Question 10</b> - An unlimited number of stoppages of work, including consecutive stoppages of work, for a full working day (up to 24 hours) in duration?	42	4	46
<b>Question 11</b> - A ban on the use of access fobs?	37	8	45
<b>Question 12</b> - A ban on interacting with external companies, contractors, or consultants?	38	7	45

<b>Question 13</b> - A ban on work related travel outside working hours?	45	1	46
<b>Question 14</b> - A ban on overtime?	42	4	46
<b>Question 15</b> - A ban on overnight stays?	43	2	45
<b>Question 16</b> - A ban on capital work?	38	8	46
<b>Question 17</b> - A ban on the use of any digital communication?	39	6	45
<b>Question 18</b> - A ban on in person communication (Face-to-Face)?	35	10	45
<b>Question 19</b> - A ban on working on the GMS SCADA system?	40	6	46
<b>Question 20</b> - A ban on attending the Maria St site?	41	4	45
<b>Question 21</b> - A ban on signing procedures, standards, technical drawings, or business cases?	43	2	45
<b>Question 22</b> - A ban on using SAP?	39	6	45
<b>Question 23</b> - A ban on digital document repositories (e.g. AIL and ACC)?	41	4	45
<b>Question 24</b> - A ban on using the Engineering Network?	41	4	45
<b>Question 25</b> - A ban on working on plant that has no finalised drawings and/or schematics?	43	2	45
<b>Question 26</b> - A ban on providing engineering advice or approval for the returning of plant or machinery to service?	41	5	46
<b>Question 27</b> - A ban on providing engineering advice to Generation Operations??	41	5	46
<b>Question 28</b> - Ban on conducting the duties of Person in Charge (PIC)?	42	4	46
<b>Question 29</b> - A ban on conducting the duties of Asset Owners Delegate (AOD)?	43	3	46
<b>Question 30</b> - A ban on the delivery of outage reporting (e.g. weekly or finalisation)?	44	2	46

I declare that:

- 51 ballots were issued for voting in this protected action ballot.
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-30.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil.

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