



Reference: 2022/14245

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### Declaration of results - PAB Order: B2022/1835

Pursuant to the Protected Action Ballot Order B2022/1835 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)	24
Postal votes returned by voters	17
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	16
Percentage of postal votes returned*	66.67%

\*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 Circular Head Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions described in Schedule A to this Ballot Paper?

Note: You should vote "No" if you disagree with any one type of action.

	Question	Yes	No	Informal
	Schedule A			
1	1. Interrupting or stopping work to put on or attach to clothing, post and/or distribute, union campaign material such as t-shirts, badges, stickers, earmuffs, ear plugs and written communications.	15	1	0

2. An indefinite or periodic ban on performing work in clothes which do not have union campaign material and/or badges attached or performing work in Council uniforms.

3. An indefinite or periodical ban on sending emails which do not contain the reasons for taking protected industrial action in the email signature and/or campaign materials sent as attachments.

4. Interrupting or stopping work to write temporary messages about the union campaign on Council vehicle windows.

5. An unlimited number of work stoppages of up to 24 hours' duration or shorter periods of time.

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

Kaye Bartlett  
Returning Officer  
Delegate of the Ballot Agent  
Australian Electoral Commission

08/02/2023

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