



Reference: 2025/8460

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### Declaration of results - PAB Order: B2025/676

Pursuant to the Protected Action Ballot Order B2025/676 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)	282
Postal votes returned by voters	192
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	191
Percentage of postal votes returned*	67.73

\*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 Powercor Australia Ltd and CitiPower Pty Ltd, 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 ban on working overtime except where there is an imminent risk to health and safety?	183	8	0
2	Indefinite or periodic ban on working of availability except where there is an imminent risk to health and safety?	185	6	0
3	Indefinite or periodic ban on the completion of any paperwork or electronic forms related to time sheets?	184	7	0
4	Indefinite or periodic ban on the completion of any paperwork or electronic forms related to the billing or	185	6	0

	invoicing of clients?			
5	Indefinite or periodic bans on not referring any customer complaints directly to the appropriate line manager except where there is an imminent risk to health and safety?	183	8	0
6	Indefinite or periodic ban on planned interruptions or stoppages, excluding those initiated by a customer?	183	8	0
7	Indefinite or periodic bans on not delaying entries to the Works Scheduling System (WSS) with regard to planning lead time and operator allocation?	183	8	0
8	Indefinite or periodic ban on addressing unscheduled work requests, except where there is an imminent risk to health and safety?	185	6	0
9	Indefinite or periodic ban on <input type="checkbox"/> Access on Request <input type="checkbox"/> procedures, except where there is an imminent risk to health and safety?	184	7	0
10	Indefinite or periodic ban on <input type="checkbox"/> fast tracking <input type="checkbox"/> of work requests, except where there is an imminent risk to health and safety?	185	6	0
11	Indefinite or periodic ban on the performance of duties outside of the relevant JDD of the substantive role?	186	5	0
12	Indefinite or periodic ban on time confirmation for all billing or invoicing purposes?	184	7	0
13	Indefinite or periodic ban on the performance of work away from base location requiring an overnight stay?	186	5	0
14	Indefinite or periodic ban on providing compliance advice or notifications for subdivisions?	183	8	0
15	Indefinite or periodic bans on performing on call-duties, answering phone calls and responding to emails outside of ordinary hours of work?	186	5	0
16	Indefinite or periodic bans on working more than contracted hours (37.5 hours per week) and/or not taking all breaks, including meal and coffee breaks?	186	5	0
17	Work stoppages of up to 24 hours <input type="checkbox"/> duration or shorter periods of time?	183	8	0
18	Interrupting or stopping work to distribute ASU and/or campaign-related material to members of the public, workers from external organisations and to Powercor and CitiPower staff, including but not limited to t-shirts, caps, badges, facemasks, posters and stickers?	183	8	0
19	An indefinite or periodic ban on answering telephones or other telecommunication devices?	184	7	0
20	An indefinite or periodic ban on using Microsoft Teams or any other video conferencing and/or telecommunications software (including responding to instant messages)?	183	8	0
21	Interrupting or stopping work to speak to callers during work related telephone calls about the industrial action and the ASU campaign for a new enterprise agreement?	186	5	0

22	An indefinite or periodic ban on attending any meetings or performing work during unpaid lunch breaks?	186	5	0
23	Indefinite or periodic bans on planned switching to occur before 0900, and no restoration switching to occur after 1600, except restoring supply to life support customers?	183	8	0
24	Indefinite or periodic bans on planned switching to occur before 1000, and no restoration switching to occur after 1600, except restoring supply to life support customers?	182	9	0
25	Indefinite or periodic bans on planned switching to occur before 1000, and no restoration switching to occur after 1600, except restoring supply to life support customers, and no back feed of supply via 22kV parallels or LV parallels for any outages except where there is an imminent risk to health and safety?	183	8	0
26	Indefinite or periodic bans on closing of 66kV CBs following any outages except where there is an imminent risk to health and safety?	183	8	0
27	Indefinite or periodic bans on AoR (Access on Request), all requests for access, including suppressions for tree clearing and G&B and any outages, to be processed via the EDNAR system?	183	8	0
28	Indefinite or periodic bans on extra planning on weekends?	186	5	0
29	Indefinite or periodic bans on extra overtime planning?	186	5	0
30	Indefinite or periodic bans on fault restoration switching to proceed until 1 hour duration has occurred, including REFCL Trips?	181	10	0
31	Indefinite or periodic bans on contacting Co-generators for AEMO and TOC outages?	182	9	0
32	Indefinite or periodic bans on Generation Contact or Control, any outages involving contact with Generators not to occur, except where there is an imminent risk to health and safety?	181	10	0
33	Indefinite or periodic bans on operation of any Generator CB/ACRs?	182	9	0
34	Indefinite or periodic bans on switching of any instruction that has an error or (red mark) discovered by the Control Room (work to be cancelled), except where there is an imminent risk to health and safety?	182	9	0
35	Indefinite or periodic bans on REFCL balancing or REFCL In checks?	182	9	0
36	Indefinite or periodic bans on planned switching or taking of phone calls for a given desk during a dedicated meal break or comfort break?	185	6	0
37	Indefinite or periodic bans on instruction to switch at any one time, (no concurrent switching, including OMS updating)?	184	7	0

38	Indefinite or periodic bans on assessment of P1s, with the option of converting to a P2 item, except where there is an imminent risk to health and safety?	184	7	0
39	Indefinite or periodic bans on planned switching for routine or non-urgent maintenance items?	183	8	0
40	An indefinite or periodic ban on commencing design projects where IFC date is within 2 weeks of current date?	184	7	0
41	An indefinite or periodic ban on pausing or signing off completion of regulation "clocks" - eg. offer clock, VC clock etc?	184	7	0
42	An indefinite or periodic ban on single person field work (including 2 persons to attend faults/public safety related field work)?	184	7	0
43	An indefinite or periodic ban on issuing work to <input type="checkbox"/> locale <input type="checkbox"/> Civil contractor?	182	9	0
44	An indefinite or periodic ban on work relating to transmission assets?	184	7	0
45	An indefinite or periodic ban on accepting of applications inside lead time eg. Planned jobs 12 clear business days NWAs 2 clear business days, including customer requests?	183	8	0
46	An indefinite or periodic ban on review or approvals of PVA for field staff?	183	8	0
47	An indefinite or periodic ban on Contact Centre staff taking anything other than faults and emergency calls?	184	7	0
48	An indefinite or periodic ban on requesting Man Hour Quotes for works to update SAP Network/PMO?	185	6	0
49	An indefinite or periodic ban on auditing of contractor projects?	184	7	0
50	An indefinite or periodic ban on earthing assessments by non-registered engineers?	185	6	0
51	An indefinite or periodic ban on fee waive decisions. Such decisions to be directed to line manager?	185	6	0
52	An indefinite or periodic ban on dealing with process questions. Such questions to be directed to line manager?	185	6	0
53	An indefinite or periodic ban on completion of project forecasting?	185	6	0
54	An indefinite or periodic ban on dispatching during meal breaks on night shift (currently only one person rostered on at night, requires a second person to dispatch while on allocated meal breaks throughout the shift)?	184	7	0
55	An indefinite or periodic ban on assisting line crews with planned works items during and outside business hours, assisted Dispatch to be used?	184	7	0
56	An indefinite or periodic ban on changing switching steps once OI completed. No red marks. Jobs get cancelled?	184	7	0

57	An indefinite or periodic ban on LV Parallels being written or switched in OI's to reduce customer impact. Whole S/Stn and Ccts to be notified?	184	7	0
58	An indefinite or periodic ban on answering of any "in person" or "walk in" enquiries from applicants?	183	8	0
59	An indefinite or periodic ban on any lunch / meal / toilet breaks to be taken at locations outside of the depot. Such breaks to be taken at depot location?	183	8	0
60	An indefinite or periodic ban on locking / unlocking of customer assets (Metering, Access, Castle Keys etc)?	184	7	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, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60.
- The majority of voters who cast a valid vote were against the action set out in question(s) .

Delegate of the Ballot Agent  
Australian Electoral Commission

12/06/2025

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