

Reference: 2025/11348

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2025/809

Pursuant to the Protected Action Ballot Order B2025/809 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)	54
Postal votes returned by voters	38
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	37
Percentage of postal votes returned*	68.51

*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 ban on the working of overtime except where there is an imminent risk to health and safety or implementation directly leads to an emergency or risk to the health and safety of employees, customers and/or the community?	36	1	0
2	Indefinite or periodic ban on the recording of hours worked against relevant job numbers and completion of any paperwork or electronic forms related to time sheets?	36	1	0
3	Indefinite or periodic ban on the completion of any paperwork or electronic forms related to the billing or invoicing of clients?	36	1	0
4	Indefinite or periodic ban on not referring any customer complaints directly to the appropriate line manager except where there is an imminent risk to health and safety?	36	1	0
5	Indefinite or periodic ban on planned interruptions or stoppages, excluding those initiated by a residential/ domestic customer?	36	1	0
6	Indefinite or periodic ban on updating rosters in SOM?	36	1	0

7	Indefinite or periodic ban on goods receipting or time confirmation of billing or invoicing?	35	2	0
8	Indefinite or periodic ban on the performance of work away from base location requiring an overnight stay?	36	1	0
9	Indefinite or periodic bans on working more than contracted hours (37.5 hours per week) except in emergency situations?	36	1	0
10	Work stoppages of up to 24 hours' duration or shorter periods of time?	35	2	0
11	An indefinite or periodic ban on answering telephones or other telecommunication devices?	35	2	0
12	An indefinite or periodic ban on returning of correspondence to Customers / Jemena within less than 24 hours?	36	1	0
13	An indefinite or periodic ban on attending any meetings or performing work during unpaid lunch breaks?	36	1	0
14	Indefinite or periodic ban on attendance at meetings convened by any Jemena Asset Management staff or management, government representatives or external stakeholders, except for those related to Occupational Health and Safety?	35	2	0
15	Periodic non-consecutive stoppages of the performance of all work for 5 minutes' duration (with a maximum of ten stoppages per employee per day) for an unlimited number of days?	36	1	0
16	Indefinite or periodic ban on the creation of all new job numbers?	34	3	0
17	Indefinite or periodic ban on the creation of all new Operating Authorities?	35	2	0
18	Indefinite or periodic ban on the issuing of work files?	34	3	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.
- 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

07/07/2025

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