



Reference: 2025/15517

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Declaration of results - PAB Order: B2025/1123

Pursuant to the Protected Action Ballot Order B2025/1123 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)	3
Postal votes returned by voters	3
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	3
Percentage of postal votes returned*	100%

*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	1. Stoppage of work for a period of 15 minutes including consecutive stoppages			
	2. Stoppage of work for a period of 30 minutes including consecutive stoppages	3	0	0
	3. Stoppages of work for a period of 45 minutes including consecutive stoppages			

4. Stoppages of work for a period of 60 minutes (1 hour) including consecutive stoppages
 5. Stoppages of work for a period of 2 hours including consecutive stoppages
 6. Stoppages of work for a period of 4 hours including consecutive stoppages
 7. Indefinite and periodic 6 hours stoppages of work, including consecutive stoppages
 8. Indefinite and periodic 8 hours stoppages of work, including consecutive stoppages
 9. Indefinite and periodic 10 hours stoppages of work, including consecutive stoppages
 10. Indefinite and periodic 24 hours stoppages of work, including consecutive stoppages
 11. Indefinite and periodic bans on the performance of overtime
 12. Indefinite and periodic bans on answering the phone after hours
 13. Indefinite and periodic bans on call backs
 14. Indefinite and periodic bans on attending change over meetings
 15. Indefinite and periodic bans on working through meal breaks
 16. All meal breaks to be taken by all employees in concert at the same time and same location (ie groups of employees), including indefinitely
 17. Indefinite and periodic bans on answering radios or mobile phones at work
 18. Indefinite and periodic bans on completing paperwork
 19. Indefinite and periodic bans on doing shift handovers
 20. Indefinite and periodic bans on using any and all Company supplied tools, plant and equipment
 21. Indefinite and periodic bans, including indefinite, of using electronic devices for work related purposes (including without limitation computers, I pads)
 22. Indefinite and periodic bans, including indefinite, on working RDO/SDO□s or Public Holidays
 23. The imposition of a ban for a specified period, including indefinitely, on using any tool powered by battery.
 24. The imposition of a ban for a specified period, including indefinitely, on unlocking of gates and doors, the use of swipe cards, finger scanners and key fobs.
 25. The imposition of a ban for a specified period, including indefinitely, on resetting electrical equipment, except in emergency situations
 26. The imposition of a ban for a specified period of time, including indefinitely, on HV switching, except in an emergency
 27. The imposition of a ban for a specified period, including indefinitely, on working rostered shifts on weekends including Sunday nights.
 28. The imposition of a ban for a specified period, including indefinitely, on using mobile phones and or car and truck mobile radios and or landlines expect in the case of an emergency.
 29. The imposition of a ban for a specified period, including
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indefinitely, on responding to emails or texts messages?

30. The imposition of a ban, for a specified period, including indefinitely on ☐ On Call. ☐

31. The imposition of a ban for a specified period, including indefinitely, on single person work for any task.

32. The imposition of a ban for a specified period, including indefinitely, on call out, (emergencies exempt)

Do you support the taking of the bans listed from 1 through to 32?

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.

Delegate of the Ballot Agent
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26/08/2025

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