



Fair Vote Services
AWU v Department of Energy Environment and Climate Action

PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the AWU v Department of Energy Environment and Climate Action (DEECA) Protected Action Ballot has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/312)

Questions 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 |
|--|-----|----|-------|
| Question 1 - An unlimited number of stoppages of the performance of all work for specified periods of less than 1 hour? | 624 | 23 | 647 |
| Question 2 - An unlimited number of stoppages of the performance of all work for 1 hour? | 629 | 20 | 649 |
| Question 3 - An unlimited number of stoppages of the performance of all work for 4 hours? | 622 | 25 | 647 |
| Question 4 - An unlimited number of stoppages of the performance of all work for 8 hours? | 618 | 30 | 648 |
| Question 5 - An unlimited number of stoppages of the performance of all work for 12 hours? | 609 | 38 | 647 |
| Question 6 - An unlimited number of stoppages of the performance of all work for 24 hours? | 609 | 37 | 646 |
| Question 7 - An unlimited number of stoppages of the performance of all work for unspecified periods of time? | 608 | 37 | 645 |
| Question 8 - An unlimited number of periodic and/or indefinite bans on working overtime? | 595 | 51 | 646 |
| Question 9 - An unlimited number of periodic and/or indefinite | 615 | 32 | 647 |

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| <i>bans on accepting and/or taking time off in lieu of overtime?</i> | | | |
| Question 10 - An unlimited number of periodic and/or indefinite bans on staggering meal breaks? | 627 | 18 | 645 |
| Question 11 - An unlimited number of periodic and/or indefinite bans on using specified tools, equipment and plant? | 637 | 12 | 649 |
| Question 12 - An unlimited number of periodic and/or indefinite bans on using specified applications, programs, software and electronic devices? | 635 | 15 | 650 |
| Question 13 - An unlimited number of periodic and/or indefinite bans on performing specified tasks and duties? | 635 | 14 | 649 |
| Question 14 - An unlimited number of periodic and/or indefinite bans on operating and entering specified vehicles? | 622 | 26 | 648 |
| Question 15 - An unlimited number of periodic and/or indefinite bans on operating and entering all vehicles? | 613 | 35 | 648 |
| Question 16 - An unlimited number of periodic and/or indefinite bans on responding to IT-related issues other than by reporting them to the service desk? | 634 | 15 | 649 |
| Question 17 - An unlimited number of periodic and/or indefinite bans on responding to rostering and/or payroll enquiries? | 610 | 37 | 647 |
| Question 18 - An unlimited number of periodic and/or indefinite bans on one or more types of training specified in Annexure A to this order? | 601 | 42 | 643 |
| <p>Question 19 - An unlimited number of periodic and/or indefinite bans on attending and/or delivering training and education that is not delivered in-person to all attendees?</p> <p>The training that may be subject to these bans:</p> <ul style="list-style-type: none"> • Budget Training • Aboriginal Cultural Heritage • Aboriginal Cultural Safety Training • About DEECA • Accounts Officer Training • Advanced Project Management: Mastering the DEECA Project Management Framework • An Introduction to Project Management and DEECA Project Management Framework • Appropriate Workplace Behaviours • Axiom Online Training • Bentley User Guide • Community at the Centre- an introduction • Cyber Security- Information Security Awareness • Cyber Security and Additional Learning • Emergency Event Financial Delegation • Gender Impact Assessment Workshop • Habitat Hectare Assessment Competency Check • How to create accessible digital content • Human Rights Charter • Disability Awareness Essentials | 616 | 30 | 646 |

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| <ul style="list-style-type: none"> • <i>Leading Safe and Respectful Teams</i> • <i>LGBTI Inclusion</i> • <i>LGBTIQ Awareness</i> • <i>Introduction to Privacy</i> • <i>Managing in DEECA</i> • <i>Managing Incidents of Harmful Behaviour</i> • <i>Native vegetation removal regulations</i> • <i>Noise Awareness and Hearing Conservation</i> • <i>People Management Fundamentals</i> • <i>Personal Safety and Conflict Management</i> • <i>Planning for Effective Performance</i> • <i>Safety & Wellbeing Induction</i> • <i>Safe Driving in DEECA</i> • <i>Safe and Respectful Workplaces</i> • <i>Protective Marking Awareness</i> • <i>UV Safety</i> • <i>Vehicle Logbooks for Vehicle Users and Custodians</i> • <i>WorkCentre Safety and Wellbeing Induction</i> • <i>Writing Essentials</i> | | | |
| Question 20 - <i>An unlimited number of periodic or indefinite bans on attending meetings with management unless all attendees are present in-person?</i> | 630 | 18 | 648 |
| Question 21 - <i>An unlimited number of periodic or indefinite bans on communication with management by any means other than in-person communication?</i> | 622 | 25 | 647 |
| Question 22 - <i>An unlimited number of periodic and/or indefinite bans on attending meetings with management at any location other than employees' usual work centres?</i> | 624 | 25 | 649 |
| Question 23 - <i>An unlimited number of periodic and/or indefinite bans on attending toolbox and/or briefing meetings?</i> | 614 | 33 | 647 |
| Question 24 - <i>An unlimited number of periodic and/or indefinite bans on the performance of work other than while wearing union clothing or clothing adorned with slogans or messages about or related to enterprise bargaining?</i> | 610 | 38 | 648 |
| Question 25 - <i>An unlimited number of stoppages of the performance of work for specified periods for the purposes of communicating with the media, members of the public, or any other person about enterprise bargaining?</i> | 629 | 19 | 648 |
| Question 26 - <i>An unlimited number of periodic interruptions of work, over an indefinite period or for specified periods, for the purposes of communicating with and distributing campaign materials to members of the public, the media, and any other person about enterprise bargaining and industrial action?</i> | 631 | 18 | 649 |
| Question 27 - <i>An unlimited number of periodic interruptions of work, over an indefinite period or for specified periods, to publish information on social media about or related to enterprise</i> | 630 | 19 | 649 |

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| <i>bargaining?</i> | | | |
| Question 28 - <i>An unlimited number of periodic and/or indefinite bans on appearing in employer social media posts and other promotional materials other than in clothing adorned with clearly legible slogans or messages about or related to enterprise bargaining?</i> | 631 | 18 | 649 |

I declare that:

- 802 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 - 28.
- The majority of voters who cast a valid vote were against the action set down in question(s): nil.

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