



Reference: 2024/1448

The General Manager
Fair Work Commission
Level 4, 11 Exhibition Street
Melbourne VIC 3000
Email: melbourne@fwc.gov.au

Chelsea HILL
Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied
Services Union of Australia
chelsea.hill@etuvic.com.au

REBECCA NAPOLI
NHP Electrical Engineering Products Pty. Ltd.
rnapoli@nhp.com.au

Declaration of results - PAB Order: B2024/125

Pursuant to the Protected Action Ballot Order B2024/125 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)	42
Postal votes returned by voters	39
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	38
Percentage of postal votes returned*	90.47

*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 protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

	Question	Yes	No	Informal
1	An unlimited number of indefinite and/or periodic stoppages on the performance of all work?	38	0	0
2	An unlimited number of indefinite and/or periodic bans on clocking on and/or off of jobs?	38	0	0

3	An unlimited number of indefinite and/or periodic bans on the use of computers?	38	0	0
4	An unlimited number of indefinite and/or periodic bans on the use of battery drills?	38	0	0
5	An unlimited number of indefinite and/or periodic bans on the use of electrical drills?	38	0	0
6	An unlimited number of indefinite and/or periodic bans on the use of mobile phones for work purposes?	38	0	0
7	An unlimited number of indefinite and/or periodic bans on the use of highlighters?	38	0	0
8	An unlimited number of indefinite and/or periodic bans on logging off (including fingerprint scanners)?	38	0	0
9	An unlimited number of indefinite and/or periodic bans on the use of barcode scanners?	38	0	0
10	An unlimited number of indefinite and or periodic bans on the use of the crimping gun?	38	0	0
11	An unlimited number of indefinite and/or periodic bans on working with, and training of, non NHP employees?	38	0	0
12	An unlimited number of indefinite and/or periodic bans on the use of the hydraulic / air compressed pump?	38	0	0
13	An unlimited number of indefinite and/or periodic bans on reporting as finished?	38	0	0
14	An unlimited number of indefinite and/or periodic bans on amending schematics and/or electrical drawings?	38	0	0
15	An unlimited number of indefinite and/or periodic bans on work other than what is outlined on the schematics and/or electrical drawings?	38	0	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.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Ballot Agent
Australian Electoral Commission

27/03/2024

Email: PABevents@aec.gov.au phone: 02 9375 6366 or 03 9285 7111

www.aec.gov.au