



Reference: 2025/15441

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#### Declaration of results - PAB Order: B2025/1125

Pursuant to the Protected Action Ballot Order B2025/1125 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) | 4    |
| Postal votes returned by voters                    | 4    |
| Postal votes rejected at the preliminary scrutiny  | 0    |
| Postal votes admitted to further scrutiny          | 4    |
| 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 | An unlimited number of stoppages of work for a period of up to and including 24 hours?  | 4   | 0  | 0        |
| 2 | An unlimited number of stoppages of work for an indefinite period?                      | 4   | 0  | 0        |
| 3 | An unlimited number of indefinite or periodic bans on the use of Computers and Tablets? | 4   | 0  | 0        |

|    |  |   |   |   |
|----|--|---|---|---|
| 4  | An unlimited number of indefinite or periodic bans on the reading of emails?   | 4 | 0 | 0 |
| 5  | An unlimited number of indefinite or periodic bans on responding to emails?  | 4 | 0 | 0 |
| 6  | An unlimited number of indefinite or periodic bans on reading plans and schematics?  | 4 | 0 | 0 |
| 7  | An unlimited number of indefinite or periodic bans on reading standards?   | 4 | 0 | 0 |
| 8  | An unlimited number of indefinite or periodic bans on the use of two-way radios?   | 4 | 0 | 0 |
| 9  | An unlimited number of indefinite or periodic bans on using mobile phones for work purposes?   | 4 | 0 | 0 |
| 10 | An unlimited number of indefinite or periodic bans on attendance at company meetings relating to Protected Action?   | 4 | 0 | 0 |
| 11 | An unlimited number of indefinite or periodic bans on the supervision or authorization of contractors?   | 4 | 0 | 0 |
| 12 | An unlimited number of indefinite or periodic bans on contact with the company's managers regarding the Enterprise Agreement included but not limited to reading or replying to the company correspondence or attending company meetings or briefings? | 4 | 0 | 0 |
| 13 | An unlimited number of indefinite or periodic bans on undertaking work, tasks or responsibilities normally undertaken by supervisors or managers?  | 4 | 0 | 0 |
| 14 | Working strictly in accordance with the companies' policies or directives and not using any initiative in the performance of duties, for a specified period or indefinitely?   | 4 | 0 | 0 |
| 15 | An unlimited number of indefinite or periodic bans on attending Call Backs?  | 4 | 0 | 0 |
| 16 | An unlimited number of indefinite or periodic bans on the performance or direction of fault finding?   | 4 | 0 | 0 |
| 17 | An unlimited number of indefinite or periodic bans on the performance or direction of resetting Fire Protection Systems?   | 4 | 0 | 0 |
| 18 | An unlimited number of indefinite or periodic bans on the performance of overtime?   | 4 | 0 | 0 |
| 19 | An unlimited number of indefinite or periodic bans on the performance of any work outside ordinary hours?  | 4 | 0 | 0 |
| 20 | An unlimited number of indefinite or periodic bans on the performance or direction of work on Fire Sprinkler Systems?  | 4 | 0 | 0 |
| 21 | An unlimited number of indefinite or periodic bans on the performance or direction of work on the installation of fire protection systems apparatus or equipment?  | 4 | 0 | 0 |
| 22 | An unlimited number of indefinite or periodic bans on the performance or direction of work for testing and/or commissioning of fire protection system installations and equipment?   | 4 | 0 | 0 |

|    |   |   |   |   |
|----|---|---|---|---|
| 23 | An unlimited number of indefinite or periodic bans on the performance or direction of work on energising the whole, or part, of a fire protection system? | 4 | 0 | 0 |
| 24 | An unlimited number of indefinite or periodic bans on the use of Elevated Work Platforms (EWPs)?  | 4 | 0 | 0 |
| 25 | An unlimited number of indefinite or periodic bans on the use of ladders?   | 4 | 0 | 0 |
| 26 | An unlimited number of indefinite or periodic bans on the use of test equipment?  | 4 | 0 | 0 |
| 27 | An unlimited number of indefinite or periodic bans on the use of a work vehicle?  | 4 | 0 | 0 |
| 28 | An unlimited number of Indefinite or periodic bans on the use of personal and company provided power tools?   | 4 | 0 | 0 |
| 29 | An unlimited number of indefinite or periodic bans on attending call outs?  | 4 | 0 | 0 |
| 30 | An unlimited number of bans on the performance of work for which the employee is required to leave or remain away from their usual place of residence?    | 4 | 0 | 0 |
| 31 | An unlimited number of indefinite or periodic bans on working alone?  | 4 | 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, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31.
- 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  
Australian Electoral Commission

26/08/2025

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