



Reference: 2025/10181

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

Elizabeth MCGRATH  
Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied  
Services Union of Australia  
[Elizabeth.McGrath@etuvic.com.au](mailto:Elizabeth.McGrath@etuvic.com.au)

Kayla HARRIS  
Victoria International Container Terminal Limited  
[kharris@vict.ictsi.com](mailto:kharris@vict.ictsi.com)

#### Declaration of results - PAB Order: B2025/774

Pursuant to the Protected Action Ballot Order B2025/774 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) | 21     |
| Postal votes returned by voters                    | 21     |
| Postal votes rejected at the preliminary scrutiny  | 1      |
| Postal votes admitted to further scrutiny          | 20     |
| Percentage of postal votes returned*               | 95.23% |

\*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, Victoria International Container Terminals Limited, 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 indefinite and/or periodic stoppages on the performance of all work?                   | 20  | 0  | 0        |
| 2 | An unlimited number of indefinite and/or periodic bans on overtime?   | 20  | 0  | 0        |
| 3 | An unlimited number of indefinite and/or periodic bans on putting software and PLC bypasses on all equipment? | 20  | 0  | 0        |

|    |  |    |   |   |
|----|--|----|---|---|
| 4  | An unlimited number of indefinite and/or periodic bans on using remote connection software for the purpose of repairing equipment? | 20 | 0 | 0 |
| 5  | An unlimited number of indefinite and/or periodic bans on assisting with and/or completing mechanical works?                       | 20 | 0 | 0 |
| 6  | An unlimited number of indefinite and/or periodic bans on completing any unplanned repair works?                                   | 20 | 0 | 0 |
| 7  | An unlimited number of indefinite and/or periodic bans on attending to breakdowns on ASCs?   | 20 | 0 | 0 |
| 8  | An unlimited number of indefinite and/or periodic bans on attending to breakdowns on ACCs?   | 20 | 0 | 0 |
| 9  | An unlimited number of indefinite and/or periodic bans on attending to breakdowns on QCs?  | 20 | 0 | 0 |
| 10 | An unlimited number of indefinite and/or periodic bans on the performance of pre-planned and/or preventative maintenance works?    | 20 | 0 | 0 |
| 11 | An unlimited number of indefinite and/or periodic bans on the driving of all mobile plant and equipment?                           | 20 | 0 | 0 |
| 12 | An unlimited number of indefinite and/or periodic bans on attending to breakdowns on all equipment?                                | 20 | 0 | 0 |
| 13 | An unlimited number of indefinite and/or periodic bans on the use of computers and/or tablets for business purposes?               | 20 | 0 | 0 |
| 14 | An unlimited number of indefinite and/or periodic bans on isolation and/or energisation of equipment?                              | 20 | 0 | 0 |
| 15 | An unlimited number of indefinite and/or periodic bans on work on high voltage infrastructure?                                     | 20 | 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.

Delegate of the Ballot Agent  
Australian Electoral Commission

25/06/2025

Email: [PABevents@aec.gov.au](mailto:PABevents@aec.gov.au) phone: 02 9375 6366 or 03 9285 7111

[www.aec.gov.au](http://www.aec.gov.au)