



Reference: 2025/3807

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Declaration of results - PAB Order: B2025/313

Pursuant to the Protected Action Ballot Order B2025/313 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)	172
Postal votes returned by voters	51
Postal votes rejected at the preliminary scrutiny	4
Postal votes admitted to further scrutiny	47
Percentage of postal votes returned*	27.32%

*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	Do you support a ban on overtime being worked on either or all of Monday, Tuesday, Wednesday or Thursday's?	28	19	0
2	Do you support a ban on working overtime on Friday?	27	20	0
3	Do you support a ban on working overtime on Saturday?	24	23	0
4	Do you support a ban on working overtime on Sunday?	32	15	0

5	Do you support a full day's strike on Fridays?	33	14	0
6	Do you support a full day's strike on either Monday, Tuesday, Wednesday or Thursday?	25	22	0
7	Do you support the right to disconnect so that computers and phones are not used for work purposes outside of paid working hours unless you are paid for it?	37	10	0

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was not 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.
- 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

16/04/2025

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