



**AUSTRALIAN
ELECTION
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Ballot Agent's Declaration of Result

for

**Protected Action Ballot
Order B2023/615 of 22 June, 2023**

**Independent Education Union of Australia
V
Lourdes Hill College**

Prepared for:

**DEPUTY PRESIDENT HAMPTON
FairWork Commission**

**The Federal Secretary
Independent Education Union of Australia**

**Ms Rebecca Gayle Sisson
Independent Education Union of Australia-Queensland and Northern Territory
Branch**

**Mr Toby Walthall
Minter Ellison**

**Ms Kay Gleeson
Lourdes Hill College**

DECLARATION OF RESULT

Protected Action Ballot Order B2023/615 of 22 June, 2023

Independent Education Union of Australia v Lourdes Hill College

BALLOT QUESTION

“Do you, for the purpose of advancing claims in the negotiation of an Enterprise Agreement between Lourdes Hill College and its employees, represented by the Union, authorise industrial action against Lourdes Hill College which may involve you and/or other employees engaging in any or all of the following forms of action, separately, concurrently and/or consecutively:

Q1

- (i) employees will not perform any work unless they are wearing a campaign badge, campaign sticker or campaign clothing; and
- (ii) employees will not attend, for an indefinite period, any meeting involving two or more members of staff (howsoever described, and regardless of the stated reason for the meeting), with the exception of meetings regarding student welfare, and staff and student safety; and
- (iii) an unlimited number of indefinite bans on any duties or activities (including discussions with students) during their scheduled meal breaks; and
- (iv) an unlimited number of indefinite bans on the working, or taking, of supervision or cover periods, howsoever described; and
- (v) an unlimited number of indefinite bans on playground or transport supervision, or supervision of any other designated duty area; and
- (vi) an unlimited number of indefinite bans on any duties or activities required to comply with employer requests for data, data collection, and/or data analysis; and
- (vii) an unlimited number of stoppages of a duration of between 5 minutes and 24 hours; and
- (viii) a ban on all communications, by email or telephone or any other electronic forms of communication, outside of 8.30am to 3.30pm, Monday to Friday; and
- (ix) making oral or written statements, while working, explaining why union members are taking protected industrial action, in communications with any person while on a school site.

**Yes
Votes**

33

**No
Votes**

7

Wade Hadley
for
Australian Election Company
Ballot Agent
20 July, 2023



STATISTICAL DETAILS

Total eligible Members/Employees compiled on voter roll	61
Number of Passwords issued to Members/Employees	61
Number of Voters	40
Total % "YES" Vote to number of Voters	82.50%
Total % "NO" Vote to number of Voters	17.50%
Total % Voters to number of Eligible Members/Employees	65.57%

PASSWORD RECONCILIATION

Number of Passwords – eligible Member/Employee database	61
Less: number of Passwords consumed by internet voters	40
Number of Passwords unconsumed	21
Number of Members/Employees who did not vote	21
Plus: number of Members/Employees who did vote	40
Total number of eligible voters	61