

Reference: 2025/16368

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Declaration of results - PAB Order: B2025/1198

Pursuant to the Protected Action Ballot Order B2025/1198 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)	35
Postal votes returned by voters	8
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	8
Percentage of postal votes returned*	22.85

*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.

The question(s) to be put to voters in the ballot are:

In support of reaching an enterprise agreement with the Country Fire Authority, do you support and authorise the taking of protected industrial actions which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below, following the giving of 3 working days written notice to your employer?

	Question	Yes	No	Informal
1	An indefinite or periodic ban on undertaking mandatory training modules on the Learning Management System? Yes [] No []	7	1	0
2	An indefinite or periodic ban on completing log books? Yes [] No []	7	1	0
3	An indefinite or periodic ban on completing training reports? Yes [] No []	7	1	0
4	An indefinite or periodic ban on responding to non-emergency emails? Yes [] No []	6	2	0

5	An indefinite or periodic ban on actioning non-emergency work orders? Yes [] No []	6	2	0
6	An indefinite or periodic ban on attending non-emergency meetings? Yes [] No []	6	2	0
7	An indefinite or periodic ban on performing vehicle inventory checks? Yes [] No []	7	1	0
8	An indefinite or periodic ban on answering telephone calls? Yes [] No []	4	4	0
9	Interrupting or stopping work to set telephones to divert calls to CFA Management representatives? Yes [] No []	4	4	0
10	An indefinite or periodic ban on the use of telephones that have not been set to divert calls to CFA management representatives? Yes [] No []	4	4	0
11	An indefinite or periodic ban on the use of the Activity Reporting Tool? Yes [] No []	7	1	0
12	An unlimited number of indefinite or periodic stoppages of up to 4 hours? Yes [] No []	6	2	0
13	An unlimited number of indefinite or periodic stoppages of up to 1 hour? Yes [] No []	5	3	0
14	An unlimited number of indefinite or periodic stoppages of up to 24 hours? Yes [] No []	5	3	0
15	An indefinite or periodic ban on attending after hours meetings in vehicles that do not have radios installed for communication? Yes [] No []	7	1	0
16	Interrupting or stopping work to place UFU Campaign messages on CFA vehicles? Yes [] No []	6	2	0
17	An indefinite or periodic ban on the use of the CFA vehicles that do not have an UFU Campaign message displayed? Yes [] No []	6	2	0
18	Interrupting or stopping work to affix UFU Campaign messages to workwear? Yes [] No []	6	2	0
19	Interrupting or stopping work to dress in UFU branded clothing? Yes [] No []	5	3	0
20	An indefinite or periodic ban on performing work in clothes that do not have UFU branding to union campaign material attached to or displayed on it? Yes [] No []	4	4	0
21	Interrupting or stopping work to display UFU Campaign materials in the workplace? Yes [] No []	4	4	0
22	An indefinite or periodic ban on performing work in areas where UFU Campaign materials are not displayed? Yes [] No []	4	4	0

23	An indefinite or periodic ban on writing emails where text is not in red font and all capitals? Yes [] No []	5	3	0
24	An indefinite or periodic ban on reporting on the outcomes of fuel management treatments? Yes [] No []	4	4	0
25	Interrupting or stopping work to set an automatic reply on email featuring UFU campaign slogans? Yes [] No []	5	3	0
26	An indefinite or periodic ban on reading, replying or sending emails that do not feature UFU campaign slogans? Yes [] No []	5	3	0
27	Interrupting or stopping work to divert all emails to CFA Workplace Relations? Yes [] No []	4	4	0
28	An indefinite or periodic ban on reading, replying or sending emails in circumstances where emails are not being diverted to CFA Workplace Relations? Yes [] No []	4	4	0
29	An indefinite or periodic ban on issuing charges in response to false alarms? Yes [] No []	6	2	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, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29.
- 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

09/09/2025

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