



Reference: 2025/14977

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Declaration of results - PAB Order: B2025/1099

Pursuant to the Protected Action Ballot Order B2025/1099 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)	12
Postal votes returned by voters	2
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	2
Percentage of postal votes returned*	16.66

*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 of between one (1) minute and twenty-four (24) hours <input type="checkbox"/> duration?	2	0	0
2	An unlimited number of stoppages of work of an indefinite duration?	2	0	0
3	An unlimited number of stoppages of work of between one (1) minute and twenty-four (24) hours <input type="checkbox"/> duration for the purposes of distributing material and speaking to members of the general public (including other Defence Base employees) about the reasons for	2	0	0

industrial action and/or speaking to the media and/or posting to social media about the reasons for industrial action?

4	An unlimited number of indefinite or periodic bans on the performance of work without a union badge(s) and/or sticker(s) attached to an employee <input type="checkbox"/> s prescribed uniform and/or a union lanyard, and/or union hats or headwear, and/or union vest, and/or union t-shirt worn over or instead of an employee <input type="checkbox"/> s prescribed uniform (including over or instead of uniform scarves and/or ties)?	2	0	0
5	An unlimited number of indefinite or periodic bans on the performance of any or all of the following: <input type="checkbox"/> All forms of overtime; <input type="checkbox"/> Supervising and/or escorting contractors and visitors; <input type="checkbox"/> Training and/or reorientation of new and existing staff; and <input type="checkbox"/> Reporting duties (including incident reports)?	2	0	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.
- 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
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