



Reference: 2024/7131

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2024/773

Pursuant to the Protected Action Ballot Order B2024/773 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)	46
Postal votes returned by voters	40
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	40
Percentage of postal votes returned*	86.95

*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 Anca Pty Ltd, 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 for the duration of 1 hour?	38	2	0
2	An unlimited number of stoppages of work for the duration of 2 hours?	39	1	0

3	An unlimited number of stoppages of work for the duration of 3 hours?	39	1	0
4	An unlimited number of stoppages of work for the duration of 4 hours?	39	1	0
5	An unlimited number of stoppages of work for the duration of 6 hours?	38	2	0
6	An unlimited number of stoppages of work for the duration of 8 hours?	38	2	0
7	An unlimited number of stoppages of work for the duration of 12 hours?	38	2	0
8	An unlimited number of stoppages of work for the duration of 24 hours?	38	2	0
9	An unlimited number of stoppages of work for the duration of 48 hours?	39	1	0
10	An unlimited number of stoppages of work for the duration of 72 hours?	38	2	0
11	An unlimited number of stoppages of work for the duration of one week?	38	1	1
12	An unlimited number of indefinite and / or periodic stoppages on the performance of all work?	38	2	0
13	An unlimited number of indefinite or periodic bans on overtime?	37	3	0
14	An unlimited number of indefinite or periodic bans on call backs?	39	1	0
15	An unlimited number of indefinite and / or periodic bans on training or coaching of employees whether full-time, part-time, casual, contracted, labour hire or volunteers either directly or indirectly or not employed with the company?	39	1	0
16	An unlimited number of indefinite and /or periodic bans on any company held meetings and change of shift handover meetings?	39	1	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, 16.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Ballot Agent
Australian Electoral Commission
30/07/2024

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