



Reference: 2023/8833

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Declaration of results - PAB Order: B2023/1061

Pursuant to the Protected Action Ballot Order B2023/1061 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)	25
Postal votes returned by voters	10
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	10
Percentage of postal votes returned*	40.00

*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 indefinite or periodic ban on attendance at executive meetings, for example EPB, ELT, Council Briefings, PCG, SLT & OLT?	9	1	0
2	An indefinite or periodic ban on attendance at staff or team meetings and/or "one on one" meetings with supervisors, team leaders or managers?	7	2	1

3	An indefinite or periodic ban on responding to non-urgent emails or phone calls from Team Leaders, Managers, General Managers, the CEO or Councillors?	8	1	1
4	An indefinite or periodic ban on using private mobile phones for completing work?	8	1	1
5	An indefinite or periodic ban on performing site inspections/visits/meetings?	8	1	1
6	Interrupting or stopping work to write messages on Council vehicles, in non-permanent marker, representing the concerns of Council staff about the enterprise agreement negotiations and process?	6	3	1
7	Indefinite or periodic ban on operating or otherwise using a Council vehicle which does not have a message written on it representing the concerns of Council staff about the enterprise agreement negotiations and process?	6	3	1
8	An unlimited number of work stoppages of up to 24 hours' duration or shorter periods of time?	6	3	1
9	An indefinite or periodic ban on answering external phone calls?	8	1	1
10	Indefinite or periodic ban on updating capital works information in CAMMS?	9	1	0
11	An indefinite or periodic ban on conducting administrative tasks required to complete or close off CRMs?	9	1	0
12	An indefinite or periodic ban on responding and actioning CRMs (except for critical safety requirements)?	9	1	0
13	An indefinite or periodic ban on sending or submitting completed or partially completed written reports, newsletters or written work of any kind (however titled) to any recipient?	9	1	0
14	An indefinite or periodic ban on contributing to, preparing or submitting Council reports?	9	1	0
15	An indefinite or periodic ban on contributing to, preparing or submitting monthly reports and/or newsletters?	9	1	0
16	An indefinite or periodic ban on employees working overtime?	8	1	1
17	An indefinite or periodic ban on refueling Council vehicles?	7	2	1
18	Indefinite or periodic ban on issuing tenders to procurement?	8	1	1
19	Indefinite or periodic ban on providing technical advice to external organisations?	8	1	1
20	Indefinite or periodic ban on providing comments on planning referrals, or consent to SOC or approving plans?	8	1	1
21	Interrupting or stopping work to display APESMA (Professionals Australia) campaign posters on notice	9	1	0

	boards and in public areas?			
22	Interrupting or stopping work to speak to callers from external organisations during work related telephone calls about the industrial action and the APESMA (Professionals Australia) campaign for a new enterprise agreement?	8	1	1
23	Interrupting or stopping work to hand out flyers about the APESMA (Professionals Australia) campaign for a new enterprise agreement to residents and/or other members of the public, and/or to place campaign material in public areas?	8	2	0
24	An indefinite or periodic ban on performing work in clothes which do not display APESMA (Professionals Australia) campaign-related material and messages?	7	2	1
25	Action in the form of putting APESMA (Professionals Australia) authorized signage in windows on council property?	9	1	0
26	An indefinite or periodic ban on issuing invoices?	8	1	1
27	An indefinite or periodic ban on assessing progress claims, issuing of progress claim certificates, processing and or approval of invoices for payment, entering progress claims in to "Ready Contracts" (formerly known as Open Windows) contracts module?	8	1	1
28	Indefinite or periodic ban on processing contract payments?	8	1	1
29	An indefinite or periodic ban on collecting fees or charges?	8	1	1
30	An indefinite or periodic ban on the application for or the receipt or processing of building permits?	8	1	1
31	An indefinite or periodic ban on issuing permits?	8	1	1
32	An indefinite or periodic ban on responding to emails?	7	2	1
33	An indefinite or periodic ban on answering telephone phone calls or responding to emails outside of ordinary working hours?	9	1	0
34	An indefinite or periodic ban on responding to correspondence and/or emails within 10 days of their receipt?	8	1	1
35	Interrupting or stopping work to type or re-type, for the purpose of including in each email to be sent, one or more of the following statements: - "I am taking protected industrial action because all staff deserve a fair pay increase." - "I am taking protected industrial action because a great workplace for all deserve a fair pay increase." - "I am taking protected industrial action because \$65million of capital works delivered for our community is worth more than a \$350 one-off payment" - "I am taking protected industrial action because delivering for our community is worth more than a	7	2	1

\$350 one off payment.”

- ‘I am taking protected industrial action because registration and CPD with my industry body allows me to deliver the best results to our community.’

- “I am taking protected industrial action because we care for each other and our workloads are unsustainable and does not represent a great workplace for all.”

- “I am taking protected industrial action because all staff deserve a fair pay increase and financial support for professional registration and continued professional development related to their profession.”?

An indefinite or periodic ban on sending emails that do not include one or more of the following statements:

- “I am taking protected industrial action because all staff deserve a fair pay increase.”

- “I am taking protected industrial action because a great workplace for all deserve a fair pay increase.”

- “I am taking protected industrial action because \$65million of capital works delivered for our community is worth more than a \$350 one-off payment”

36 - “I am taking protected industrial action because delivering for our community is worth more than a \$350 one off payment.”

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- “I am taking protected industrial action because registration and CPD with my industry body allows me to deliver the best results to our community.”

- I am taking protected industrial action because we care for each other and our workloads are unsustainable and does not represent a great workplace for all.”

- “I am taking protected industrial action because all staff deserve a fair pay increase and financial support for professional registration and continued professional development related to their profession.”?

Interrupting or stopping work to type one or more of the following statements in the chat/messaging function when using Microsoft Teams or any other video conferencing software:

- “I am taking protected industrial action because all staff deserve a fair pay increase.”

37 - “I am taking protected industrial action because a great workplace for all deserve a fair pay increase.”

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- “I am taking protected industrial action because \$65million of capital works delivered for our community is worth more than a \$350 one-off payment”

- “I am taking protected industrial action because

delivering for our community is worth more than a \$350 one off payment.”

- “I am taking protected industrial action because registration and CPD with my industry body allows me to deliver the best results to our community.”

- “I am taking protected industrial action because we care for each other and our workloads are unsustainable and does not represent a great workplace for all.”

- “I am taking protected industrial action because all staff deserve a fair pay increase and financial support for professional registration and continued professional development related to their profession.”?

38	Indefinite or periodic ban on enabling cameras when using Zoom or any other video conferencing software?	7	2	1
39	An indefinite or periodic ban on using the “mute” feature on Teams meetings, including department meetings, team meetings and CEO briefings?	6	3	1
40	An indefinite or periodic ban on entering private property?	8	1	1
41	Indefinite or periodic ban on notifying residents of proposed works?	7	2	1
42	Indefinite or periodic ban on notifying service authorities about future works?	7	2	1
43	An indefinite or periodic ban on completing any iLearn training and/or staff engagement surveys?	6	3	1

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, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43.
- 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
15/11/2023

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