



Reference: 2023/5663

The General Manager
Fair Work Commission
Level 4, 11 Exhibition Street
Melbourne VIC 3000
Email: melbourne@fwc.gov.au

Patrick REILLY
The Australian Workers' Union
patrick.reilly@awu.net.au

Andrew HAYES
Harsco Metals Australia Pty Ltd
AHayes@harsco.com

Declaration of results - PAB Order: B2023/685

Pursuant to the Protected Action Ballot Order B2023/685 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)	14
Postal votes returned by voters	12
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	12
Percentage of postal votes returned*	85.71

*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 Harsco Metals Australia Pty Ltd, do you authorise industrial action against your employer to be taken separately, concurrently and/or consecutively in the form of:

	Question	Yes	No	Informal
1	An unlimited number of stoppages of the performance of all work for specified periods of less than one hour?	12	0	0
2	An unlimited number of stoppages of the performance of all work for 1 hour?	12	0	0
3	An unlimited number of stoppages of the performance of all work for 4 hours?	12	0	0
4	An unlimited number of stoppages of the performance of all work for 8 hours?	12	0	0
5	An unlimited number of stoppages of the performance	12	0	0

	of all work for 12 hours?			
6	An unlimited number of stoppages of the performance of all work for 24 hours?	12	0	0
7	An unlimited number of stoppages of the performance of all work for unspecified periods of time?	12	0	0
8	An unlimited number of periodic and indefinite bans on working overtime?	12	0	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.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Kaye Bartlett
 Returning Officer
 Delegate of the Ballot Agent
 Australian Electoral Commission
 16/08/2023

Email: PAEvents@aec.gov.au phone: 02 9375 6366 or 03 9285 7111

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