



Reference: 2024/2939

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Declaration of results - PAB Order: B2024/264

Pursuant to the Protected Action Ballot Order B2024/264 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)	88
Postal votes returned by voters	61
Postal votes rejected at the preliminary scrutiny	1
Postal votes without ballot paper inside	1
Postal votes admitted to further scrutiny	59
Percentage of postal votes returned*	67.04

*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 the performance of all work for periods of up to 10 minutes for the purposes of distributing material and speaking to your employer's customers and clients, people in your workplace, and other members of the public about bargaining for the proposed agreement and the reasons for the industrial action?	58	1	0
2	An unlimited number of stoppages of the performance	57	2	0

	of all work for specified periods of less than 1 hour?			
3	An unlimited number of stoppages of the performance of all work for 1 hour?	58	1	0
4	An unlimited number of stoppages of the performance of all work for 4 hours?	58	1	0
5	An unlimited number of stoppages of the performance of all work for 8 hours?	59	0	0
6	An unlimited number of stoppages of the performance of all work for 12 hours?	59	0	0
7	An unlimited number of stoppages of the performance of all work for 24 hours?	58	1	0
8	An unlimited number of stoppages of the performance of work for unspecified periods of time?	58	1	0
9	An unlimited number of periodic and indefinite bans on working overtime?	58	1	0
10	An unlimited number of periodic and indefinite bans on performing and recording temperature checks on food?	57	2	0
11	An unlimited number of periodic and indefinite bans on cleaning toilets?	56	3	0
12	An unlimited number of periodic and indefinite bans on emptying rubbish bins?	56	3	0
13	An unlimited number of periodic and indefinite bans on making beds?	58	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.
- 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
 08/05/2024

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