



Reference: 2024/7191

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Declaration of results - PAB Order: B2024/777

Pursuant to the Protected Action Ballot Order B2024/777 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)	184
Postal votes returned by voters	81
Postal votes rejected at the preliminary scrutiny	2
Postal votes admitted to further scrutiny	79
Percentage of postal votes returned*	42.93

*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.

Do you, for the purpose of advancing claims made in the negotiation of an enterprise agreement covering your employment, authorise the taking of any or all industrial action which is authorised by this ballot, whether separately, concurrently and/or consecutively in the form of:

	Question	Yes	No	Informal
1	1. Indefinite or periodic bans on representees agreeing to perform voluntary duties.	76	3	0

2. Indefinite or periodic bans on all forms of criminal or traffic infringement notices, except for traffic infringement notices relating to drunk / drug driving, antisocial or dangerous driving behaviours or penalty notices triggering an immediate disqualification or suspension of licence.
3. Indefinite or periodic bans on the attendance at any Australian Court as informants or witnesses other than in reply to a subpoena.
4. Indefinite or periodic bans on the transport of witnesses for the Office of Public Prosecutions.
5. Indefinite or periodic bans on the collection of data, recording of daily industrial action instances and provision of information to the Australian Federal Police and Government regarding protected industrial actions.
6. Indefinite or periodic bans on the giving of a direction by a representee to another representee to perform work which is inconsistent with any form of protected industrial action.
7. Indefinite or periodic bans on compliance with a direction to perform work which is inconsistent with any form of protected industrial action.
8. The indefinite or periodic interruption of work in order for representees to speak to the media in relation to the bargaining process, protected industrial action and concerns regarding workloads, Australian Federal Police resource shortages or disadvantages with the existing Enterprise Agreement.
9. Indefinite or periodic bans on a representee contacting another representee (the second representee) who is not in receipt of an availability allowance, outside the second representee's working hours, except for in the circumstance of an emergency situation or genuine welfare matter.
10. The indefinite or periodic interruption of work, in order to change signature blocks in emails and replace it with the protected industrial action signature block and campaign messages circulated jointly or severally by one or more of the applicants.

11. Indefinite or periodic bans on the preparation and entry of Management Significant Entries into any Information Management System provided there is no identifiable risk to public safety.

12. Indefinite or periodic bans on the collection of administrative statistics.

13. When requested by a member of the public to sign a statutory declaration or witness a document, the indefinite or periodic interruption of work to inform them about the applicants' industrial relations campaign.

14. The interruption of work periodically, over an indefinite period or for specified periods, when answering the phone to inform the public about the applicants' industrial relations campaign, provided that the phone call does not relate to an emergency matter.

15. The interruption of work periodically at any location, over an indefinite period or for specified periods, to allow representees to speak to the public, media, politicians and/or government representatives about the applicants' industrial relations campaign.

16. The indefinite or periodic interruption of work in order for representees to write on AFP vehicles at any location, with non-permanent markings on the vehicle to inform the public about the applicants' industrial relations campaign.

17. The indefinite or periodic interruption of work for representees to park any AFP vehicle at any location, with non-permanent markings on the vehicle to inform the public about the applicants' industrial relations campaign.

18. The indefinite or periodic interruption of work in order to affix campaign material in work locations stating the concerns of representees relating to workloads and staffing shortages.

19. The indefinite or periodic interruption of work in order to affix campaign material such as pins, stickers, or badges to uniforms and other work locations.

20. The indefinite or periodic interruption of work to don apparel that is Hi-Vis, colourful and/or with the Independent Bargaining Group logo and slogans.
21. The indefinite or periodic interruption of work for representees to park police vehicles in front of speed cameras, at school zones and any Australian Federal Police related Government facility while displaying emergency lights.
22. The indefinite or periodic bans on attending any Federal Politicians functions or events that do not carry a "significant" threat rating or higher.
23. Indefinite or periodic bans on escorting Federal Politicians through airports where there is no known or assessed risk.
24. Indefinite or periodic bans on investigating any referrals sent to the AFP from the offices of Federal Politicians where no offence has been committed.
25. Indefinite or periodic bans on any liaison visits to any Federal Politicians offices as well as any Foreign Embassy or Consulates.
26. Indefinite or periodic bans on assistance in the controlled delivery of substituted illicit drugs or other substituted illicit items.
27. Indefinite or periodic bans on assistance to other Commonwealth Agencies Executing Warrants, or other processes including arrest, where there is no need for a Specialist Tactical Resource.
28. Indefinite or periodic bans on attendance at Australia Post mail centres and calls for assistance for detection of drug packages
29. Indefinite or periodic bans on AFP involvement in other Commonwealth investigations (Tobacco (excise), Fraud, etc.) unless so entrenched in Organised Crime as to make it necessary.
30. Indefinite or periodic bans on familiarisation tours for dignitaries and International Protected Persons.
31. Indefinite or periodic bans on the provision of information to the Australian Institute of Criminology.

32. Indefinite or periodic bans on the provision of training to other Commonwealth Agencies or international equivalents.
33. Indefinite or periodic bans on the filling in of AFP vehicle logbooks.
34. Indefinite or periodic bans on involvement in CACT operations.
35. Indefinite or periodic bans on the submission of criminal asset restraining orders to court.
36. Indefinite or periodic bans on attendance at AFP offices where tasks can be undertaken remotely.
37. Indefinite or periodic bans on working on or with any document that will or may be reviewed by a member of the AFP's Senior Executive Service, provided that the document does not relate to an emergency matter.
38. Indefinite or periodic bans on working on or with any document that will or may be used by the AFP's Senior Executive Service to fulfil the AFP's obligations to federal parliament, provided that the document does not relate to an emergency matter.
39. Indefinite or periodic bans on interacting with the AFP's Senior Executive Service, or the office of a member of the AFP's Senior Executive Service, unless the interaction relates to an emergency matter.
40. The indefinite or periodic interruption of work in order for representees to use the AFP's email and associated systems, such as by sending emails, to inform AFP appointees' about the applicants' industrial relations campaign.
41. For representees who cannot exercise police or protective service officer powers, an unlimited number of stoppages of work for an entire shift duration.
42. For representees who cannot exercise police or protective service officer powers, an unlimited number of stoppages of work for up to 8 hours duration.

43. For representees who can exercise police powers (but not protective service officer powers), and are not assigned to a role ultimately reporting to the ACT Chief Police Officer, an unlimited number of stoppages of work for up to 4 hours duration.

44. For representees who can exercise protective service officer powers (but not police powers), and are not protecting a person or property against which the threat is assessed as “significant” or higher, an unlimited number of stoppages of work for up to 2 hours duration.

45. For representees who can exercise police powers (but not protective service officer powers), and are assigned to a role ultimately reporting to the ACT Chief Police Officer, an unlimited number of periodic bans on all work, for up to 2 hours duration, other than work in response to an incident that would be categorised “priority one” under the AFP National Guideline on priority driving (ACT Policing) if that guideline were applied to the incident.

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.
- 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
01/08/2024

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