



Reference: 2024/1853

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

Alex CAPPER  
Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied  
Services Union of Australia  
[alex@cepusa.com.au](mailto:alex@cepusa.com.au)

Richard LANE  
Nilsen (SA) Pty. Ltd.  
[richardlane@nilsen.com.au](mailto:richardlane@nilsen.com.au)

### Declaration of results - PAB Order: B2024/152

Pursuant to the Protected Action Ballot Order B2024/152 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)	23
Postal votes returned by voters	15
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	14
Percentage of postal votes returned*	60.86

\*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 work for a period of up to 1 hour	14	0	0
2	An unlimited number of stoppages of work for a period of up to 4 hours	14	0	0
3	An unlimited number of stoppages of work for a period of up to 8 hours	14	0	0
4	An unlimited number of stoppages of work for a period of up to 24 hours	14	0	0

5	An unlimited number of stoppages of work for an indefinite period.	14	0	0
6	An unlimited number of indefinite or periodic bans on the use of Computers	14	0	0
7	An unlimited number of indefinite or periodic bans on the reading of emails	14	0	0
8	An unlimited number of indefinite or periodic bans on responding to emails	14	0	0
9	An unlimited number of indefinite or periodic bans on reading plans and schematics	14	0	0
10	An unlimited number of indefinite or periodic bans on reading standards	14	0	0
11	An unlimited number of indefinite or periodic bans on the use of two-way radios	14	0	0
12	An unlimited number of indefinite or periodic bans on using mobile phones for work purposes.	14	0	0
13	An unlimited number of indefinite or periodic bans on attendance at company meetings relating to Protected Action.	14	0	0
14	An unlimited number of indefinite or periodic bans on the supervision or authorization of contractors.	14	0	0
15	An unlimited number of indefinite or periodic bans on contact with the company's managers regarding the Enterprise Agreement included but not limited to reading or replying to the company correspondence or attending company meetings or briefings.	14	0	0
16	An unlimited number of indefinite or periodic bans on undertaking work, tasks or responsibilities normally undertaken by supervisors or managers.	14	0	0
17	Working strictly in accordance with the companies' policies or directives and not using any initiative in the performance of duties, for a specified period or indefinitely.	14	0	0
18	An unlimited number of indefinite or periodic bans on attending Call Backs.	14	0	0
19	An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of fault finding.	14	0	0
20	An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of resetting electrical equipment including generation machines	14	0	0
21	An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of overtime	14	0	0
22	An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of shift work	14	0	0
23	An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of any work outside ordinary hours.	14	0	0
24	An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of work on	14	0	0

electrical and/or data wiring systems				
25	An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of work on the installation of electrical, and/or data systems apparatus and/or equipment.	14	0	0
26	An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of work on cable support systems.	14	0	0
27	An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of work on cable enclosures, conduits, and accessories.	14	0	0
28	An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of work for testing and/or commissioning of electrical, data and fire system installations and equipment.	14	0	0
29	An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of work on temporary wiring systems.	14	0	0
30	An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of work on energising the whole, or part, of an electrical installation and/or data installations.	14	0	0
31	An unlimited number of indefinite or periodic bans on the use of Elevated Work Platforms (EWPs).	14	0	0
32	An unlimited number of indefinite or periodic bans on the use of ladders	14	0	0
33	An unlimited number of indefinite or periodic bans on the use of test equipment	14	0	0
34	An unlimited number of indefinite or periodic bans on the use of a work vehicle	14	0	0
35	An unlimited number of Indefinite or periodic bans on the use of personal power tools	14	0	0
36	An unlimited number of indefinite or periodic bans on attending call outs	14	0	0
37	An unlimited number of indefinite or periodic bans on submitting company invoicing information, paperwork, electronic forms, and/or test sheets.	14	0	0
38	An unlimited number of bans on the performance, supervision, or direction of work for which the employee is required to leave or remain away from their usual place of residence.	14	0	0
39	An unlimited number of indefinite or periodic bans on working alone.	14	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, 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.

- The majority of voters who cast a valid vote were against the action set out in question(s). N/A

The Ballot Agent  
Australian Electoral Commission  
10/04/2024

Email: [PAEvents@aec.gov.au](mailto:PAEvents@aec.gov.au) phone: 02 9375 6366 or 03 9285 7111

[www.aec.gov.au](http://www.aec.gov.au)