



Reference: 2024/2310

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

Justin COONEY
Independent Education Union of Australia
jcooney@ieuvictas.org.au

Gideon PERROTT
NECA Education & Careers Ltd T/A NECA E & C
gideon.perrott@necaeducation.com.au

Declaration of results - PAB Order: B2024/181

Pursuant to the Protected Action Ballot Order B2024/181 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)	18
Postal votes returned by voters	13
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	13
Percentage of postal votes returned*	72.22

*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 'walk off' at the start of Lunch time for four (4) hours duration?	13	0	0
2	An unlimited number of stoppages of work for one hour at a time to distribute Union information about the staff actions to all employees and students of NECA Education & Careers?	13	0	0
3	An unlimited number of stoppages of work for the duration of twenty-four (24) hours?	13	0	0

4	An unlimited number of stoppages of work for the duration of one hour (1) hour?	13	0	0
5	Indefinite or periodic bans on performing work after hours, or attendance at after hour events?	13	0	0
6	An indefinite ban on the working of overtime prior to/ and or after the employees ordinary hours of work?	13	0	0
7	An indefinite ban on attending the training centre on allocated prep and correct days?	13	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.
- 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
22/04/2024

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

www.aec.gov.au