



**AUSTRALIAN  
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**Ballot Agent's Declaration of Result**

for

**Protected Action Ballot  
Order B2023/607 of 22 June, 2023**

**Independent Education Union of Australia  
V  
All Hallows' School Limited T/A All Hallows'  
School**

Prepared for:

**DEPUTY PRESIDENT HAMPTON  
FairWork Commission**

**The Federal Secretary  
Independent Education Union of Australia**

**Ms Rebecca Gayle Sisson  
Independent Education Union of Australia-Queensland and Northern Territory  
Branch**

**Mr Toby Walthall  
Minter Ellison**

**Ms Catherine O'Kane  
All Hallows' School Limited Trading AS All Hallows' School**

# DECLARATION OF RESULT

## Protected Action Ballot Order B2023/607 of 22 June, 2023

### Independent Education Union of Australia v All Hallows' School Limited T/A All Hallows' School

#### BALLOT QUESTION

“Do you, for the purpose of advancing claims in the negotiation of an Enterprise Agreement between All Hallows' School Limited and its employees, represented by the Union, authorise industrial action against All Hallows' School Limited which may involve you and/or other employees engaging in any or all of the following forms of action, separately, concurrently and/or consecutively:

**Q1**

- (i) employees will not perform any work unless they are wearing a campaign badge, campaign sticker or campaign clothing; and
- (ii) employees will not attend, for an indefinite period, any meeting involving two or more members of staff (howsoever described, and regardless of the stated reason for the meeting), with the exception of meetings regarding student welfare, and staff and student safety; and
- (iii) an unlimited number of indefinite bans on any duties or activities (including discussions with students) during their scheduled meal breaks; and
- (iv) an unlimited number of indefinite bans on the working, or taking, of supervision or cover periods, howsoever described; and
- (v) an unlimited number of indefinite bans on playground or transport supervision, or supervision of any other designated duty area; and
- (vi) an unlimited number of indefinite bans on any duties or activities required to comply with employer requests for data, data collection, and/or data analysis; and
- (vii) an unlimited number of stoppages of a duration of between 5 minutes and 24 hours; and
- (viii) a ban on all communications, by email or telephone or any other electronic forms of communication, outside of 8.30am to 3.30pm, Monday to Friday; and
- (ix) making oral or written statements, while working, explaining why union members are taking protected industrial action, in communications with any person while on a school site.

**Yes  
Votes**

**79**

**No  
Votes**

**6**

Wade Hadley  
for  
Australian Election Company  
**Ballot Agent**  
20 July, 2023



**STATISTICAL DETAILS**

Total eligible Members/Employees compiled on voter roll	<b>102</b>
Number of Passwords issued to Members/Employees	<b>102</b>
Number of Voters	<b>85</b>
Total % "YES" Vote to number of Voters	92.94%
Total % "NO" Vote to number of Voters	7.06%
Total % Voters to number of Eligible Members/Employees	83.33%

**PASSWORD RECONCILIATION**

Number of Passwords – eligible Member/Employee database	<b>102</b>
<b>Less:</b> number of Passwords consumed by internet voters	<b>85</b>
Number of Passwords unconsumed	<b>17</b>
Number of Members/Employees who did not vote	<b>17</b>
<b>Plus:</b> number of Members/Employees who did vote	<b>85</b>
<b>Total number of eligible voters</b>	<b>102</b>