

Reference: 2024/3618

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**Declaration of results - PAB Order: B2024/466**

Pursuant to the Protected Action Ballot Order B2024/466 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)	13
Postal votes returned by voters	9
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	9
Percentage of postal votes returned*	69.23

\*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 Airservices Australia, 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 one (1) hour duration?	8	1	0
2	An unlimited number of stoppages of work for two (2) hours duration?	8	1	0
3	An unlimited number of stoppages of work for up to four (4) hours duration?	9	0	0
4	An unlimited number of stoppages of work for up to six (6) hours duration?	9	0	0
5	An unlimited number of stoppages of work for up to (eight) 8 hours duration?	9	0	0
6	An unlimited number of stoppages of work for up to twelve (12) hours duration?	9	0	0
7	An unlimited number of stoppages of work for up to twenty-four (24) hours duration?	9	0	0
8	An unlimited number of stoppages of work for an entire shift duration?	9	0	0
9	An unlimited number of indefinite or periodic bans or	9	0	0

limitations on working longer than two (2) hours consecutively without a thirty (30) minute break where all duties cease?

10	An unlimited number of indefinite or periodic bans or limitations on the accepting of additional duty?	9	0	0
11	An unlimited number of indefinite or periodic bans or limitations on agreeing to the extension of rostered shifts?	9	0	0
12	An unlimited number of indefinite or periodic bans or limitations on performing overtime?	9	0	0
13	An unlimited number of indefinite or periodic bans or limitations on agreeing to changes of shift?	9	0	0
14	An unlimited number of indefinite or periodic bans or limitations on changing of rostered tasking?	9	0	0
15	An unlimited number of indefinite or periodic bans on working Grey Day shifts?	9	0	0
16	An unlimited number of indefinite or periodic bans or limitations on working any shift that does not follow a published line on an approved Master Roster?	9	0	0
17	An unlimited number of indefinite or periodic bans or limitations on wearing Airservices shirts at work?	8	1	0
18	An unlimited number of indefinite or periodic bans or limitations on wearing Airservices lanyards at work?	8	1	0
19	An unlimited number of indefinite or periodic bans on administrative duties with the exception of formally seconded positions?	9	0	0
20	An unlimited number of indefinite or periodic bans on the performance of on-the-job-training duties?	8	1	0
21	An unlimited number of indefinite or periodic bans or limitations on making telephone calls, responding to telephone calls, responding to voicemails, responding to text messages, responding to email, sending email and/or responding to online messages?	9	0	0
22	An unlimited number of indefinite or periodic bans on calculating fatigue risk assessments?	9	0	0
23	An unlimited number of indefinite or periodic bans or limitations on performing Higher Duties with the exception of formal secondments?	9	0	0
24	An unlimited number of indefinite or periodic bans or limitations on inputting flight details at Air Traffic Controllers operational positions (except for emergency, medical and police rescue flights or safety critical situations?)	8	1	0
25	An unlimited number of indefinite or periodic bans on utilising the Long Term Operating Plan and noise abatement procedures?	9	0	0
26	An unlimited number of indefinite or periodic bans on the familling of non-recent Air Traffic Controllers by recent and current Air Traffic Controllers?	8	1	0
27	An unlimited number of indefinite or periodic bans on the familling of non-current Air Traffic Controllers by recent and current Air Traffic Controllers?	8	1	0
28	An unlimited number of indefinite or periodic bans or limitations on the performance of non-operational duties by operational employees?	9	0	0
29	An unlimited number of indefinite or periodic bans or limitations on undertaking training to transition to new technology and technology upgrades?	9	0	0
30	An unlimited number of indefinite or periodic bans or	9	0	0

limitations on performing non-seconded portfolio duties, including but not limited to, Procedures, Cirris Supervisor and SME work and/or project work by operational employees?

31	An unlimited number of indefinite or periodic bans or limitations on participating in all performance reviews?	9	0	0
32	An unlimited number of indefinite or periodic bans or limitations on returning to operational duty within the same shift following stand-down?	9	0	0
33	An unlimited number of indefinite or periodic bans or limitations on signing licensing paperwork?	8	1	0
34	An unlimited number of indefinite or periodic bans or limitations on utilising the Short Break procedure?	9	0	0
35	An unlimited number of indefinite or periodic bans or limitations on working on the Civil and Military Air Traffic (CMATS) system project?	9	0	0
36	An unlimited number of indefinite or periodic bans or limitations on undertaking Contingency Response Management (CRM) duties?	9	0	0
37	An unlimited number of indefinite or periodic bans or limitations on using the Enroute Conditional Endorsement (ECE)?	9	0	0
38	An unlimited number of indefinite or periodic bans or limitations on commencing any shift that commences less than ten (10) hours after the end of the previous shift?	9	0	0
39	An unlimited number of indefinite or periodic bans or limitations on working on Safety Case Assessment Reporting Determinations (SCARDs)?	9	0	0
40	An unlimited number of indefinite or periodic bans or limitations on compliance with Airservices Australia's approved acceptance rates (AAR's)?	9	0	0
41	An unlimited number of indefinite or periodic bans or limitations on working combined Air Traffic Control positions or sectors?	9	0	0
42	An unlimited number of indefinite or periodic bans or limitations on working in an operational capacity on any shift where the Fatigue Risk Management System (FRMS) has identified a fatigue risk score of Low, Medium or High?	9	0	0
43	An unlimited number of indefinite or periodic bans or limitations on working in an operational capacity on any shift where construction noise from Airservices Australia building works is audible within the operational environment?	9	0	0
44	Contravening the Airservices Code of Conduct for an unlimited and indefinite time period to display, disseminate, and promote materials, information, posters and all associated paraphernalia supporting Protected Industrial Action, enterprise bargaining and/or all workplace matters (including, but not limited to worker health and safety, staffing levels, employee workloads, operational safety, fatigue management, workplace morale and culture)?	9	0	0
45	Contravening the Airservices Code of Conduct for an unlimited and indefinite time period to make information relating to Protected Industrial Action, enterprise bargaining and/or workplace matters (including, but not limited to worker health and safety, staffing levels, employee workloads, operational safety, fatigue management, workplace morale and culture) available on any and all media and communication outlets and channels, including but not limited to all social media	8	1	0

channels, online forums, traditional news media, political office holders, external organisations and the general public?

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46	An unlimited number of indefinite or periodic bans or limitations on attending meetings and/or briefings except for: - Meetings directly and solely pertaining to operational safety - Bargaining-related meetings where the employer wishes to communicate their improved offer in negotiations - For dispute resolution by conciliation or arbitration in the Fair Work Commission - Meetings directly and solely pertaining to Work Health and Safety	8	1	0
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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, 40, 41, 42, 43, 44, 45, 46.
- 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

06/06/2024

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