



Reference: 2025/3229

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### Declaration of results - PAB Order: B2025/270

Pursuant to the Protected Action Ballot Order B2025/270 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)	2
Postal votes returned by voters	2
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	2
Percentage of postal votes returned*	100.00

\*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 Kempe Services Pty Ltd, do you authorise 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 the duration of 1 hour?	2	0	0
2	An unlimited number of stoppages of work for the duration of 2 hours?	2	0	0

3	An unlimited number of stoppages of work for the duration of 4 hours?	2	0	0
4	An unlimited number of stoppages of work for the duration of 12 hours?	2	0	0
5	An unlimited number of indefinite and / or periodic bans on overtime?	2	0	0
6	An unlimited number of indefinite and / or periodic bans on call backs?	2	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.
- 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

04/04/2025

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