



Reference: 2024/3386

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#### Declaration of results - PAB Order: B2024/416

Pursuant to the Protected Action Ballot Order B2024/416 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)	3
Postal votes returned by voters	2
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	1
Percentage of postal votes returned*	33.33

\*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 NCI Holdings 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?	0	1	0
2	An unlimited number of stoppages of work for the duration of 2 hours?	0	1	0
3	An unlimited number of stoppages of work for the duration of 3 hours?	0	1	0
4	An unlimited number of stoppages of work for the duration of 4 hours?	0	1	0

5	An unlimited number of stoppages of work for the duration of 6 hours?	0	1	0
6	An unlimited number of stoppages of work for the duration of 8 hours?	0	1	0
7	An unlimited number of stoppages of work for the duration of 12 hours?	0	1	0
8	An unlimited number of stoppages of work for the duration of 24 hours?	0	1	0
9	An unlimited number of stoppages of work for the duration of 48 hours?	0	1	0
10	An unlimited number of stoppages of work for the duration of 72 hours?	0	1	0
11	An unlimited number of stoppages of work for the duration of one week?	1	0	0
12	An unlimited number of indefinite, definite and / or periodic stoppages on the performance of all work?	0	1	0
13	An unlimited number of indefinite, definite and / or periodic bans on overtime?	1	0	0
14	An unlimited number of indefinite, definite and / or periodic bans on call backs?	1	0	0
15	An unlimited number of indefinite, definite and / or periodic bans on working through breaks?	1	0	0
16	An unlimited number of indefinite, definite and / or periodic bans on a task or tasks, with the task to be specified when the Employer is notified?	1	0	0
17	An unlimited number of indefinite, definite and / or periodic bans on specific plant equipment, with the plant equipment to be specified when the Employer is notified?	1	0	0

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was not achieved.
- The majority of voters who cast a valid vote were in favour of the action set out in question(s) 11, 13, 14, 15, 16, 17.
- The majority of voters who cast a valid vote were against the action set out in question(s) 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12.

Delegate of the Ballot Agent  
Australian Electoral Commission

27/05/2024

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