



Reference: 2024/8055

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Declaration of results - PAB Order: B2024/873

Pursuant to the Protected Action Ballot Order B2024/873 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)	11
Postal votes returned by voters	7
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	7
Percentage of postal votes returned*	63.63

*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	The imposition of a ban, for a specified period, including indefinitely, on conduct of work to fill in for, or otherwise replace staff conducting industrial action?	6	1	0
2	Indefinite or periodic bans on contingency planning relating to any Protected action at TasNetworks?	5	2	0
3	Indefinite or periodic bans on contingency planning relating to the Enterprise Bargaining Negotiation at TasNetworks?	5	2	0

4	Indefinite or periodic employee claim action in the form of not undertaking work, tasks or responsibilities normally undertaken by supervisors or managers.	6	1	0
5	Indefinite or periodic bans on the performance of any work outside the normal spread hours (7.00 a.m. to 6.00 p.m., Monday to Friday inclusive)?	7	0	0
6	Indefinite or periodic bans on the performance of more than 7.5 hours work in one day?	7	0	0
7	Indefinite or periodic bans on the performance of overtime or accrual of flex time?	7	0	0
8	The imposition of a ban, for a specified period, including indefinitely on 'On Call.'	5	2	0
9	The imposition of a ban for a specified period, including indefinitely, on working rostered days off and public holidays?	6	1	0
10	The imposition of a ban for a specified period, including indefinitely, on using electronic devices for work-related purposes (including, without limitation, computers or iPads)?	5	2	0
11	The imposition of a ban for a specified period, including indefinitely, on responding to emails or text messages including other messaging applications such as Microsoft Teams.	5	2	0
12	The imposition of a ban for a specified period, including indefinitely, on completing any paperwork, reports, EWCs and job packs.	5	2	0
13	The imposition of a ban, for a specified period, including indefinitely, on working with and or the supervision or authorisation of contractors or consultants to TasNetworks including the issuing of permits.	6	1	0
14	Stoppage of work for a period of 15 minutes including consecutive stoppages.	7	0	0
15	Stoppage of work for a period of 1 hour, including consecutive stoppages.	6	1	0
16	Stoppage of work for a period of 2 hours, including consecutive stoppages.	6	1	0
17	Stoppage of work for a period of 4 hours, including consecutive stoppages.	6	1	0
18	Indefinite or periodic 6 hour stoppages of work, including consecutive stoppages.	5	2	0
19	An indefinite or periodic ban on performing work in non-union related clothing.	5	2	0
20	Interrupting or stopping work to display union material.	5	2	0
21	The imposition of a ban for a specified period, including indefinitely, on working outside the employee's normal geographical area.	6	1	0

22	The imposition of a ban for a specified period, including indefinitely, on participating in any meetings via any video conference platform.	5	2	0
23	Indefinite or periodic bans on communicating with AEMO.	5	2	0
24	The imposition of a ban for a specified period, including indefinitely, on using mobile phones and or car and truck mobile radios and or landlines.	5	2	0
25	The imposition of a ban for a specified period, including indefinitely, on undertaking repairs or preventative maintenance to TasNetworks plant and equipment.	5	2	0
26	The imposition of a ban, for a specified period, including indefinitely, on contact with TasNetworks managers regarding the Enterprise Agreement included but not limited to reading or replying to TasNetworks correspondence or attending TasNetworks meetings or briefings.	5	2	0
27	The wearing of enterprise bargaining campaign material, such as t-shirts, badges and stickers, and periodic stoppages of work for up to 15 minutes' duration on each occasion to explain the campaign material to customers and the general public?	5	2	0
	Note : High-vis or any other required personal protective equipment (PPE) must still be worn.			
28	Indefinite or periodic stoppages of work for up to 15 minutes' duration on each occasion to distribute and explain enterprise bargaining campaign material to customers and the general public.	6	1	0
29	The imposition of a ban for a specified period, including indefinitely, on working rostered shifts on weekends.	5	2	0
30	The imposition of a ban for a specified period, including indefinitely, on the creation of work orders and service requests or similar.	5	2	0
31	Indefinite or periodic bans on refuelling TasNetworks vehicles and/or trucks?	5	2	0
32	Indefinite or periodic bans on issuing work orders.	5	2	0
33	Employee action in the form of stopping work to send global email to all TasNetworks staff, using TasNetworks IT equipment, updating them about protected action and or bargaining.	5	2	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, 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.
- 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
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22/08/2024

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