

Reference: 2025/15849

The General Manager
Fair Work Commission
Level 4, 11 Exhibition Street
Melbourne VIC 3000
Email: melbourne@fwc.gov.au

Federal Court of Australia
Victorian and NSW registry
Email: vicreg@fedcourt.gov.au
nswreg@fedcourt.gov.au

Nicole Sheffield
President
Australian Retailers Association (ARA)
223 Liverpool Street
DARLINGHURST NSW 2010
Email: info@retail.org.au

Antony Moore
Chairperson
National Retail Association Limited Union of Employers (NRA)
Level 3, 67 St Pauls Terrace
SPRINGHILL QLD 4000
Email: info@nationalretail.org.au

Certificate showing particulars of the ballot - Declaration of results: Order D2025/5

Pursuant to the Fair Work Commission Order D2025/5 made by the Fair Work Commission on 29 August 2025, the AEC has conducted the ballot, and the declaration of the result is provided below.

Scrutiny - Australian Retailers Association (ARA)	
Total number of persons on the Roll of Voters	6,278
Total number of ballot papers/envelopes issued	6,278
• 351 undeliverable or blank addresses	
Total number of replacement ballot paper issued	1
Total number of ballot papers/envelopes received by the electoral official	944
Postal votes rejected at the preliminary scrutiny	24
• 24 declaration envelopes were unsigned	
Returned Postal Packs missing ballot papers	5
Total Ballot Papers admitted to Further Scrutiny	915

Question	Total votes in favour (Yes)	Total votes not in favour (No)	Informal
Do you approve the proposed amalgamation Australian Retailers Association with National Retail Association Limited, Union of Employers, in accordance with the scheme for amalgamation, a copy of the outline of which has been sent to you with this ballot paper?	836	71	8
Percentage of formal votes in favour of the amalgamation			92.17%
Percentage of formal votes not in favour of the amalgamation			7.82%

I declare that:

- The percentage of members on the Roll of Voters who cast a vote in the ballot was 15.03%.
- The percentage of formal votes cast in favour of the amalgamation was 92.17%.

Scrutiny - National Retail Association Limited Union of Employers (NRA)	
Total number of persons on the Roll of Voters	4,944
Total number of ballot papers/envelopes issued	4,944
• 488 undeliverable or blank addresses	
Total number of replacement ballot paper issued	0
Total number of ballot papers/envelopes received by the electoral official	344
Postal votes rejected at the preliminary scrutiny	9
• 9 declaration envelopes were unsigned	
Returned Postal Packs missing ballot papers	1
Total Ballot Papers admitted to Further Scrutiny	334

Question	Total votes in favour (Yes)	Total votes not in favour (No)	Informal
Do you approve the proposed amalgamation Australian Retailers Association with National Retail Association Limited, Union of Employers, in accordance with the scheme for amalgamation, a copy of the outline of which has been sent to you with this ballot paper?	312	19	3
Percentage of formal votes in favour of the amalgamation			94.25%
Percentage of formal votes not in favour of the amalgamation			5.74%

I declare that:

- The percentage of members on the Roll of Voters who cast a vote in the ballot was 6.95%.
- The percentage of formal votes cast in favour of the amalgamation was 94.25%.

Ishtiaq Ahmed
 Delegate of the Ballot Agent
 Australian Electoral Commission
 27 October 2025