

Reference: 2023/3323

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

Gleise CIPRIANO
 Australian Municipal, Administrative, Clerical and Services Union
 gcipriano@asuvictas.com.au

Matthew SCHEMBRI
 Serco Australia Pty Limited T/A Serco Australia
 Matthew.Schembri@serco-ap.com

Declaration of results - PAB Order: B2023/333

Pursuant to the Protected Action Ballot Order B2023/333 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)	31
Postal votes returned by voters	26
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	25
Percentage of postal votes returned*	80.65

*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 Serco Australia Pty Limited, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the actions described in Schedule A to this Ballot Paper?

Yes [] No []

Note: You should vote "No" if you disagree with any one type of action.

	Question	Yes	No	Informal
	Schedule A			
	1. An unlimited number of work stoppages of up to 24 hours' duration or shorter periods of time.			
1	2. Interrupting or stopping work to put campaign signs on/or write or affix temporary messaging on Serco vehicles.	24	1	0
	3. An indefinite or period ban on street cleaning, street sweeping, litter collection, and the collection of garbage.			

4. An indefinite or periodic ban on gardening, mowing, and maintenance of park and gardens covered by the Serco Contract around the City of Melbourne including the use of leaf blowers.
 5. An indefinite or periodic ban on the performance of overtime.
 6. An indefinite or periodic ban on the maintenance of offices.
 7. An indefinite or periodic ban on the maintenance and/or repair of any Serco fleet, plant, or equipment.
 8. An indefinite or periodic ban on the collection and disposal of dead animals.
 9. An indefinite or periodic ban on the collection of used syringes and other biohazardous materials discarded in the parks and gardens.
 10. An indefinite or periodic ban on attending meetings and briefings.
 11. An indefinite or periodic ban on answering phone calls.
 12. An indefinite or periodic ban on answering external phone calls and emails and instead diverting or forwarding external phone calls and emails to management.
 13. An indefinite or periodic ban on reading and responding to emails from Managers.
 14. An indefinite or periodic ban on completing any documents relating to the annual review process.
 15. An indefinite or periodic ban on contributing to, preparing, or submitting reports.
 16. An indefinite or periodic ban on issuing invoices.
 17. An indefinite or periodic ban on the collection of fees, charges, money, or payments for any Serco service.
 18. An indefinite or periodic ban on fire prevention works.
 19. Interrupting or stopping work to hand out union flyers to residents and/or other members of the public to place campaign material and display union posters on notice boards and in public areas.
 20. Interrupting or stopping work to put on or attach to clothing, post and/or distribute union campaign material such as t-shirts, badges, stickers, earmuffs, ear plugs, and written communications.
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21. An indefinite or periodic ban on performing work in clothes which do not have union campaign material and/or badges attached or performing work in Serco uniforms.

22. An indefinite or periodic ban on training casual or labour hire employees.

23. An indefinite or periodic ban on marking playing areas on sports fields.

24. An indefinite or periodic ban on the locking of bollards in parks and gardens.

25. An indefinite or periodic ban on being on call.

26. An indefinite or periodic ban on watering parks and gardens.

27. An indefinite or periodic ban on cross rolling sports grounds.

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.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Kaye Bartlett
Returning Officer
Delegate of the Ballot Agent
Australian Electoral Commission
24/05/2023

Email: PABevents@aec.gov.au phone: 02 9375 6366 or 03 9285 7111

www.aec.gov.au