



# Declaration of Results

## Protected Action Ballot

Community and Public Sector Union

v

Serco Traffic Camera Services (Vic) Pty Ltd T/A Serco Asia Pacific

(B2023/1304)

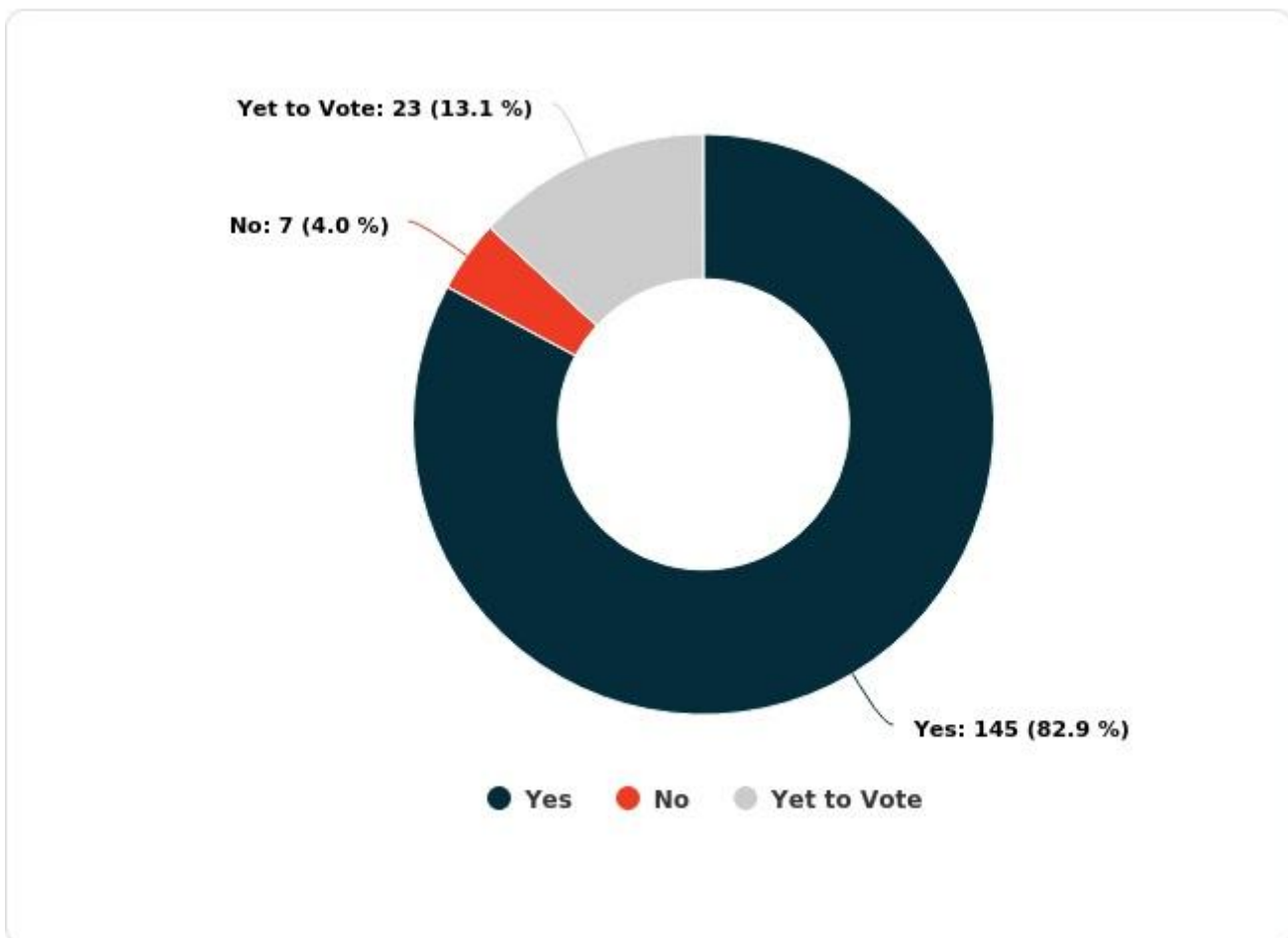
Thursday 14th December, 2023  
12:45pm AEDT

## 1. Vote Result

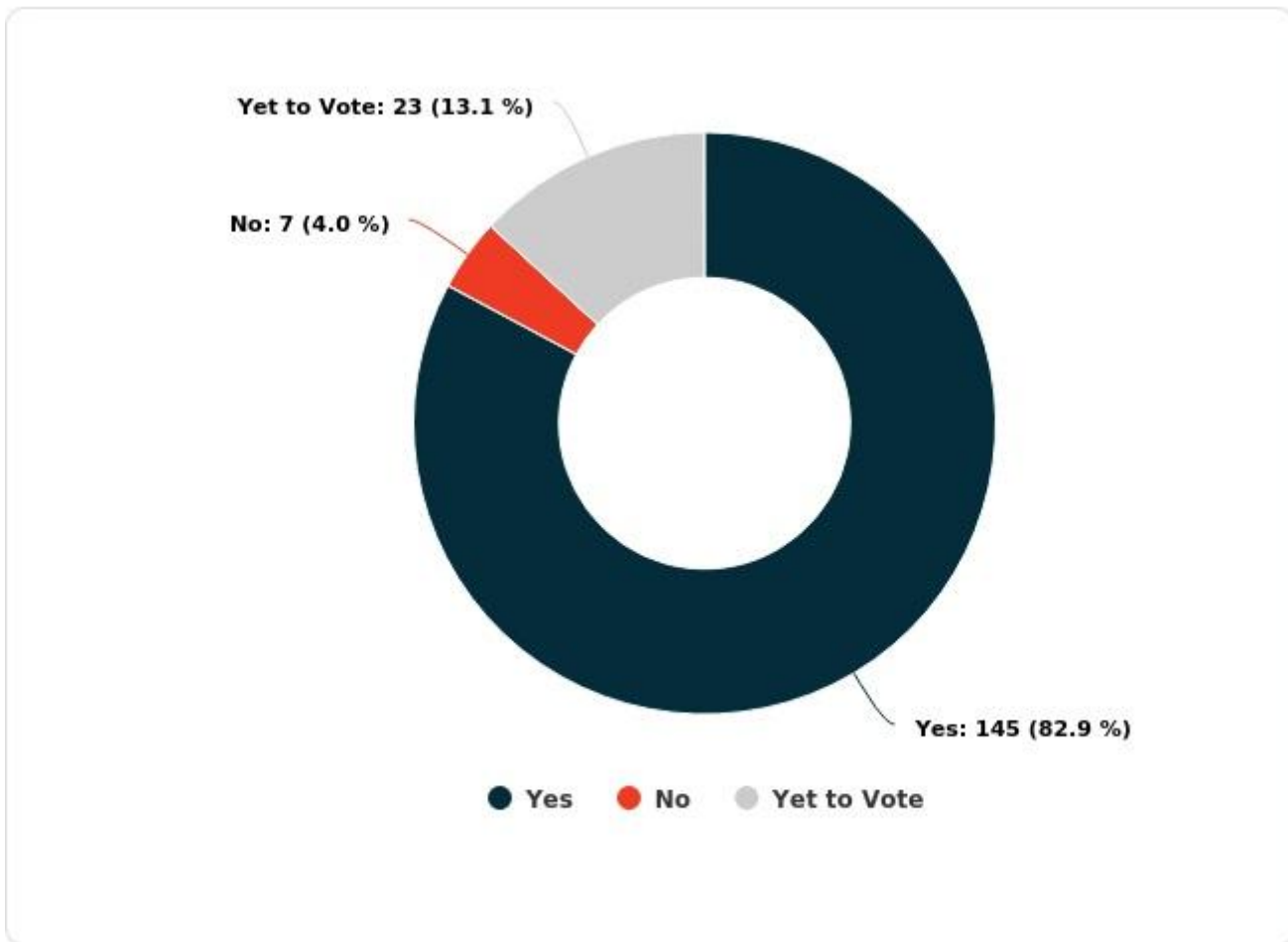
Total Eligible Voters: 175  
Total Voted: 152 (86.8%)  
Total Voted All Questions:: 150 (85.7%)

Final Vote Audit: Thursday 14th December, 2023 12:45pm AEDT

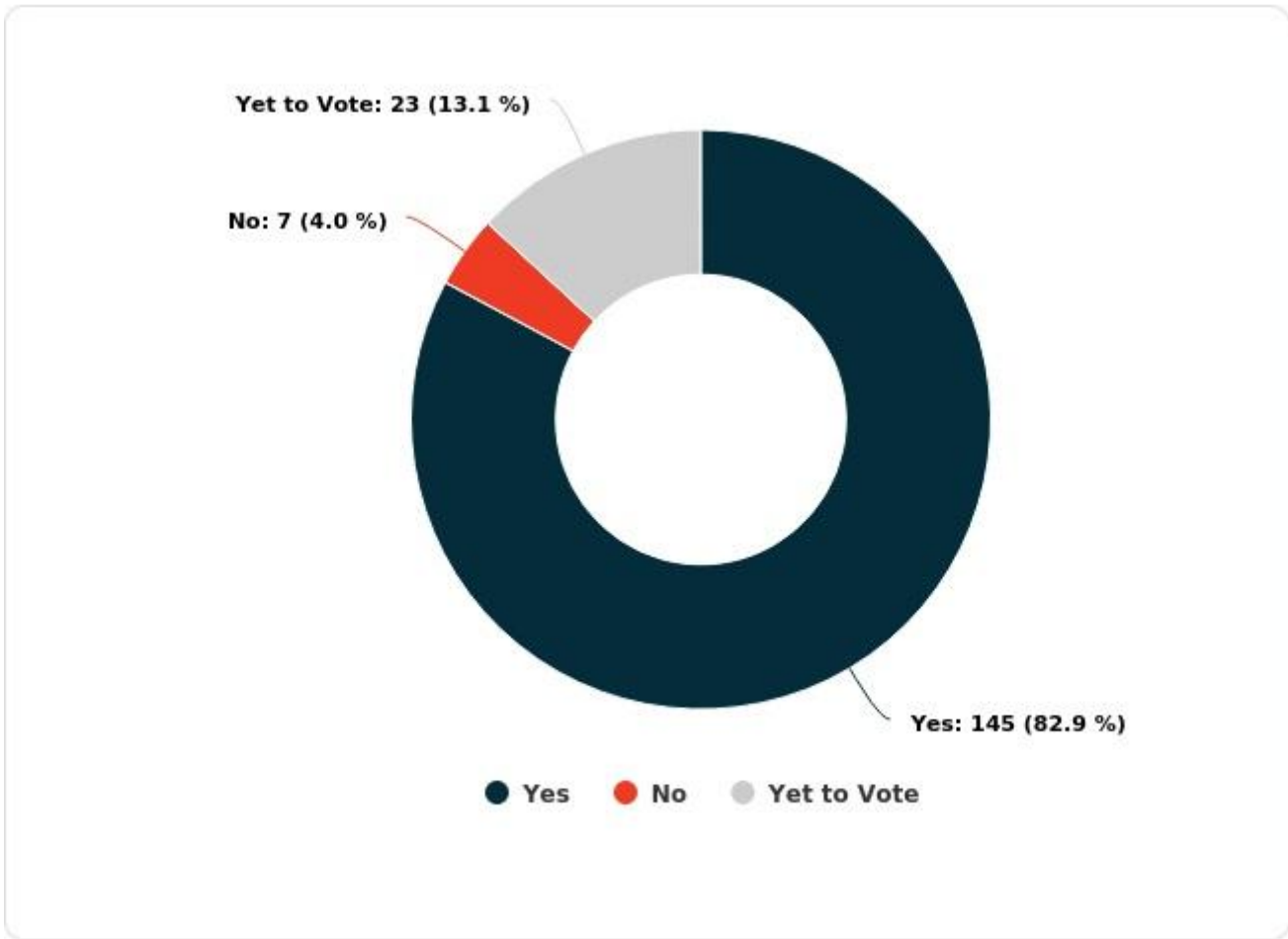
**1. Indefinite or periodic ban in the form of checking, answering, or responding to communications and directions from SERCO management in the form of phone calls, emails, text messages and social media platforms, meetings, or other forms of communication?**



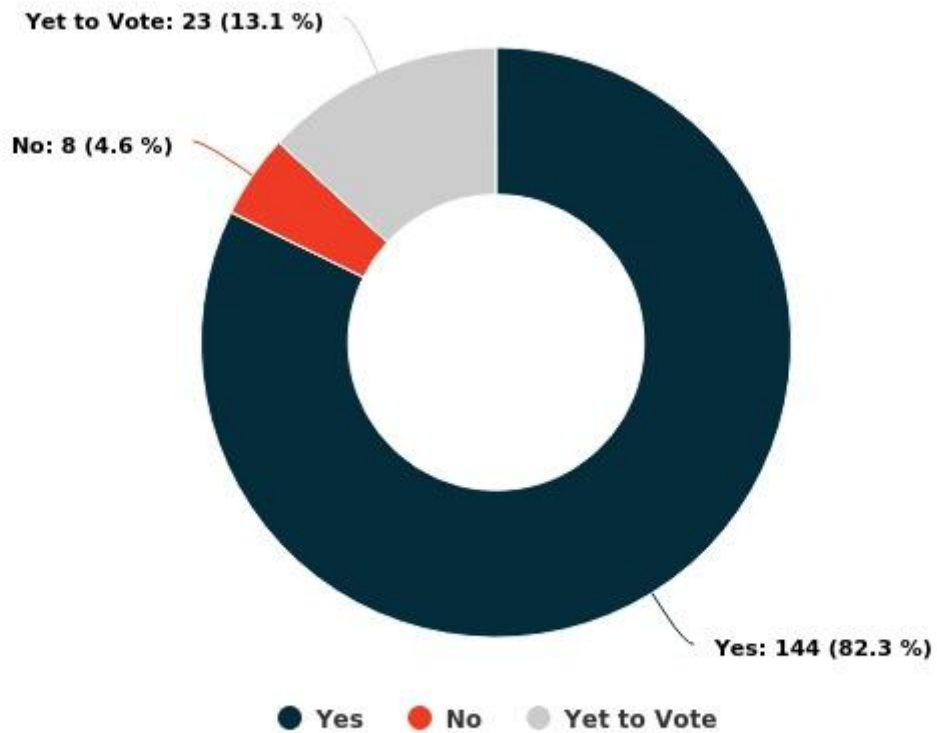
2. A ban on actioning or replying to emails, communications, phones while in the car in session, meaning any form of communication is only to be performed at the highway patrol, base or VSL, unless there is an imminent risk to health and safety?



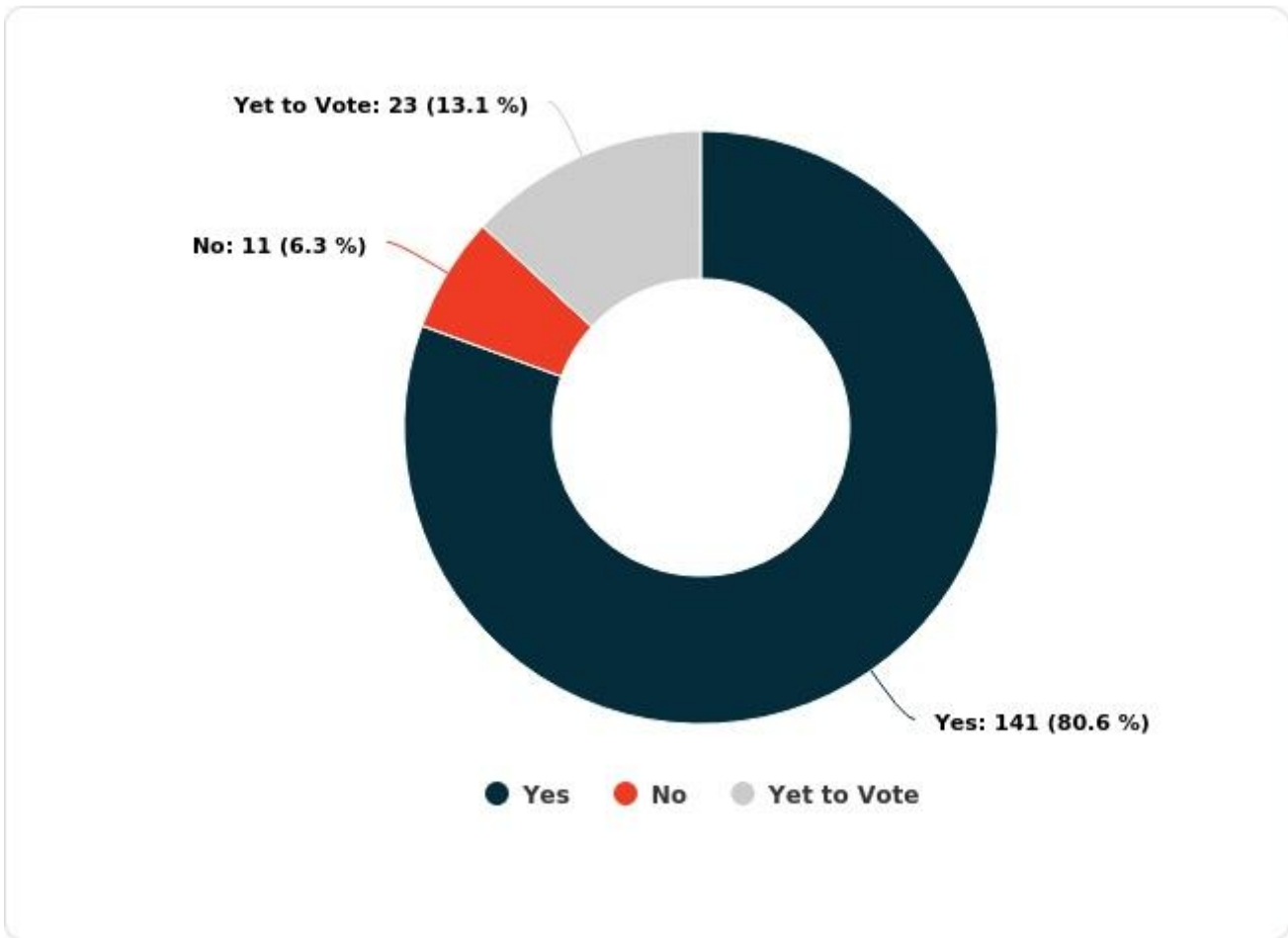
3. Indefinite or periodic ban in the form of performing training while in the camera car on the tablet. The action to have any form of tablet-based training to be performed at the base, highway patrol or VSL?



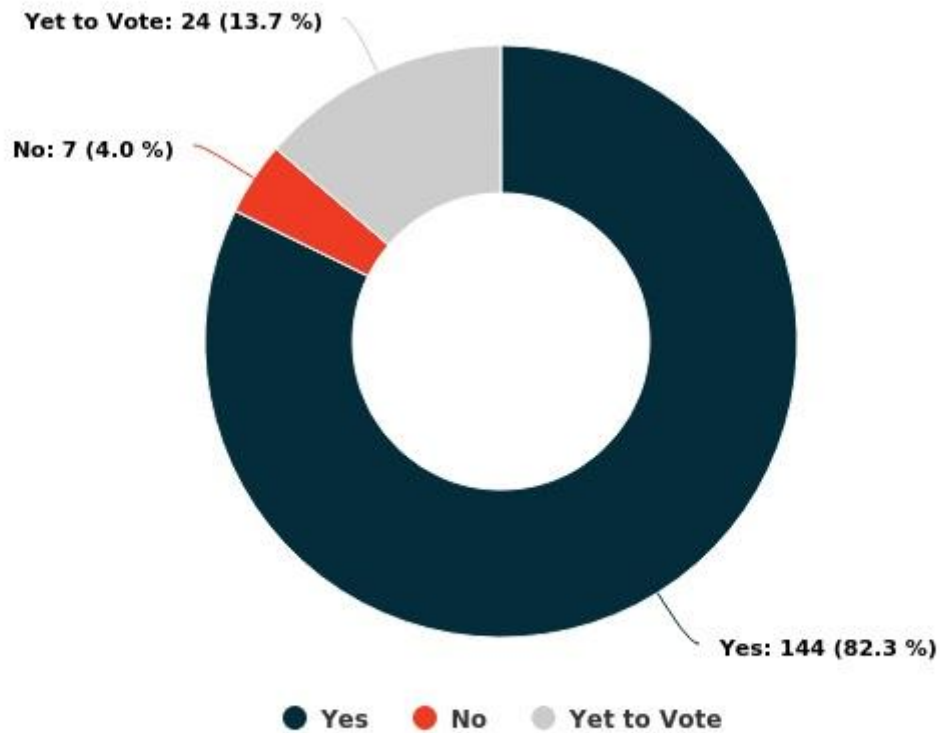
4. Indefinite or periodic bans on completion, checking, signing, and returning of all court briefs both electronic and paper?



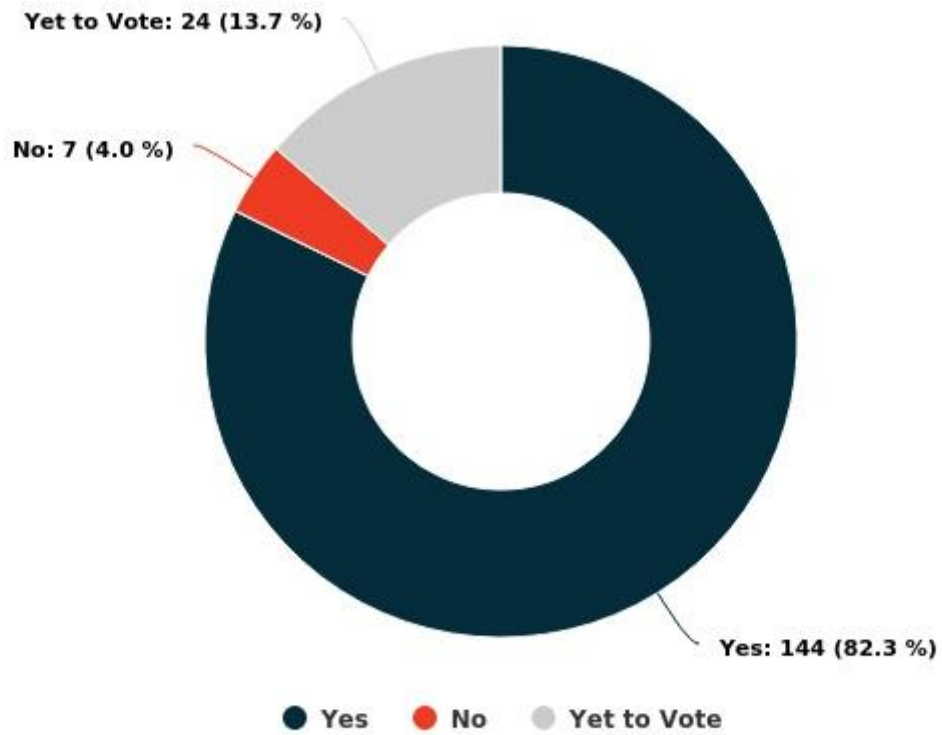
5. The inclusion of washing the exterior of the camera cars (car wash) will be done at the end of every MRSCO's shift?



6. Indefinite or periodic bans on the completion / signing / dating / submitting of both pages of the ECOS/PDF (Camera Operator Set-Up Notes and Camera Incident Log)?

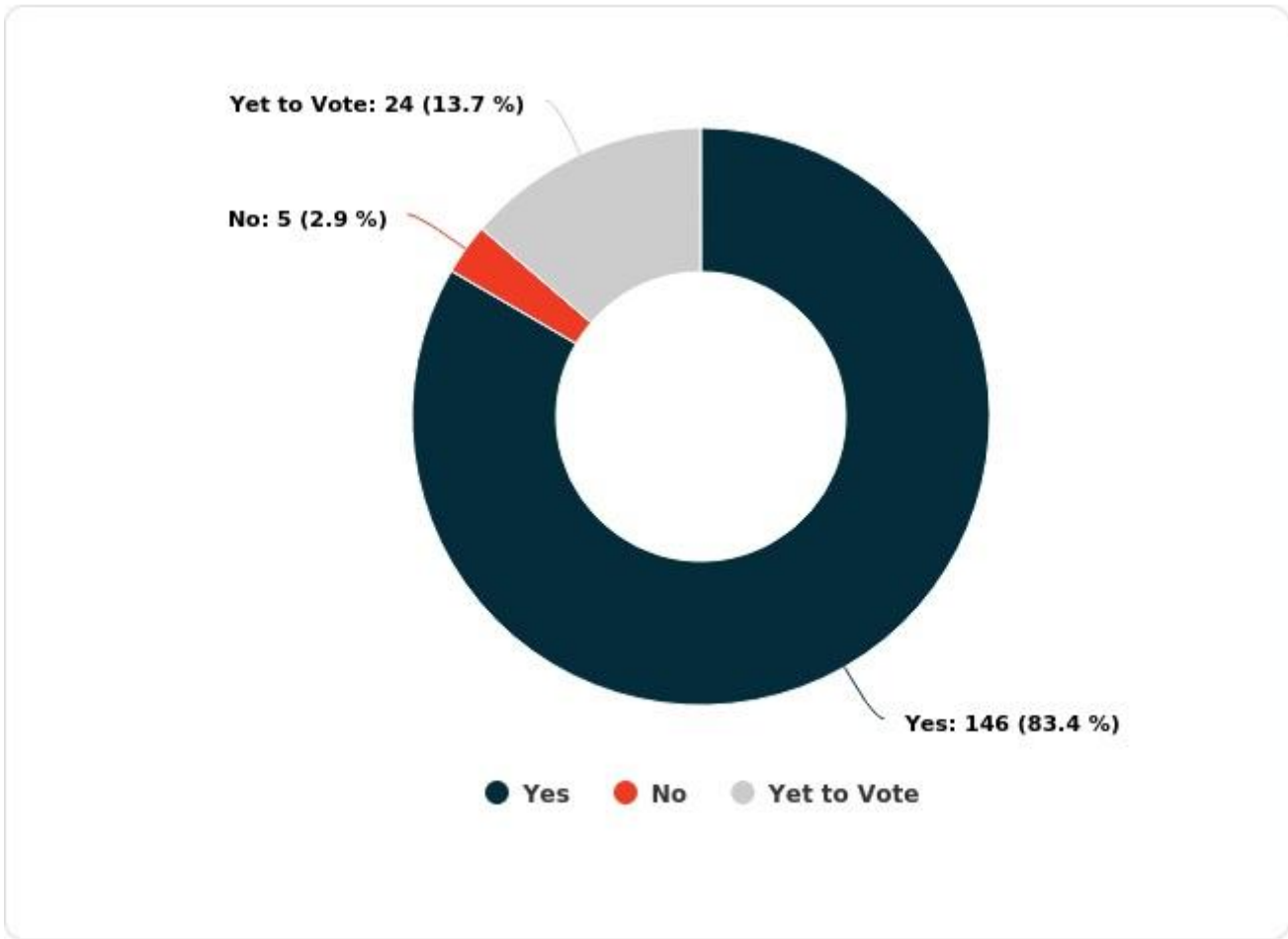


**7. Indefinite or periodic bans on the completion and submitting / signing of the Gatso T-Series Mobile Road Safety Camera Operator Set Up Notes (Paper COS)?**

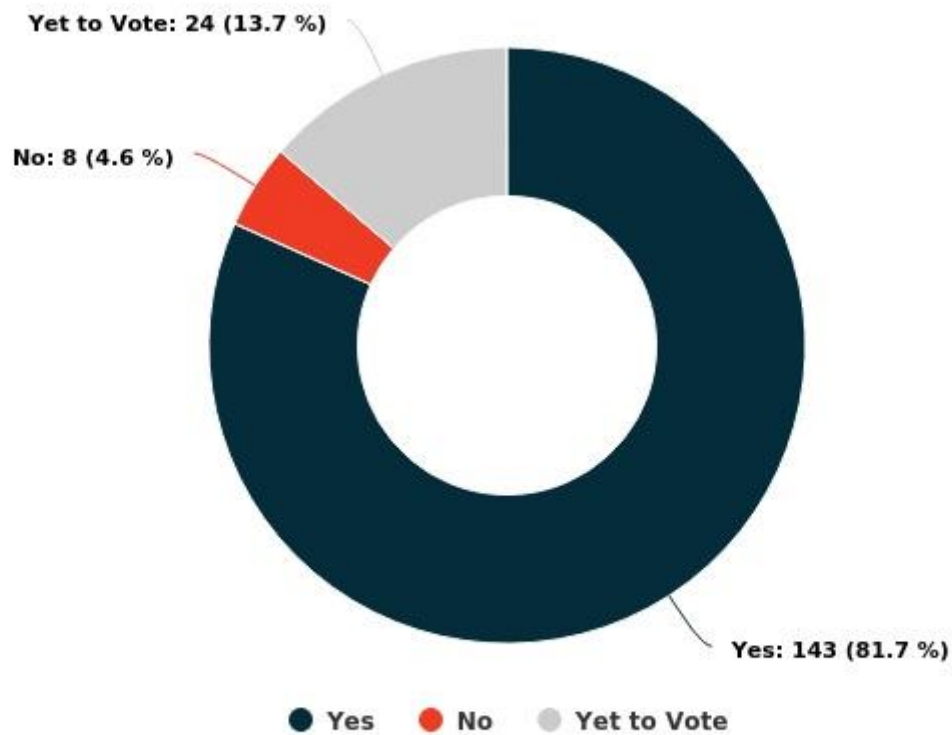




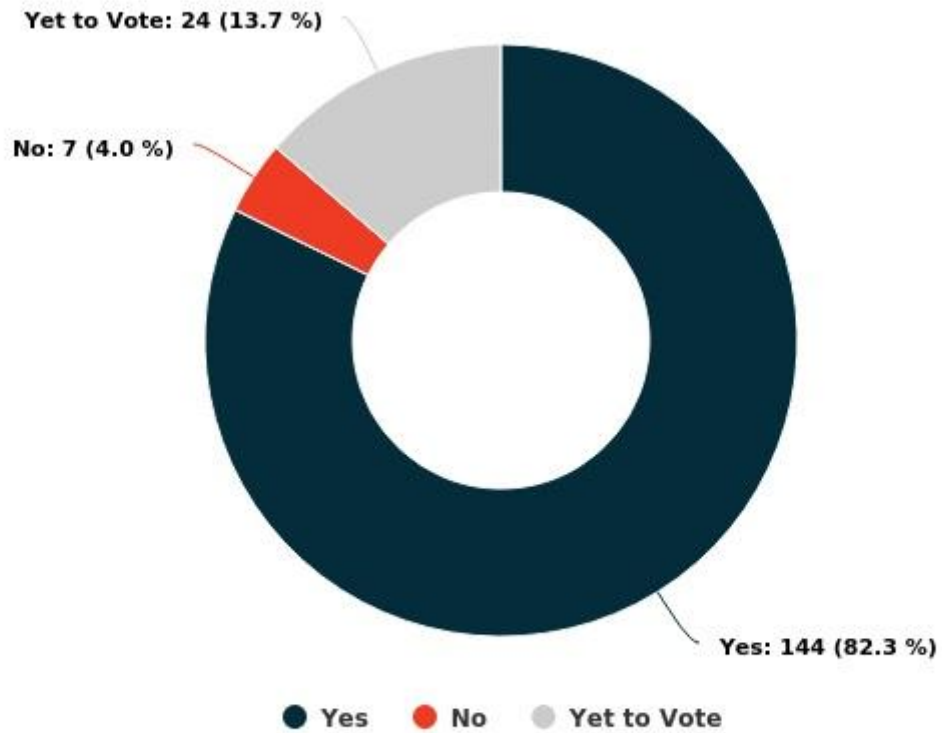
8. Indefinite or periodic bans on the completion and submitting / signing of electronic and paper forms, Gatso T Series Mobile Road Safety Camera, Camera Operator's Supplementary Statement both electronic and paper forms (Paper Supp and ESUPP)?



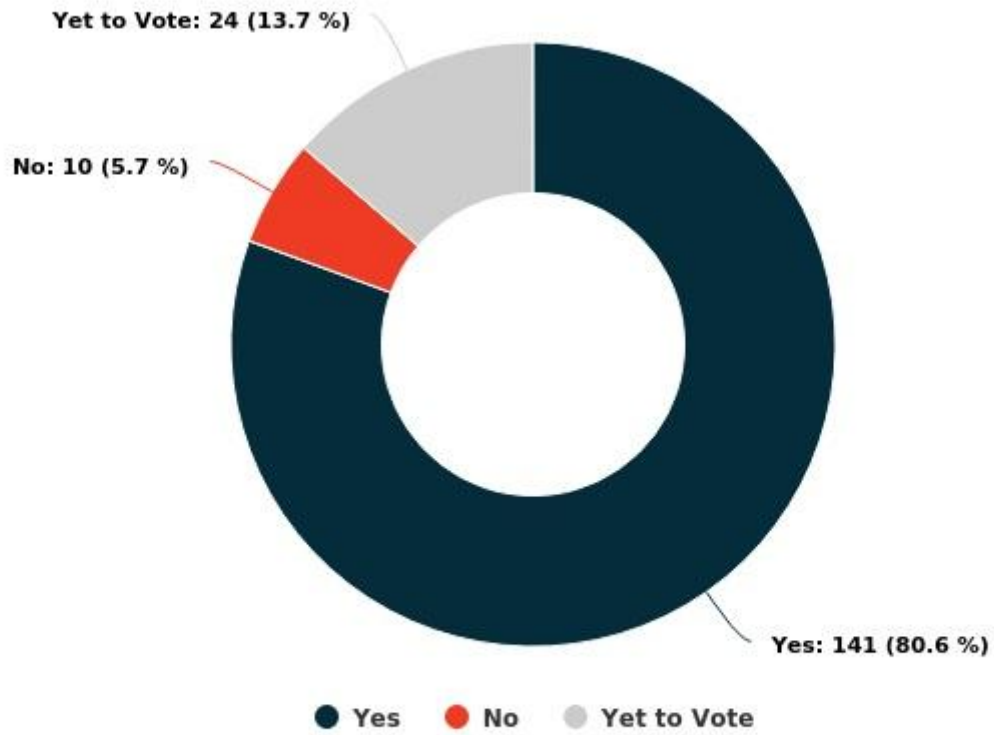
9. Indefinite or periodic bans on the submission of the Road Safety Electronic and paper-based Change To Speed Camera Roster form (ECTR/CTR) plus paper CTR?



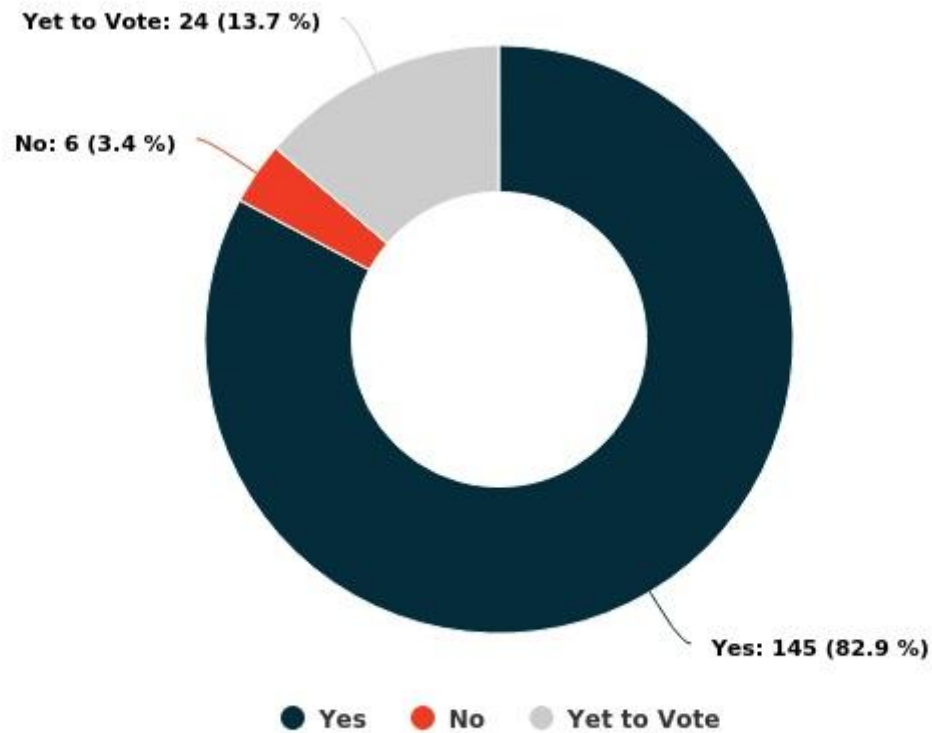
10. Indefinite or periodic bans on the working of paid or unpaid overtime?



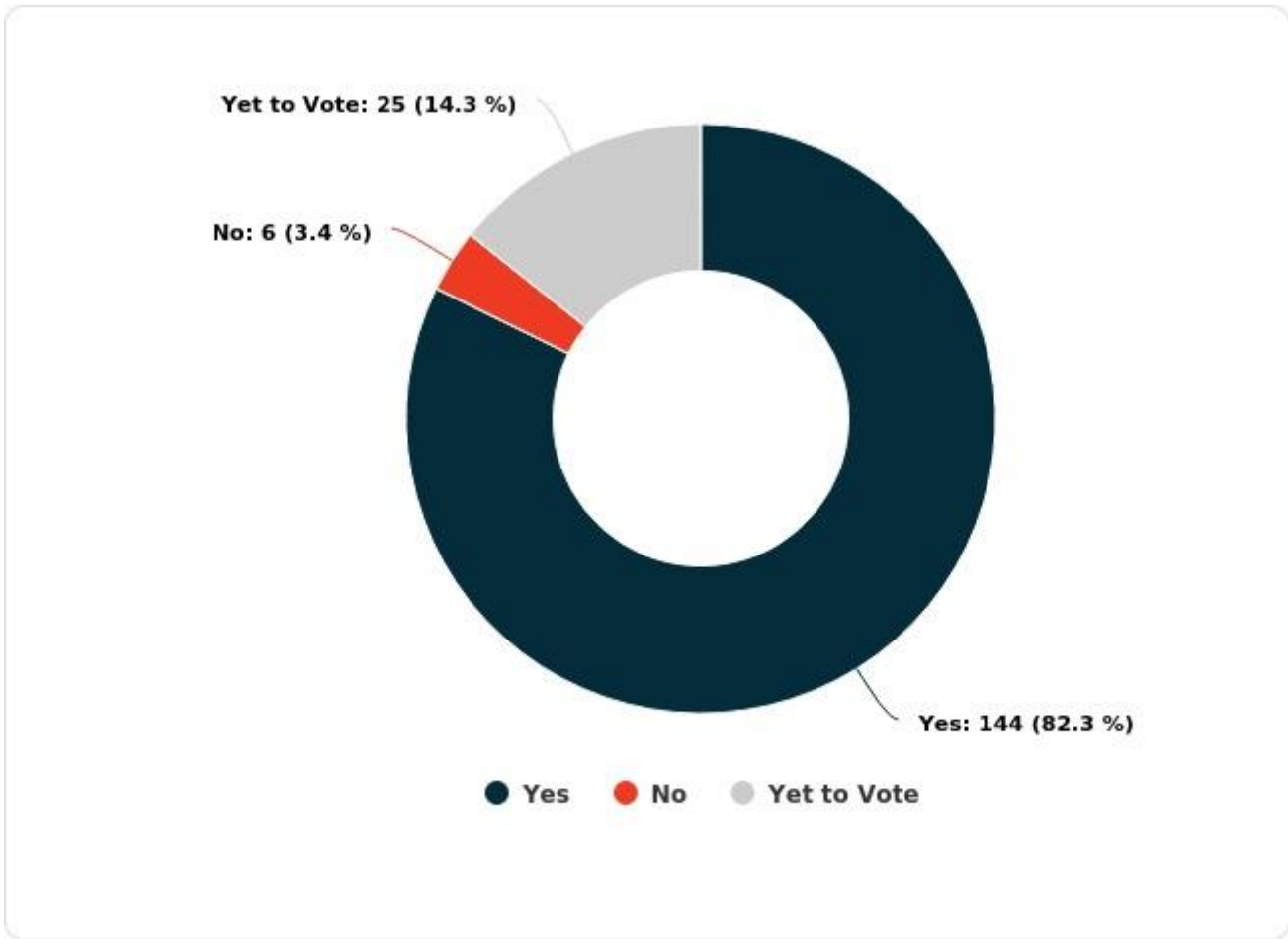
11. Indefinite or periodic ban on make-up sessions?



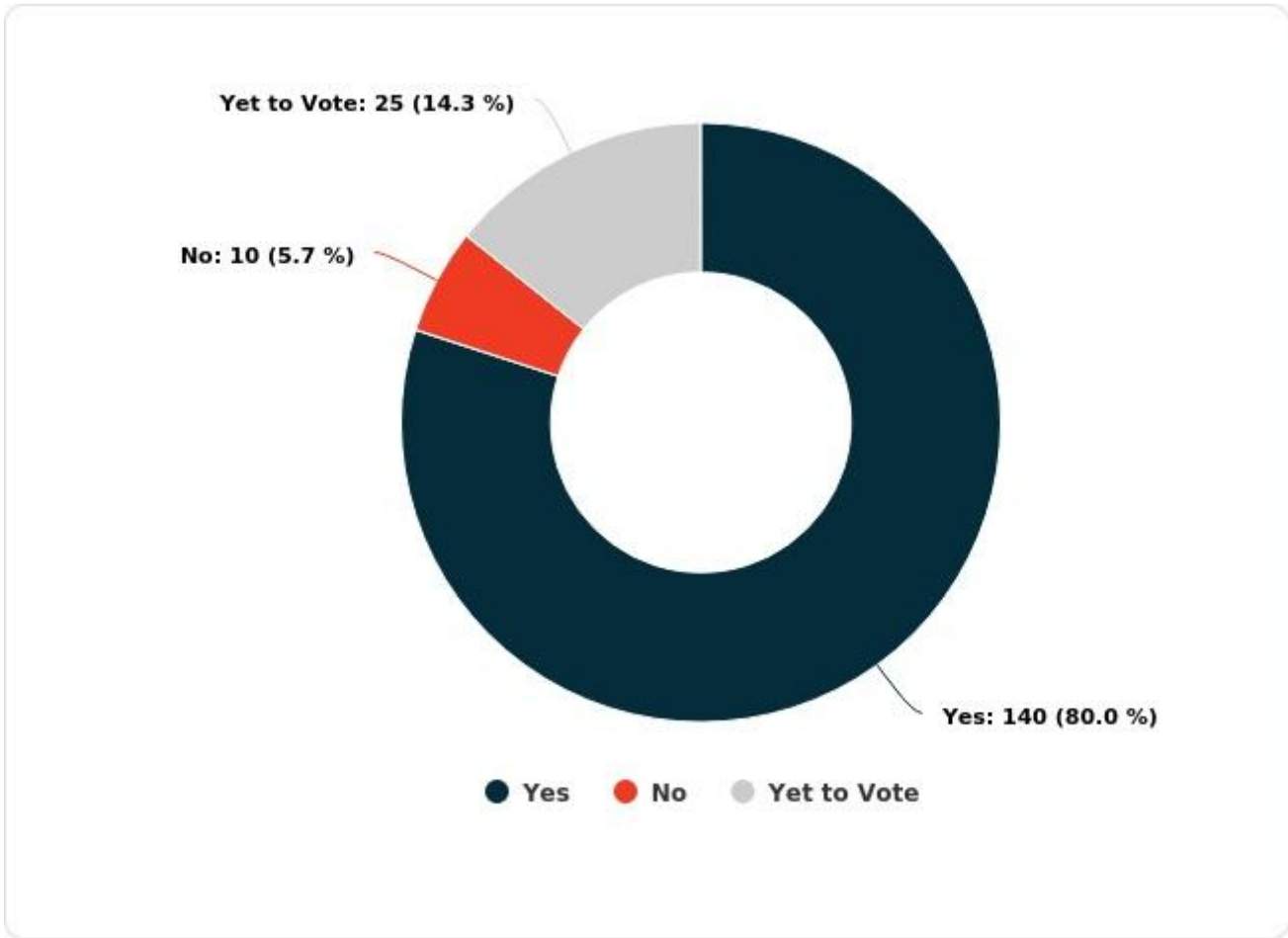
12. The action to include the of placing signage in front and behind the camera car for the duration of the shift that states for example but not limited to “Camera Car Ahead / Slow Down for Safety”, unless there is an imminent risk to health and safety?



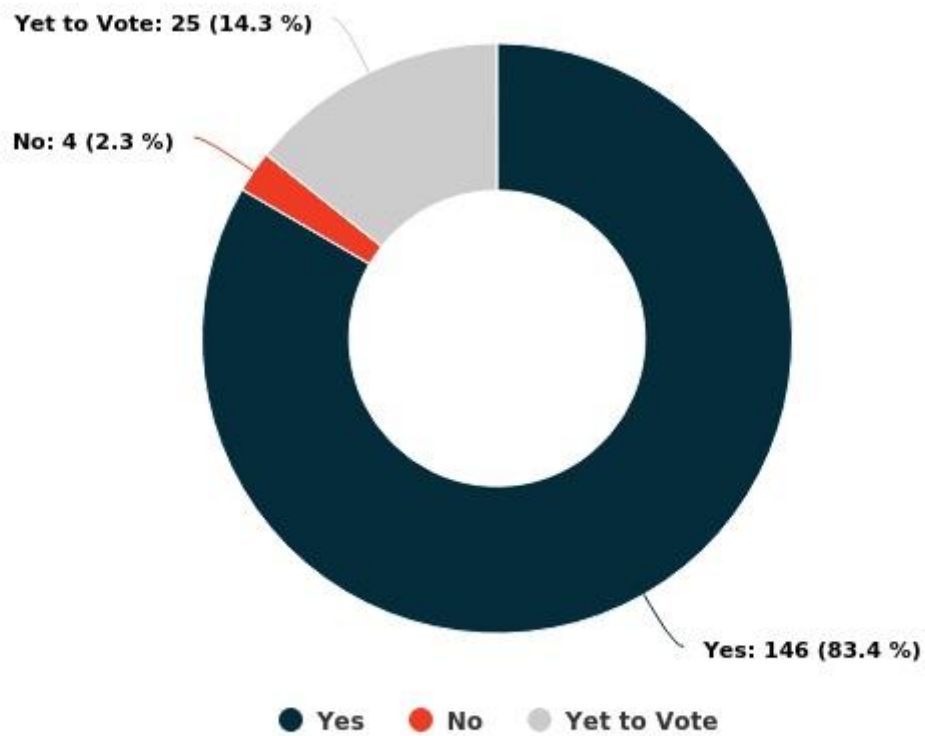
13. The inclusion of camera car operation sessions being conducted with the car's hazard lights and headlights operating for the duration of the shift, unless there is an imminent risk to health and safety?



14. Indefinite or periodic ban on swapping of camera cars either at Tullamarine or at highway patrols or Vehicle Storage Locations?

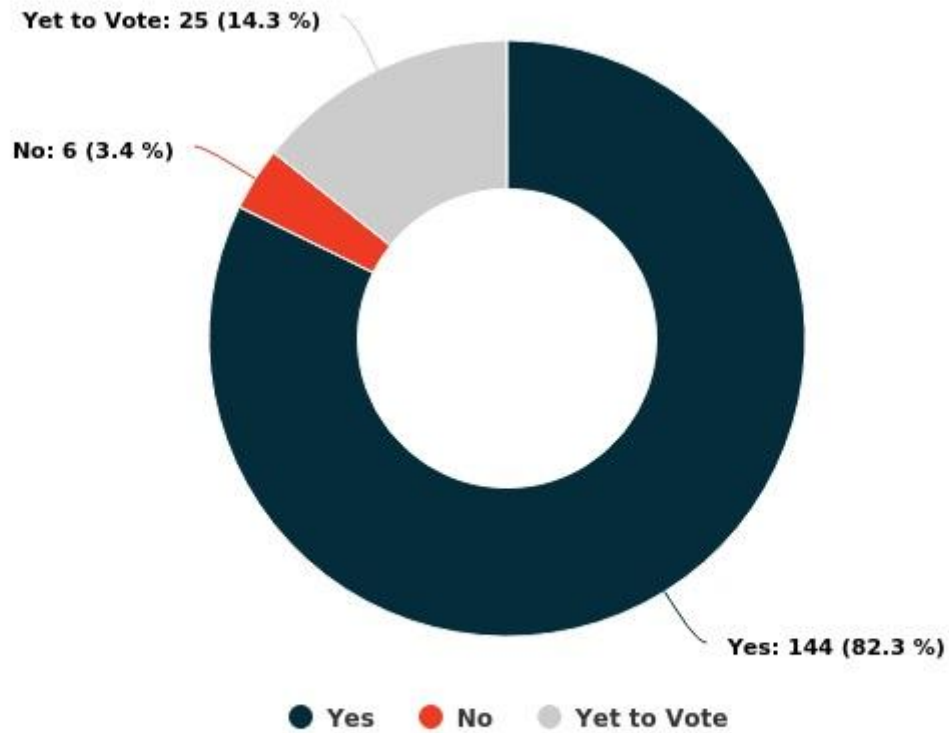


15. Indefinite or periodic ban on the use of Co-pilot program?

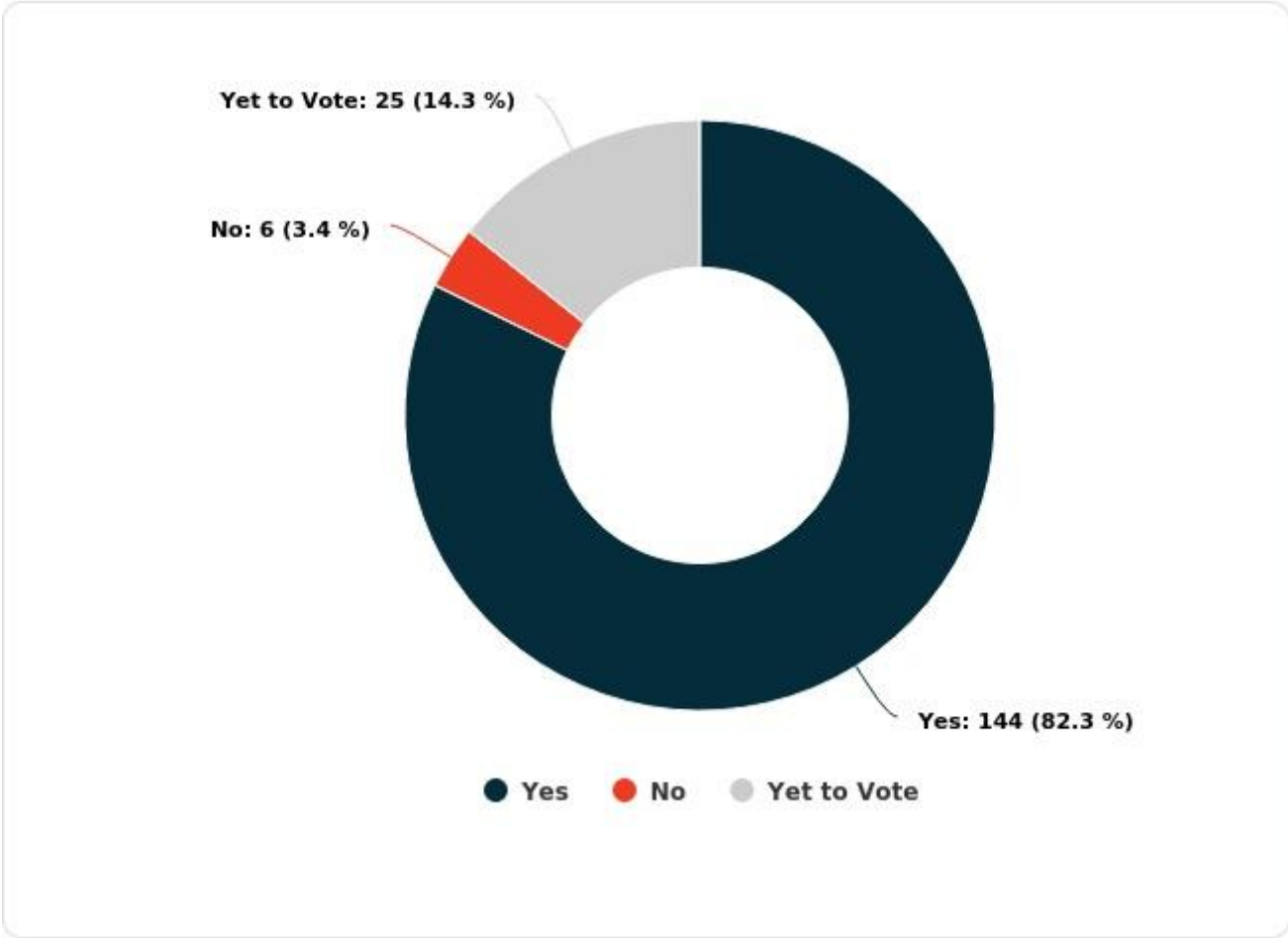




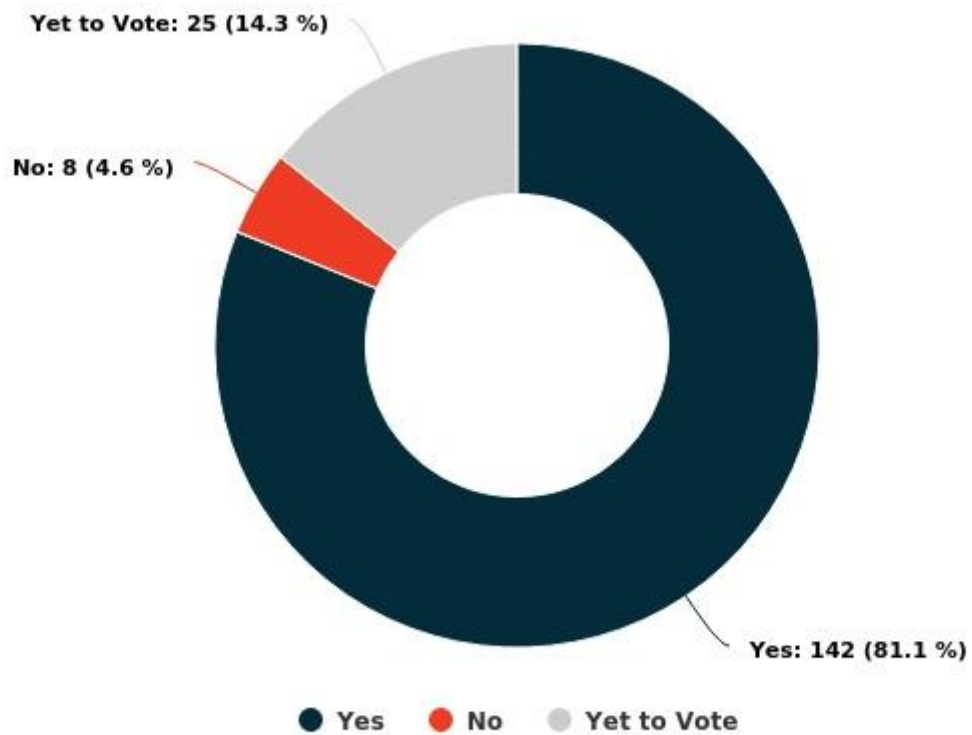
16. Indefinite or periodic ban on Mentoring?



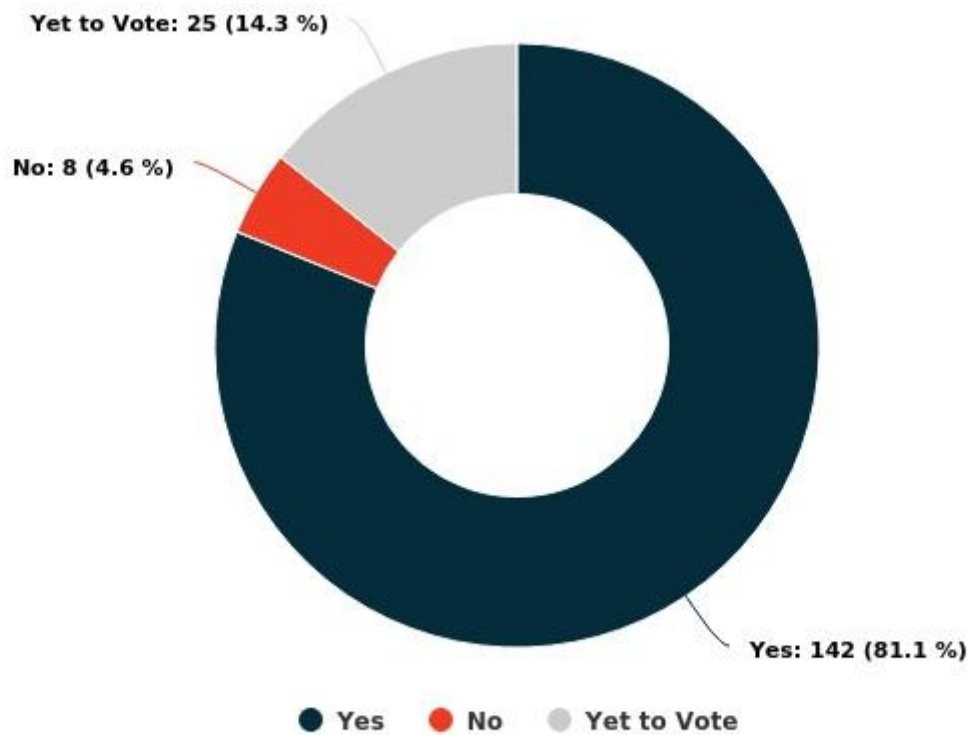
17. Indefinite or periodic ban on assisting training?



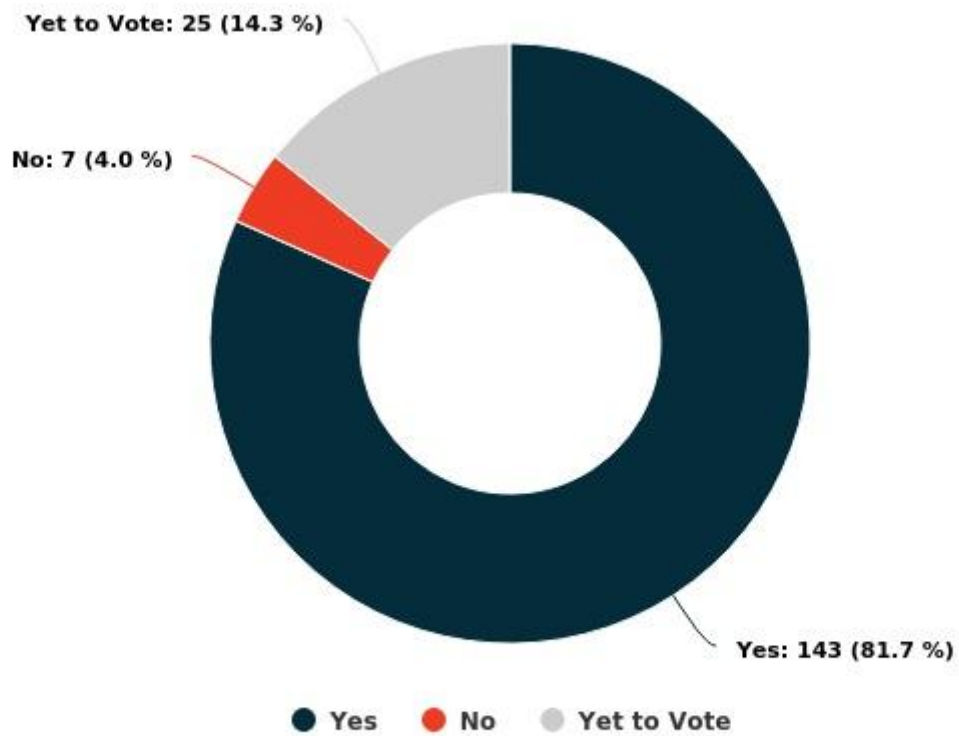
18. Indefinite or periodic ban on the swapping out and return of damaged/repaired car parts to suppliers such as damaged tyres to repair vendors?



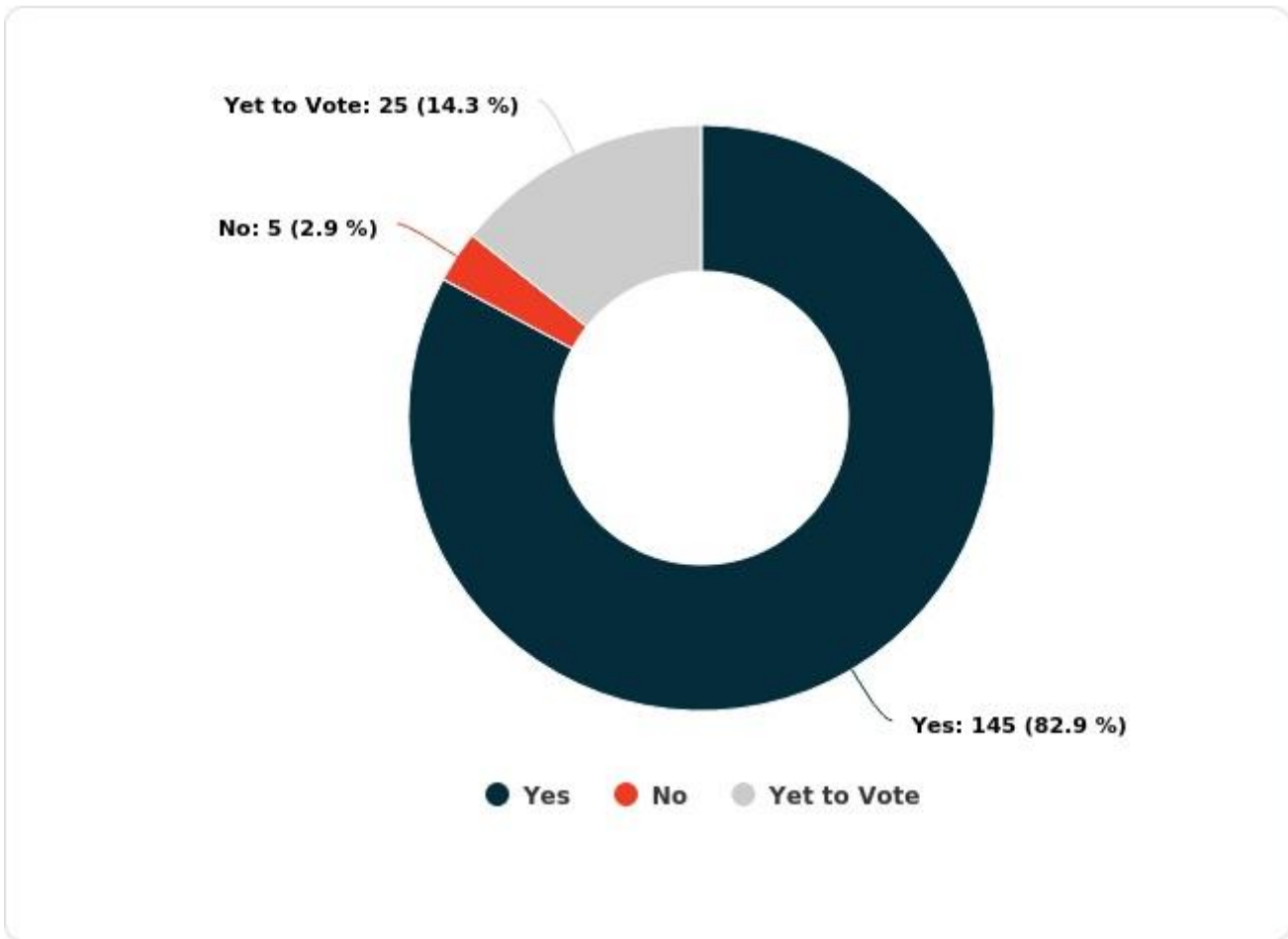
19. Indefinite or periodic ban on waiting for RACV or other tow truck or mobile repair operators at VSLs or highway patrols?



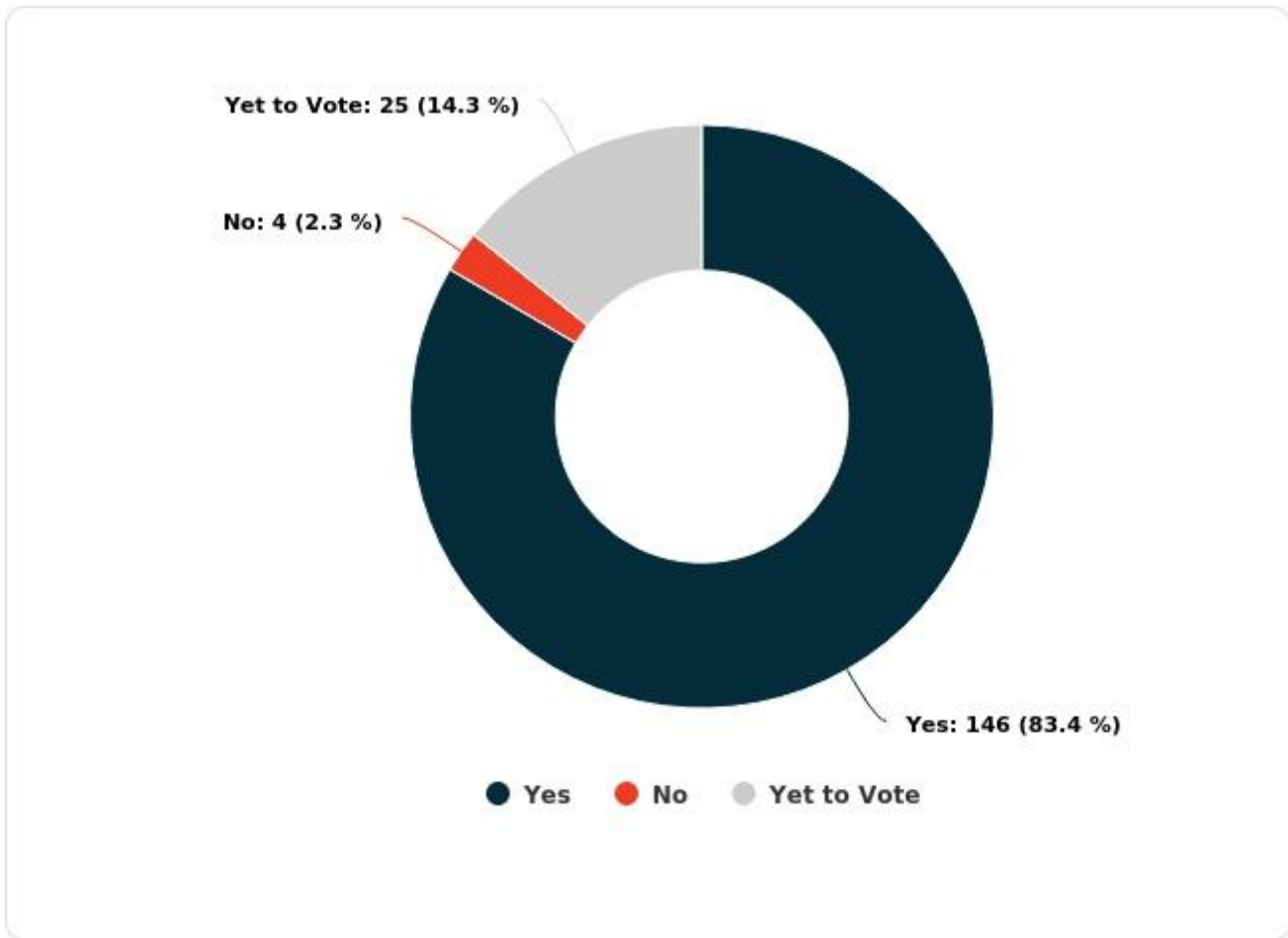
20. Indefinite or periodic ban on site audits?



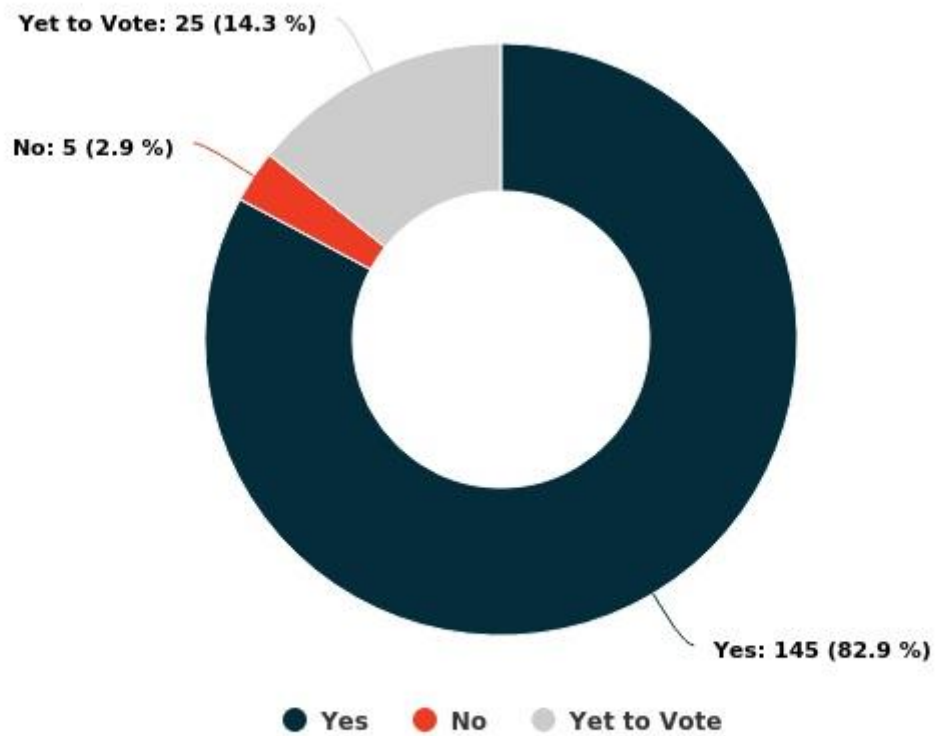
21. Indefinite or periodic ban on any task as requested by Serco that is outside the scope of rostered camera sessions only?



22. Indefinite or periodic ban by pausing of a camera session for up to 14 minutes for unlimited times during a session?

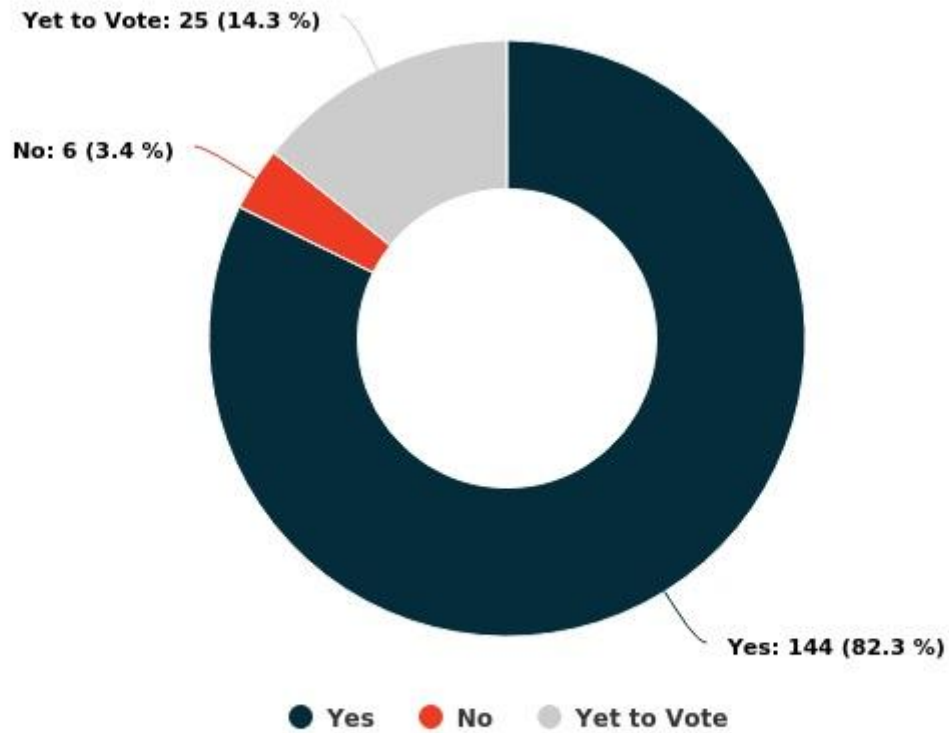


23. An unlimited number of stoppages of work for the duration of 30 minutes?

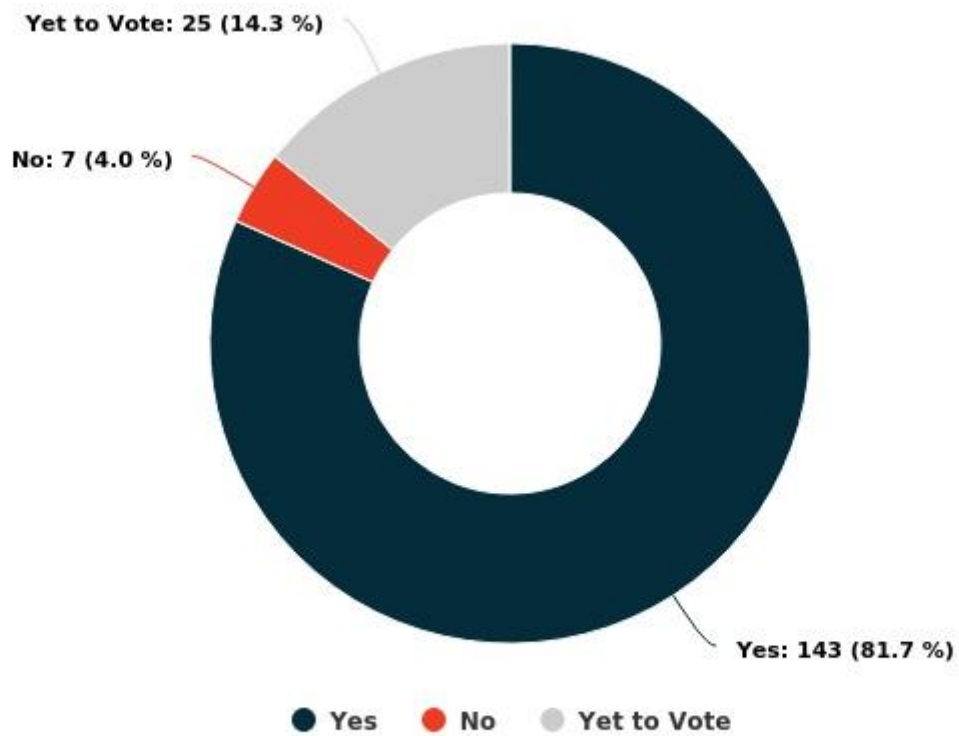




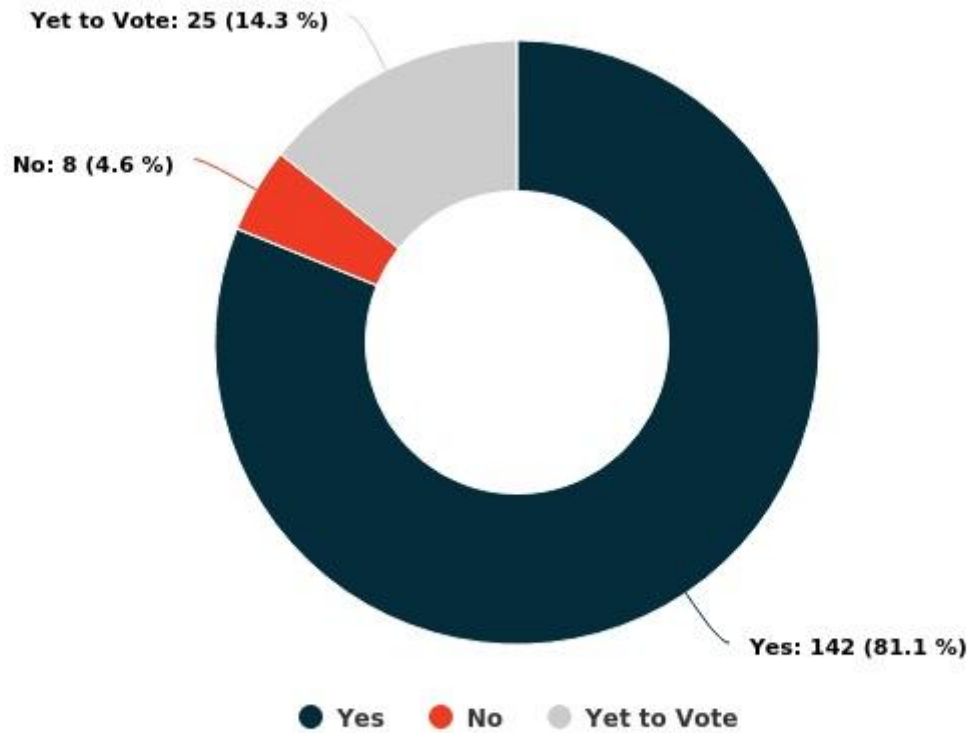
24. An unlimited number of stoppages of work for the duration of 1 hour?



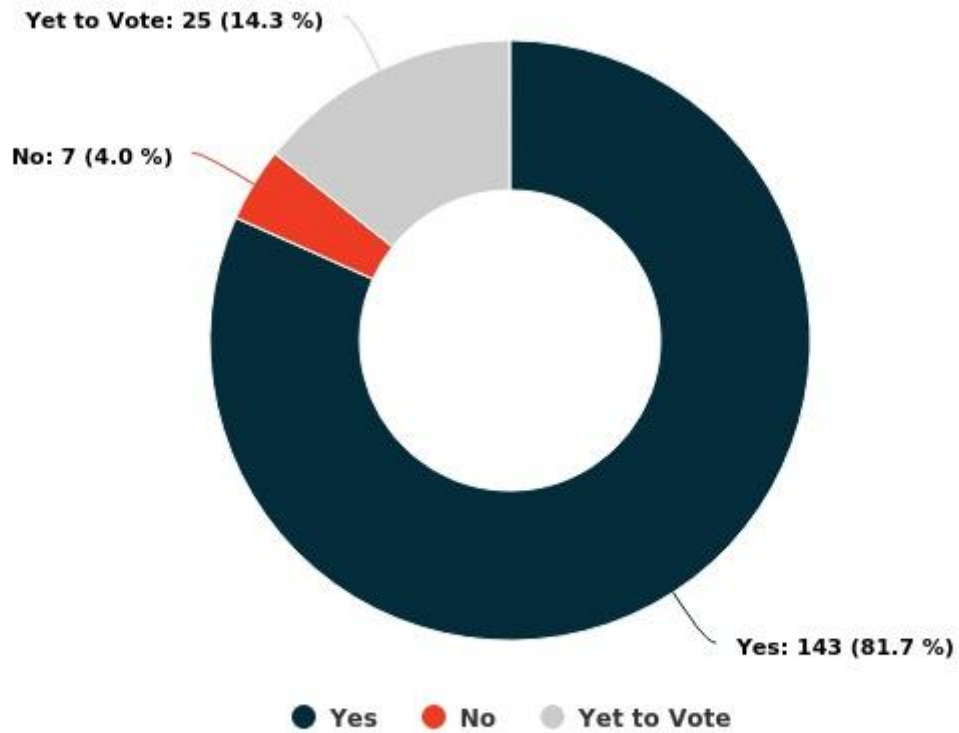
25. An unlimited number of stoppages of work for the duration of 2 hours?



26. An unlimited number of stoppages of work for the duration of 8 hours?



27. An unlimited number of stoppages of work for the duration of 24 hours?



## 2. Vero Voting Independence Declaration

CPSU v Serco Traffic Camera Services PAB B2023/1304 vote has been managed and declared independent of The Community and Public Sector Union, Serco Traffic Camera Services or Fair Work.

No individual vote has been disclosed to The Community and Public Sector Union, Serco Traffic Camera Services and Fair Work.

The Protected Action Ballot vote result has been audited and the declared result is assured.

Regards,



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Greg Mitchell  
**Director,**

**Vero Engagement and Voting Solutions Pty Ltd**

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