



Reference: 2022/5449

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

Gerald UPHAM
CPSU, the Community and Public Sector Union
geraldupham@wapou.asn.au

John HARRISON
Serco Australia Pty Ltd T/A Serco
John.Harrison5@serco-ap.com

Declaration of results - PAB Order: B2022/298

Pursuant to the Protected Action Ballot Order B2022/298 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)	147
Postal votes returned by voters	58
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	58
Percentage of postal votes returned*	38.78

*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.

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement with Serco Australia Pty Ltd, authorise industrial action in the form of:

	Question	Yes	No	Informal
1	1. An unlimited number of stoppages of work for periods of up to 1 hour?	55	2	0
2	2. An unlimited number of stoppages of work for periods of between 1 hour and up to and including 24 hours?	54	3	0
3	3. Noncompliance with uniform policy, such as the wearing of badges and stickers, to be organised or engaged in for consecutive periods?	40	17	0

4	4. A ban on urine testing supervision and collection which may be organised or engaged in for consecutive periods?	39	18	0
5	5. Indefinite or periodic ban on processing and supervising prisoner visits which may be organised or engaged in for consecutive periods?	51	6	0
6	6. Indefinite or periodic ban on processing prisoner telephone call applications which may be organised or engaged in for consecutive periods?	47	10	0
7	7. Indefinite or periodic ban on the performance of overtime?	42	15	0
8	8. Indefinite or periodic ban on the performance of service escorts?	51	6	0
9	9. Indefinite or periodic ban on providing of statistics or data for official reports?	50	7	0
10	10. An unlimited number of actions in the form of providing an authorised CPSU statement in emails, auto-reply messages and voicemail?	52	5	0
11	11. Action in the form of attendance for work at the gate area will be no earlier than two (2) minutes before the rostered time which may be organised or engaged in for consecutive days?	54	3	0
12	12. Indefinite or periodic industrial action in the form of not complying with the Serco Australia Pty Ltd restrictions on public comment, including to the media as set out in the Company's policies and codes of conduct on staffs industrial issues?	50	7	0
13	13. Indefinite or periodic industrial action in the form of completing any required Covid testing on site and not before the commencement of duty?	49	8	0
14	14. Indefinite or periodic industrial action in the form of strict adherence to safe adaptive regimes?	56	1	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) 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Hannah Paech-Mcmahon
Returning Officer
Delegate of the Ballot Agent
Australian Electoral Commission
25/05/2022

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

www.aec.gov.au