



Ballot Report

# B2026-425 Protected Action Ballot

CPSU the Community and Public Sector Union

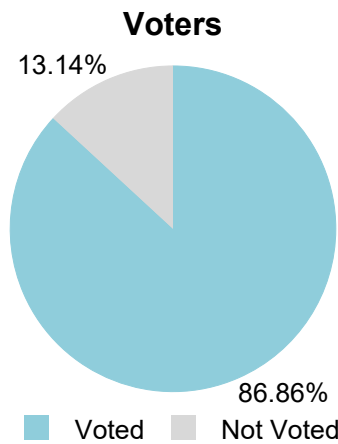
4 May 2026 to 13 May 2026

## Ballot Report

The following ballot report is for B2026-425 Protected Action Ballot conducted by TrueVote on behalf of CPSU the Community and Public Sector Union. The ballot was live from 4/5/26 12:00 PM AEST to 13/5/26 12:00 PM AEST.

### Voter Roll

The voter roll for the ballot consisted of 137 registered voters. 119 voters responded to the ballot notification sent out by TrueVote.



### Voter Notifications

The following notifications were sent to the Voter roll by TrueVote as part of conducting the ballot.

Note: All times are shown in Eastern Australia Time.

B2026-425 Protected Action Ballot

<b>Subject</b>	<b>Date</b>	<b>Type</b>	<b>Event</b>
Notice - B2026-425 Protected Action Ballot	4/5/26 8:00 AM	Email	Generic
Vote Open - B2026-425 Protected Action Ballot	4/5/26 12:00 PM	Email	Voting open
SMS Vote Open	4/5/26 12:00 PM	SMS	Voting open
Vote Reminder - B2026-425 Protected Action Ballot	8/5/26 8:00 AM	Email	Voting reminder
SMS Reminder	8/5/26 8:00 AM	SMS	Voting reminder
Vote Reminder - B2026-425 Protected Action Ballot	13/5/26 8:00 AM	Email	Voting reminder
SMS Reminder	13/5/26 8:00 AM	SMS	Voting reminder

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:

1. Indefinite ban on engagement with management communications:

Employees will not check, answer, or respond to communications or directions issued by GEO management (employees not covered by the Enterprise Agreement). This includes, but is not limited to, phone calls, emails, text messages, social media communications, meetings, briefings, or any other form of communication. This ban does not apply in circumstances where there is an immediate risk to the health and safety of employees or prisoners; in such circumstances, communication will occur via radio in accordance with usual operational practice.

<b>Response</b>	<b>Result</b>	<b>% of Total (137)</b>	<b>% of Response Rate (119)</b>
YES	114	83.21%	95.80%
NO	5	3.65%	4.20%

2. Indefinite ban on the administrative requirements associated with SDO23:

Employees will not complete, sign, or submit case management paperwork (including file notes) required under SDO23. This ban applies solely to the administrative component of SDO23. Discussions between prisoners and staff will continue where there is any concern relating to the prisoner's wellbeing and will be reported in accordance with existing policy and procedures.

<b>Response</b>	<b>Result</b>	<b>% of Total (137)</b>	<b>% of Response Rate (119)</b>
YES	117	85.40%	98.32%
NO	2	1.46%	1.68%

3. Indefinite ban on early entry to Fulham Correctional Centre:

Employees will not enter the Fulham Correctional Centre reception area earlier than two (2) minutes prior to their rostered shift commencement time. Scanning on and proceeding through barrier control will occur during rostered shift time.

<b>Response</b>	<b>Result</b>	<b>% of Total (137)</b>	<b>% of Response Rate (119)</b>
YES	113	82.48%	94.96%
NO	6	4.38%	5.04%

## 4. Indefinite action to facilitate member meetings:

Prisoners will be locked down 30 minutes earlier than the usual time (7:00 PM weekday and 5:30PM weekends and public holidays) to allow CPSU members to meet and discuss the day's bargaining activities. This action is implemented to provide members with the opportunity to participate in discussions relating to the progress of enterprise bargaining.

<b>Response</b>	<b>Result</b>	<b>% of Total (137)</b>	<b>% of Response Rate (119)</b>
YES	117	85.40%	98.32%
NO	2	1.46%	1.68%

## 5. Indefinite action to facilitate member meetings:

Prisoners will be unlocked 30 minutes later than the usual time (7:30 AM weekdays and 7:20AM weekends and public holidays) to allow CPSU members to meet and discuss the day's bargaining activities. This action is implemented to provide members with the opportunity to participate in discussions relating to the progress of enterprise bargaining.

<b>Response</b>	<b>Result</b>	<b>% of Total (137)</b>	<b>% of Response Rate (119)</b>
YES	116	84.67%	97.48%
NO	3	2.19%	2.52%

## 6. Indefinite ban on compliance with the GEO media communications policy:

Employees will not comply with the GEO (Fulham Correctional Centre) policy that restricts employees from communicating with the media. This action allows members to speak with media representatives regarding workplace matters and enterprise bargaining issues. This ban does not allow disclosure of confidential, security-sensitive or prisoner information to the media.

<b>Response</b>	<b>Result</b>	<b>% of Total (137)</b>	<b>% of Response Rate (119)</b>
YES	114	83.21%	95.80%
NO	5	3.65%	4.20%

## 7. Indefinite bans on wearing ties or scarves?

<b>Response</b>	<b>Result</b>	<b>% of Total (137)</b>	<b>% of Response Rate (119)</b>
YES	118	86.13%	99.16%
NO	1	0.73%	0.84%

## 8. Indefinite bans on conducting urinalysis testing?

<b>Response</b>	<b>Result</b>	<b>% of Total (137)</b>	<b>% of Response Rate (119)</b>
YES	117	85.40%	98.32%
NO	2	1.46%	1.68%

## 9. Indefinite bans on assisting non-compliant visitors to meet entry requirements?

<b>Response</b>	<b>Result</b>	<b>% of Total (137)</b>	<b>% of Response Rate (119)</b>
YES	112	81.75%	94.12%
NO	7	5.11%	5.88%

## 10. Indefinite ban on staff redeployment:

Employees will not accept or undertake redeployment from their rostered post or assigned unit within Fulham Correctional Centre, or to any other GEO correctional facility. Employees will remain at their rostered post or assigned unit for the duration of their shift. This ban does not apply where redeployment is required for immediate safety or operational emergency reasons.

<b>Response</b>	<b>Result</b>	<b>% of Total (137)</b>	<b>% of Response Rate (119)</b>
YES	114	83.21%	95.80%
NO	5	3.65%	4.20%

## 11. Indefinite ban on backfilling and additional hours:

Employees will not undertake backfilling of vacant shifts or work hours in excess of 84 hours per fortnight for full-time and casual employees, or in excess of their contracted hours for part-time employees. This ban includes the refusal of overtime or additional shifts beyond these limits. This ban applies to all members covered by the EA.

<b>Response</b>	<b>Result</b>	<b>% of Total (137)</b>	<b>% of Response Rate (119)</b>
YES	98	71.53%	82.35%
NO	21	15.33%	17.65%

## 12. Indefinite ban on non-urgent external prisoner escorts:

Employees will not perform non-urgent external prisoner escorts. "Non-urgent external escorts" are prisoner movements not required for immediate medical care, legal obligations, or critical security needs. This ban does not apply to urgent escorts, including medical emergencies, time-critical court appearances, or other immediate operational or security requirements.

<b>Response</b>	<b>Result</b>	<b>% of Total (137)</b>	<b>% of Response Rate (119)</b>
YES	116	84.67%	97.48%
NO	3	2.19%	2.52%

## 13. Indefinite action: Staffing requirement for urgent external prisoner escorts:

All urgent external prisoner escorts must be conducted with a minimum of three (3) correctional officers.

<b>Response</b>	<b>Result</b>	<b>% of Total (137)</b>	<b>% of Response Rate (119)</b>
YES	116	84.67%	97.48%
NO	3	2.19%	2.52%

14. Indefinite operational limitation Prisoner movements:

Prisoner intake duties by members will be limited to a maximum of 10 prisoners per day, and prisoner discharges duties by members will be limited to a maximum of 6 prisoners per day.

<b>Response</b>	<b>Result</b>	<b>% of Total (137)</b>	<b>% of Response Rate (119)</b>
YES	115	83.94%	96.64%
NO	4	2.92%	3.36%

## Responses By Date

<b>Date</b>	<b>Votes</b>	<b>% of Total (137)</b>	<b>% of Response Rate (119)</b>
4 May 26	70	51.09%	58.82%
5 May 26	19	13.87%	15.97%
6 May 26	7	5.11%	5.88%
7 May 26	2	1.46%	1.68%
8 May 26	8	5.84%	6.72%
9 May 26	5	3.65%	4.20%
10 May 26	1	0.73%	0.84%
11 May 26	1	0.73%	0.84%
12 May 26	3	2.19%	2.52%
13 May 26	3	2.19%	2.52%

Systems / Security / Help Desk

There was no suspicious activity detected during the ballot period.  
Voter assistance was provided throughout the ballot.



13 May 2026

Stephen Donaldson

TrueVote Returning Officer