



Reference: 2021/6750

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2021/1185

Pursuant to the Protected Action Ballot Order B2021/1185 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) | 37 |
| Postal votes returned by voters | 25 |
| Postal votes rejected at the preliminary scrutiny | 0 |
| Postal votes admitted to further scrutiny | 25 |
| Percentage of postal votes returned* | 67.57 |

*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 G4S Custodial Services Pty Ltd, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot with 3 working days of written notice, separately, concurrently and/or consecutively in the form of:

In support of reaching an enterprise agreement with G4S Custodial Services Pty Ltd, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot with 5 working days of written notice, separately, concurrently and/or consecutively in the form of:

| | Question | Yes | No | Informal |
|---|---|-----|----|----------|
| 1 | Indefinite or periodic stoppages of 10 minutes? | 24 | 1 | 0 |
| 2 | Indefinite or periodic stoppages of 30 minutes? | 23 | 2 | 0 |
| 3 | Indefinite or periodic stoppages of 1 hour? | 24 | 1 | 0 |
| 4 | Indefinite or periodic stoppages of 2 hours? | 22 | 2 | 1 |

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|----|--|----|---|---|
| 5 | Interrupting work periodically, over an indefinite period or for specified periods in order to write messages representing the concerns of members regarding the enterprise agreement negotiations on the public-facing external windows of the reception building at MCC using non-permanent markers including areas where external stakeholders and visitors have access? | 24 | 1 | 0 |
| 6 | Indefinite or periodic industrial action in the form of a ban on the recording, collection or forwarding of data for the purposes of filling out either paper-based or computer-based compliance checklists? | 24 | 1 | 0 |
| 7 | Indefinite or periodic industrial action in the form of a ban on the supply of statistics, data or information for meetings with management, except where an imminent threat to health and safety exists? | 23 | 2 | 0 |
| 8 | Indefinite or periodic industrial action in the form of a ban on complying with rostered break times? | 23 | 2 | 0 |
| 9 | An unlimited number of days on which members will perform work differently by using radios to communicate messages regarding Enterprise Agreement negotiations and protected industrial action taken by CPSU members? | 24 | 1 | 0 |
| 10 | Indefinite or periodic industrial action in the form of a ban on clearing rubbish from cells from meals, refreshments and other items in cells? | 22 | 3 | 0 |
| 11 | Indefinite or periodic industrial action in the form of a ban on putting rubbish in skip bins? | 24 | 1 | 0 |
| 12 | Indefinite or periodic bans on the working of paid or unpaid overtime? | 22 | 2 | 1 |
| 13 | Indefinite or periodic industrial action in the form of a ban on mentoring new staff? | 24 | 1 | 0 |
| 14 | Indefinite or periodic industrial action in the form of a ban on providing on the job training new staff? | 23 | 2 | 0 |
| 15 | Indefinite or periodic industrial action in the form of a ban on complying with G4S Custodial Services Pty Ltd restrictions on public comment by employees as set out in their policies? | 23 | 2 | 0 |
| 16 | Interrupting work periodically, over an indefinite period or for specified periods in order to make information relating to enterprise bargaining and/or workplace matters (including, but not limited to, occupational health and safety, staffing levels, employee workloads and workplace morale) available to social media such as, but not limited to Facebook, Twitter, and Instagram? | 24 | 1 | 0 |
| 17 | Interrupting work periodically, over an indefinite period or for specified periods in order to make information relating to enterprise bargaining and/or workplace matters (including, but not limited to, occupational health and safety, staffing levels, employee workloads | 24 | 1 | 0 |

| | | | | |
|----|---|----|---|---|
| | and workplace morale) available to the media? | | | |
| 18 | An unlimited number of days on which members will perform work differently by removing any identifying or confidential information and making OH&S incident reports available to the media? | 24 | 1 | 0 |
| 19 | Interrupting work periodically, over an indefinite period or for specified periods in order to type or re-type, for the purpose of including in each document or communication to be sent to an external body or organisation, the following statement: 'The following message is authorised protected industrial action under the Fair Work Act 2009. Courts and Custody staff at MCC are currently taking protected industrial action because G4S Custodial Services Pty Ltd refuses to respect us and value our dedication, service and sacrifice to keep the Victorian community safe. We ask that you support us by contacting G4S Head Office on 9864 4044 and encourage G4S Custodial Services to value and respect their staff.' | 24 | 1 | 0 |
| 20 | Indefinite or periodic industrial action in the form of a ban on conducting prisoner escorts or movements with less than two officers? | 24 | 1 | 0 |
| 21 | Indefinite or periodic industrial action in the form of a ban on responding to emails from management unless an imminent risk to health and safety exists? | 24 | 1 | 0 |
| 22 | Indefinite or periodic stoppages of 4 hours? | 24 | 1 | 0 |
| 23 | Indefinite or periodic stoppages of 8 hour? | 23 | 2 | 0 |
| 24 | Indefinite or periodic stoppages of 24 hours? | 23 | 2 | 0 |
| 25 | Indefinite or periodic industrial action in the form of a ban of custody officers providing relieving duties for court functions? | 24 | 1 | 0 |
| 26 | Indefinite or periodic industrial action in the form of a ban of court officers providing relieving duties for custody functions? | 23 | 2 | 0 |
| 27 | Indefinite or periodic industrial action in the form of a ban on unlocking prisoners for an indefinite or specified period, unless an imminent risk to health and safety exists? | 24 | 1 | 0 |

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, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A

Catherine Budrodeen
Returning Officer
Delegate of the Ballot Agent
Australian Electoral Commission

11/02/2022

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