



# Declaration of Results

## Protected Action Ballot

CPSU, the Community and Public Sector Union

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Serco Australia Pty Ltd

(B2022/1251)

**Tuesday 14 September 2022 3:38pm  
AWST**

**Vero Engagement & Voting Solutions Pty Ltd**

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P: 08 6500 0810

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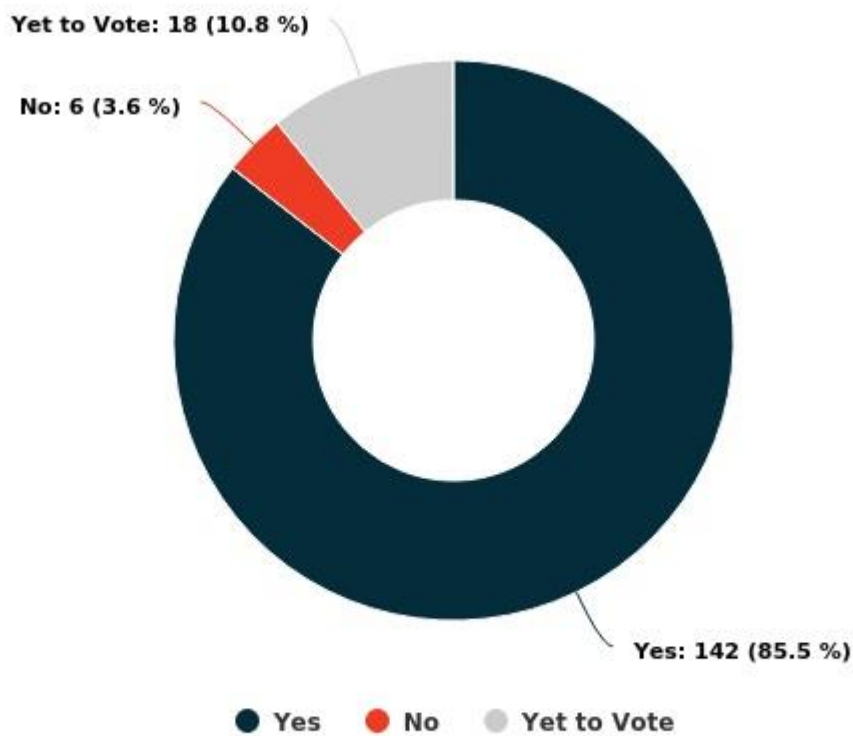
[www.verovoting.com.au](http://www.verovoting.com.au)

## 1. Vote Result

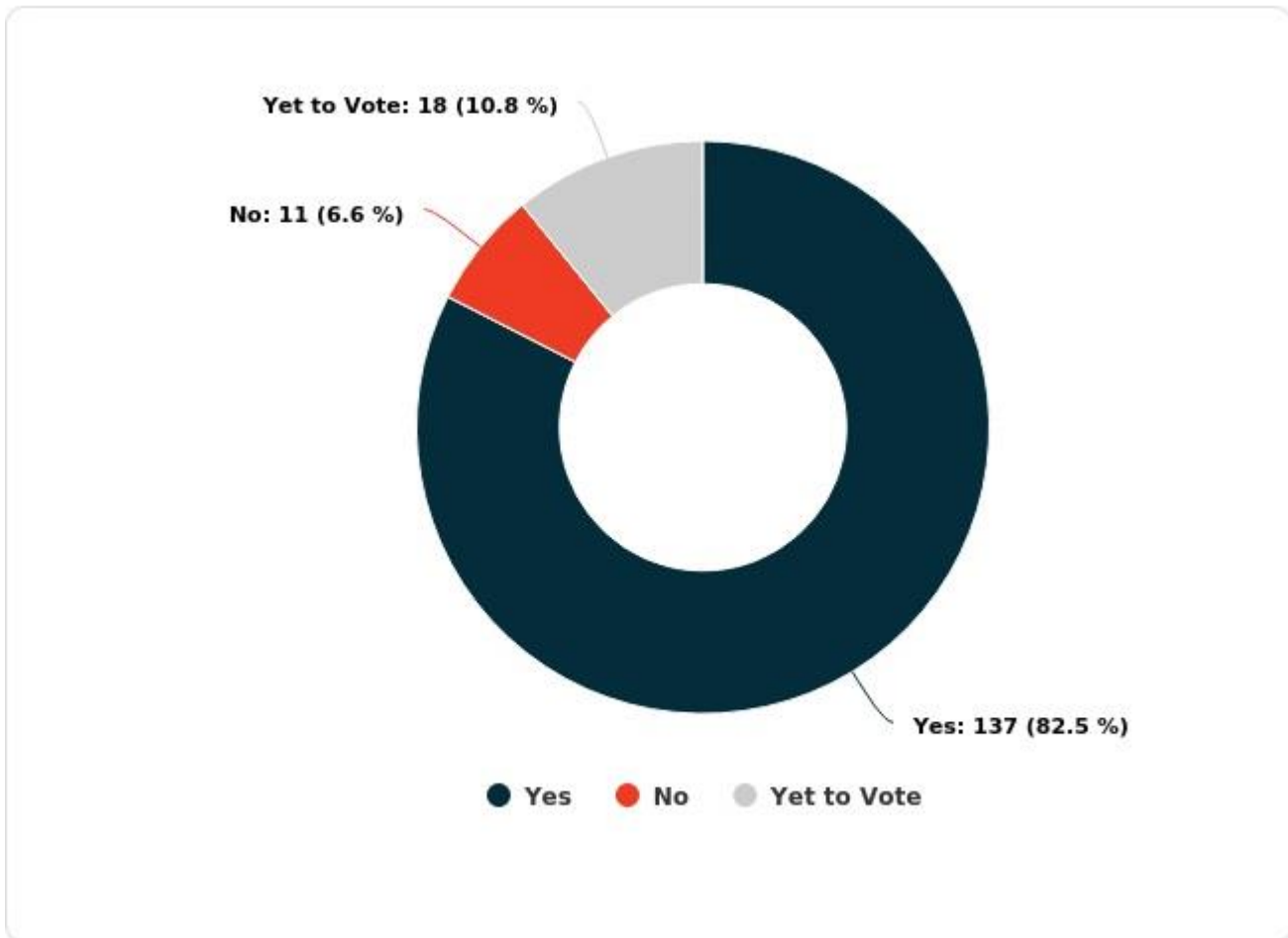
Total Eligible Voters: **166**  
Total Voted: **148 (89.1%)**  
Total Voted All Questions: **144 (86.7%)**

Final Vote Audit: 14 September 2022 9:35 AM AWST

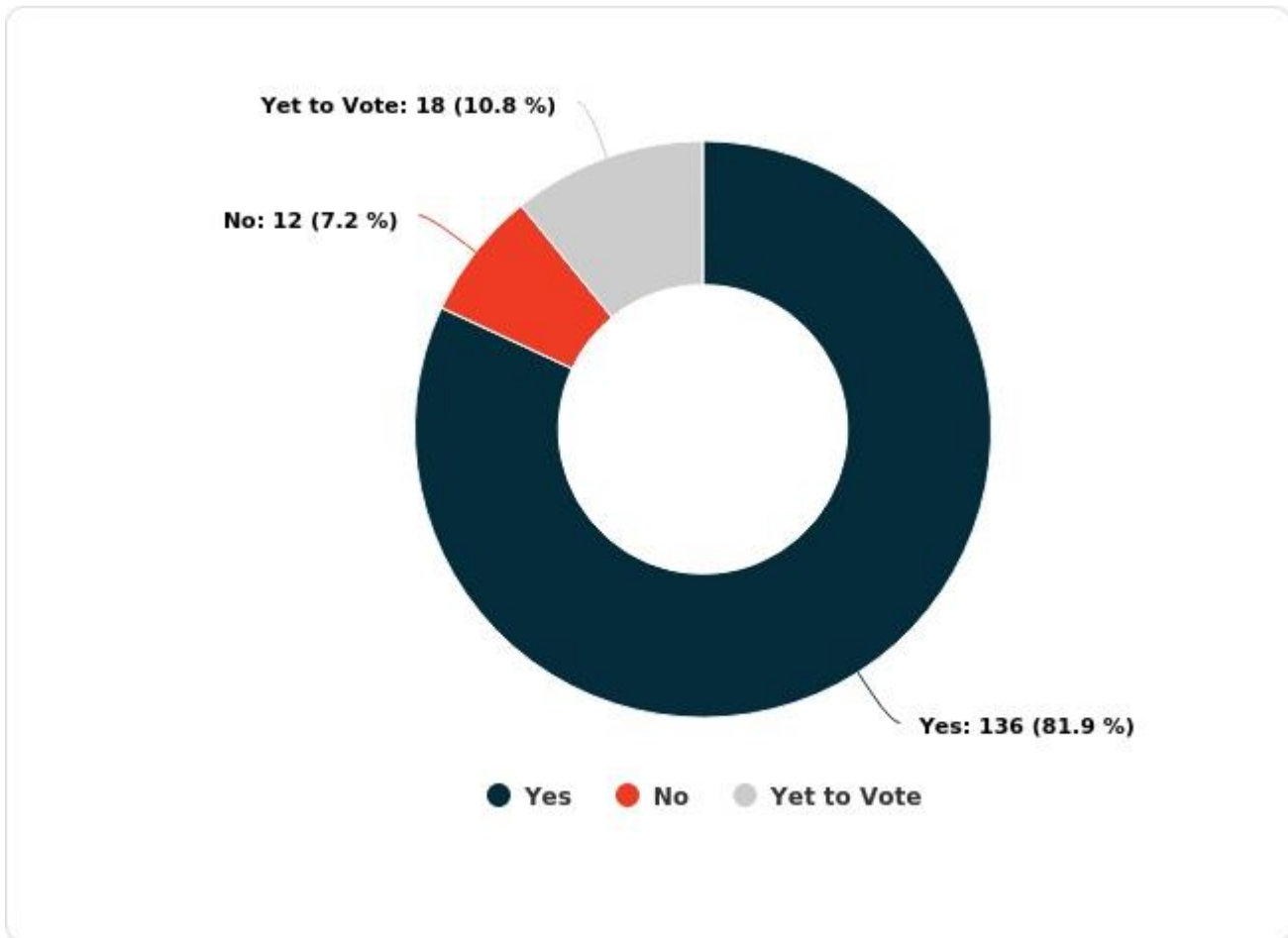
### 1. An indefinite number of one hour stoppages



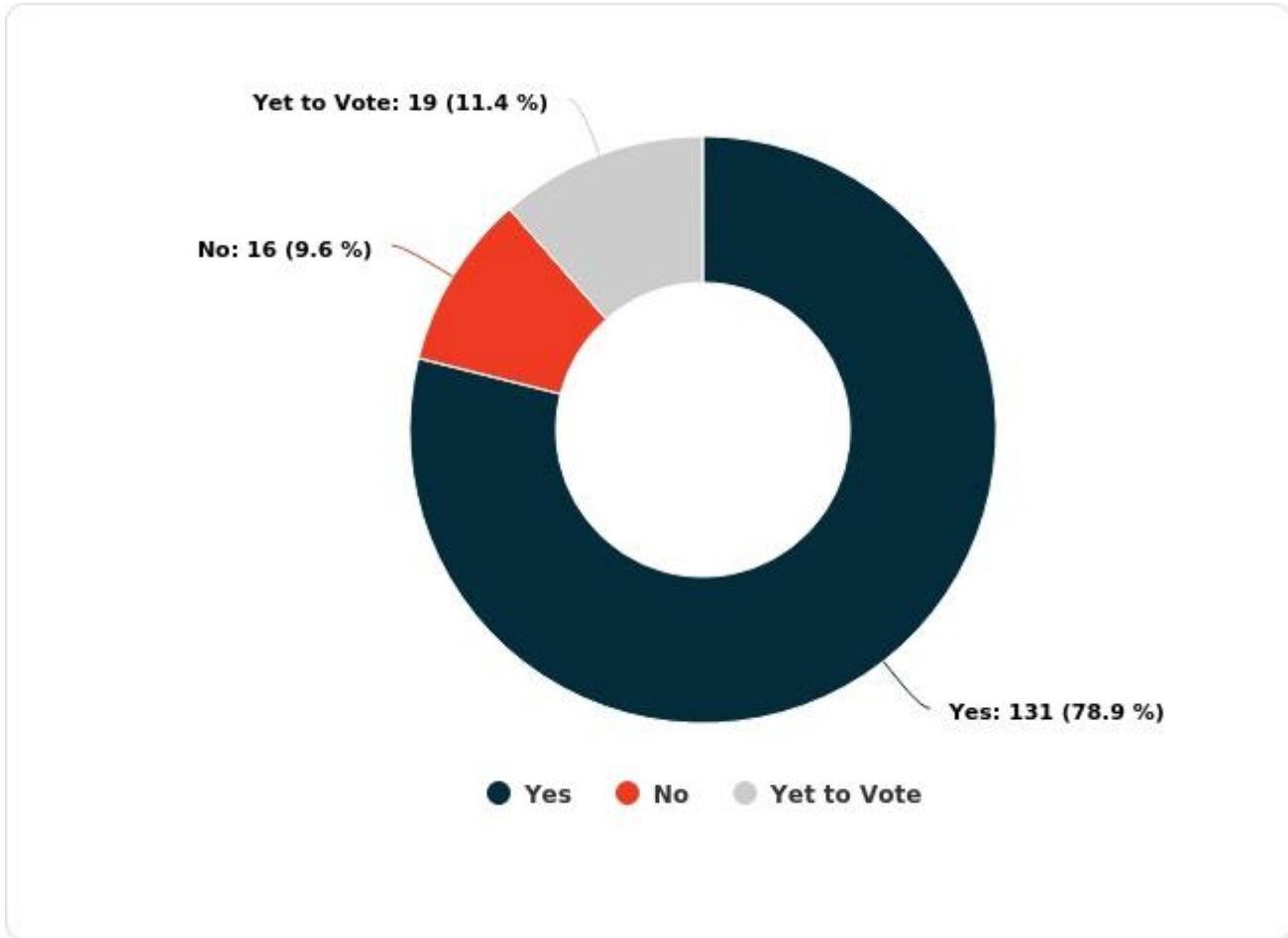
## 2. An indefinite number of two hour stoppages



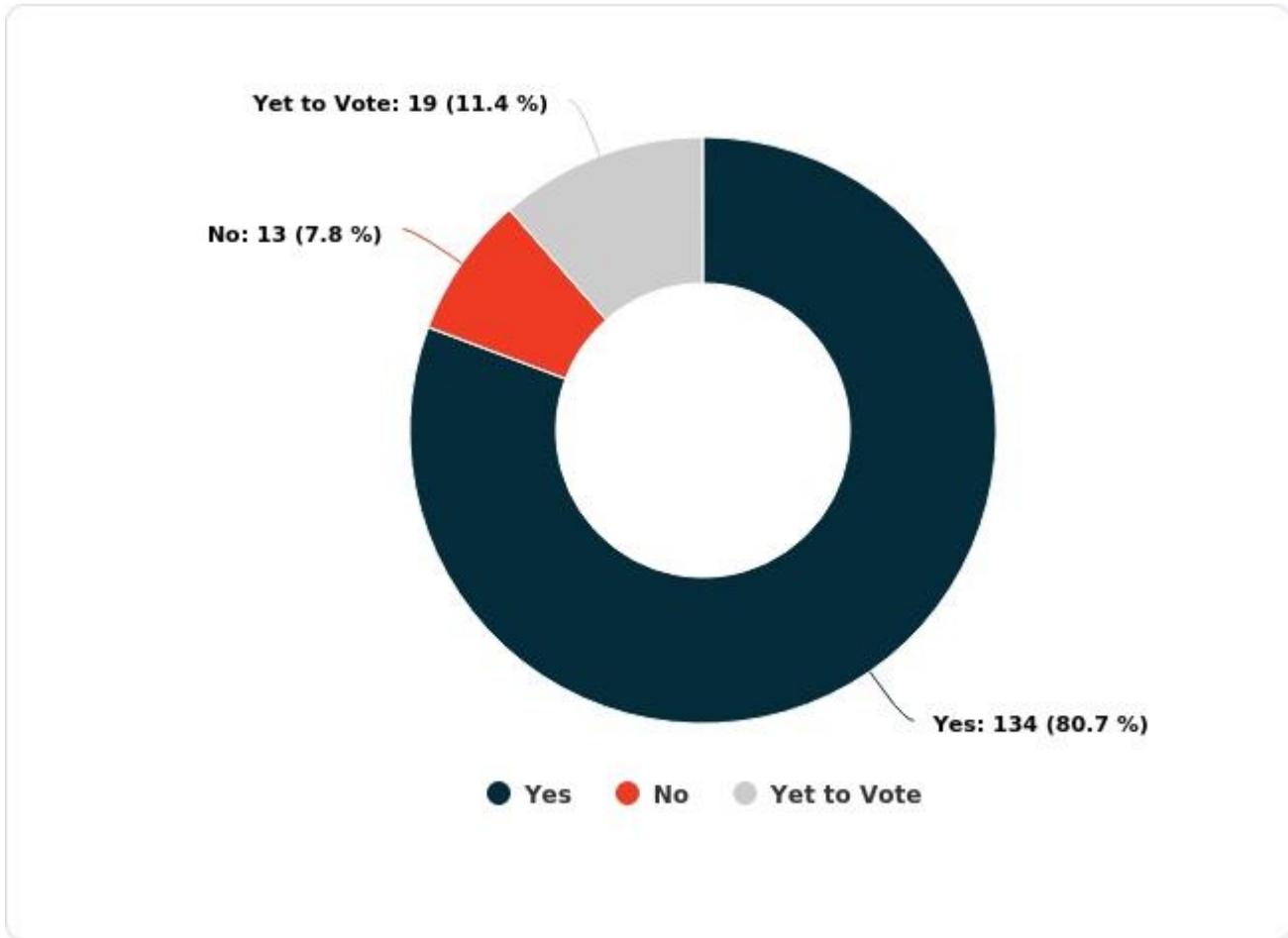
### 3. An indefinite number of four hour stoppages



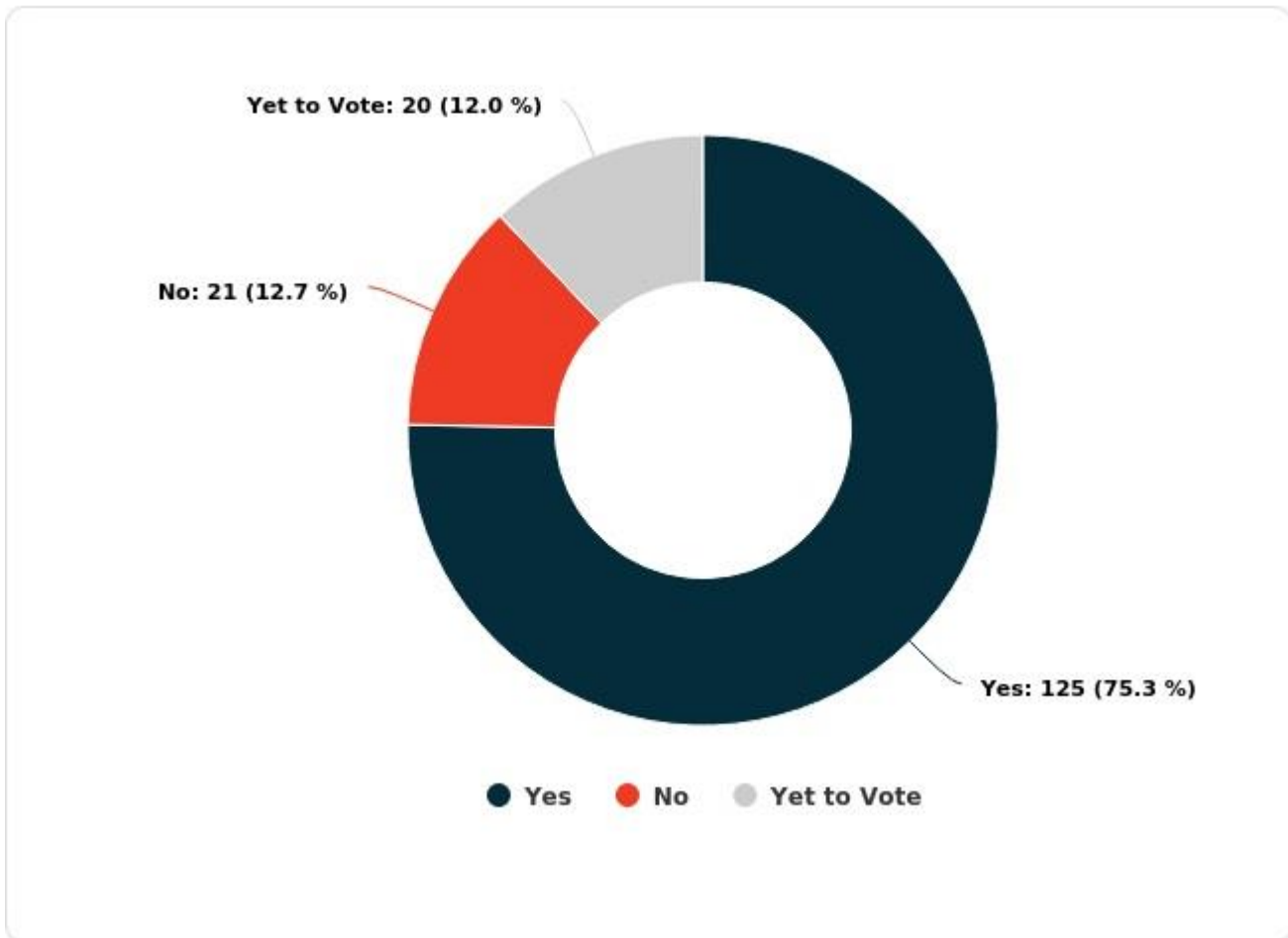
#### 4. An indefinite number of eleven hour stoppages



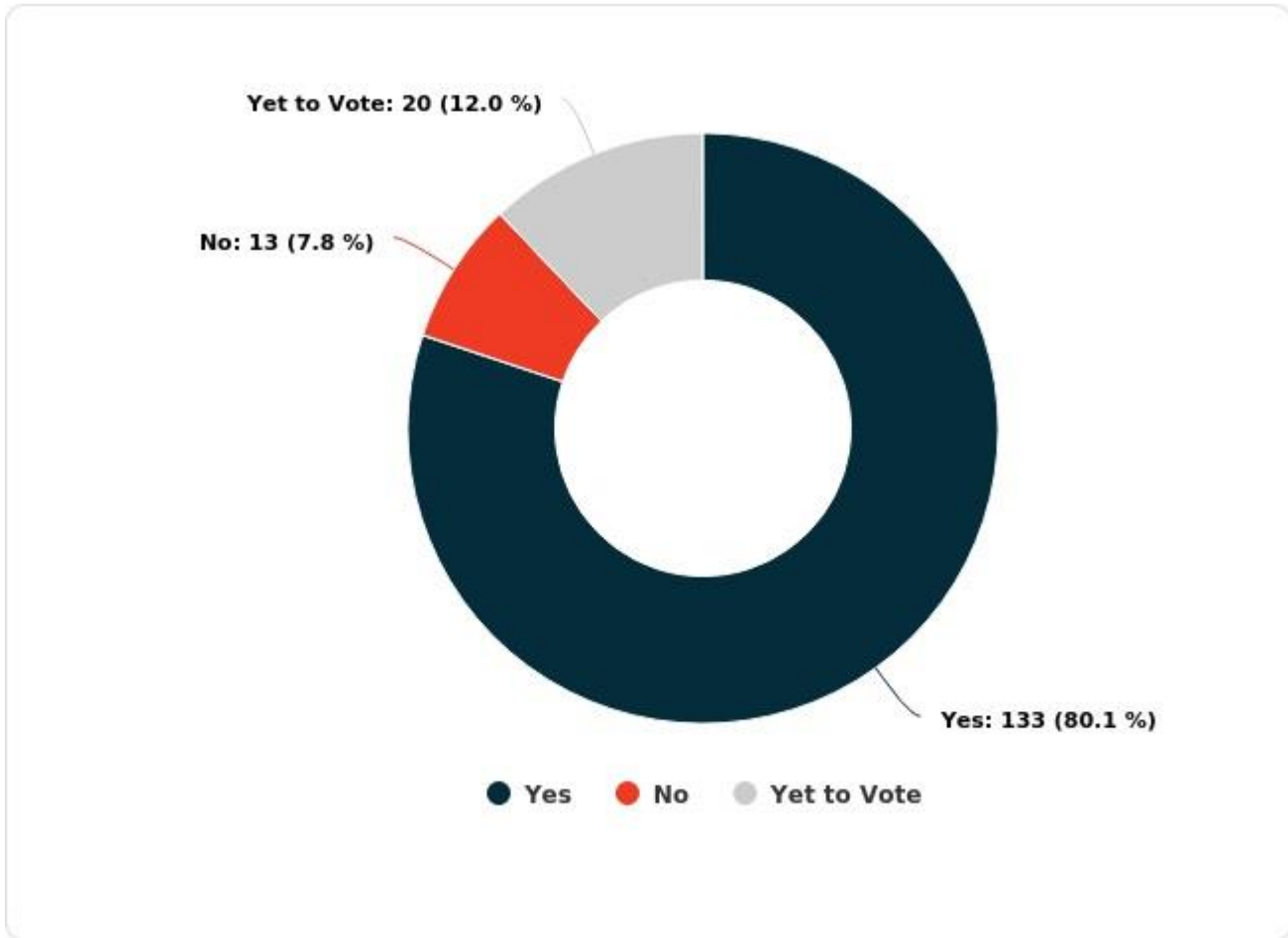
## 5. An indefinite number of twenty four hour stoppages



## 6. An indefinite or periodic ban on the supervision and collection of urine for testing from prisoners

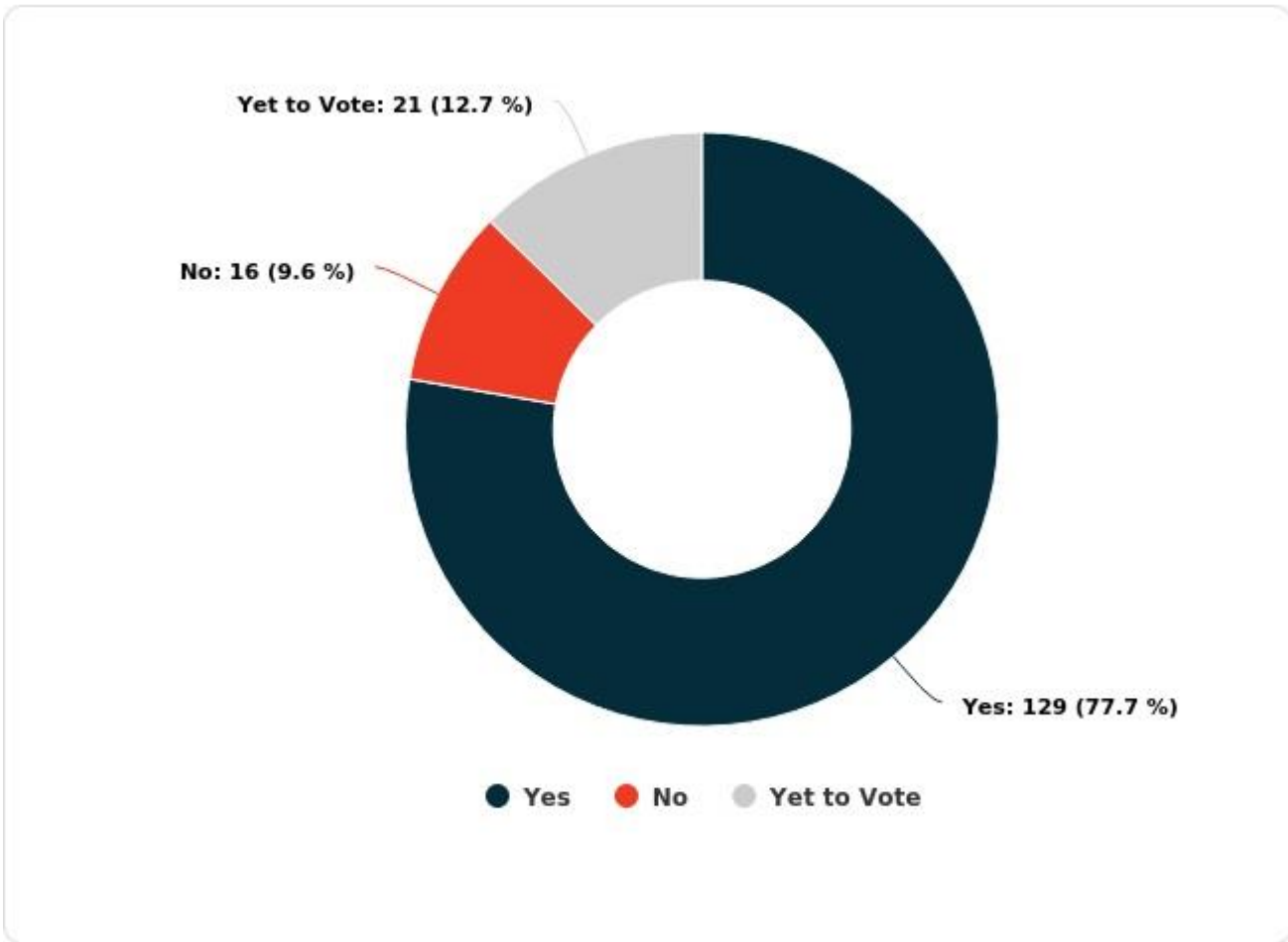


## 7. An indefinite or periodic ban on the processing and supervision of prisoner visits

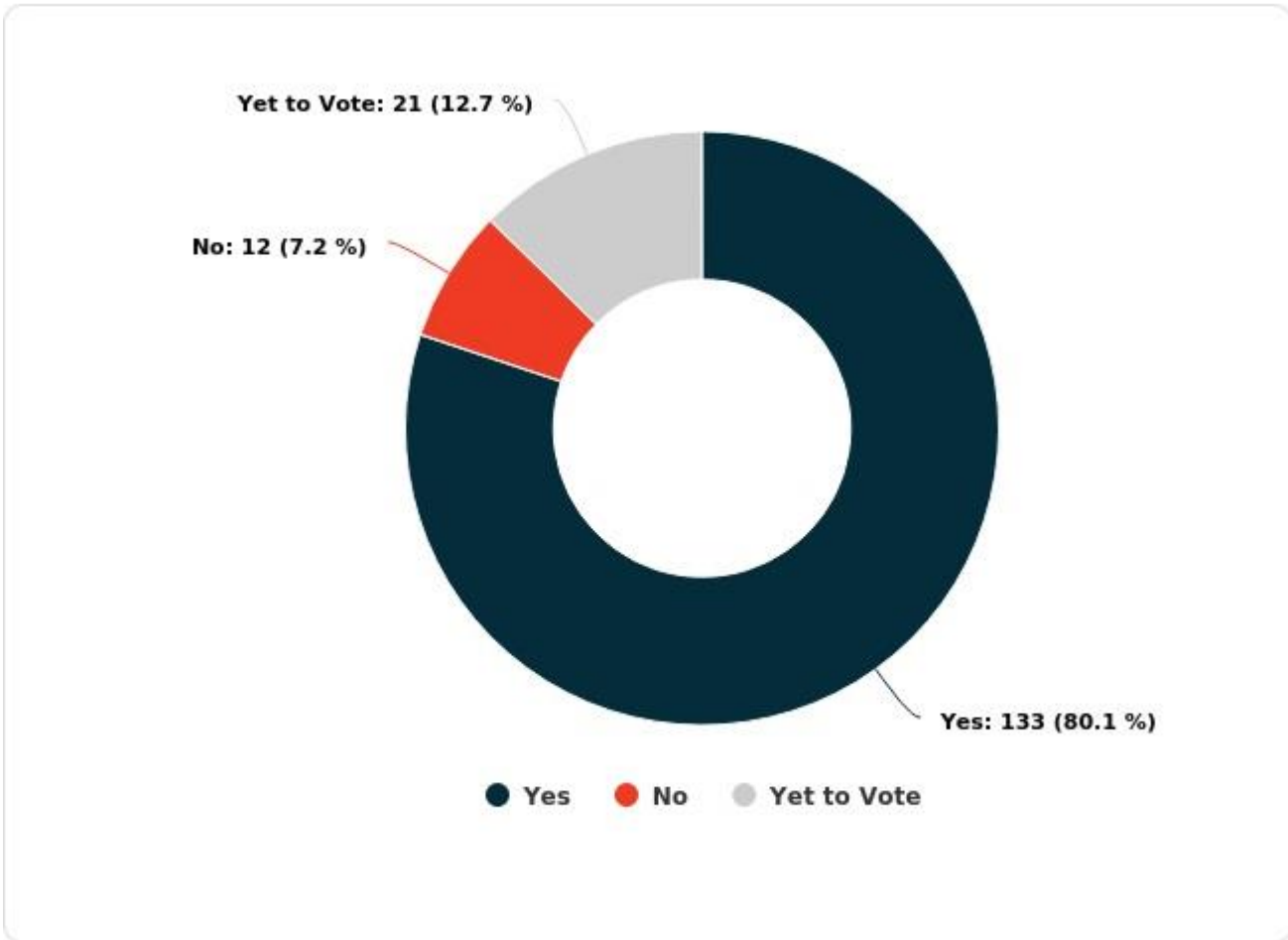




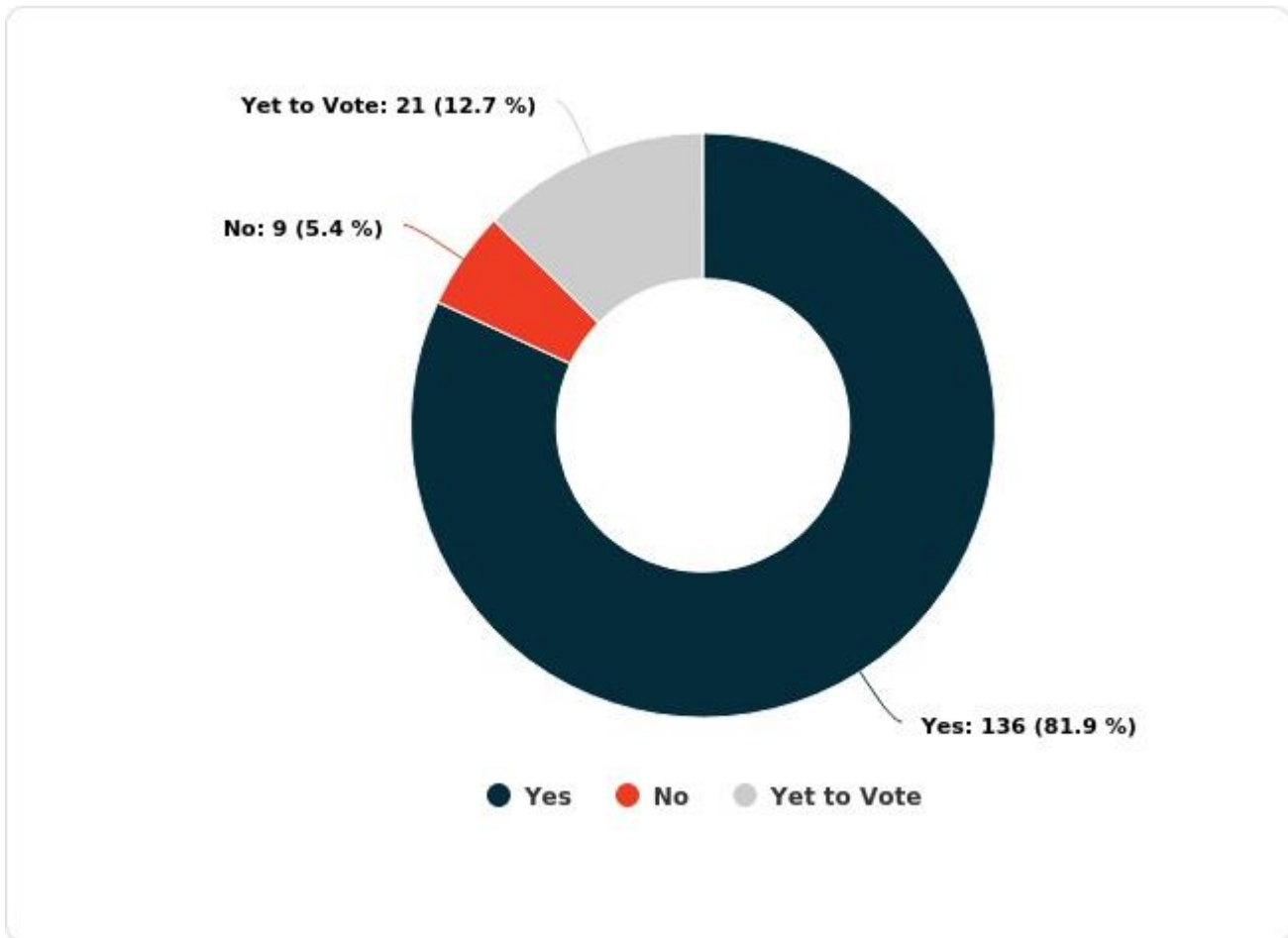
**8. An indefinite or periodic ban on attendance at training unless for the purposes of workplace health and safety**



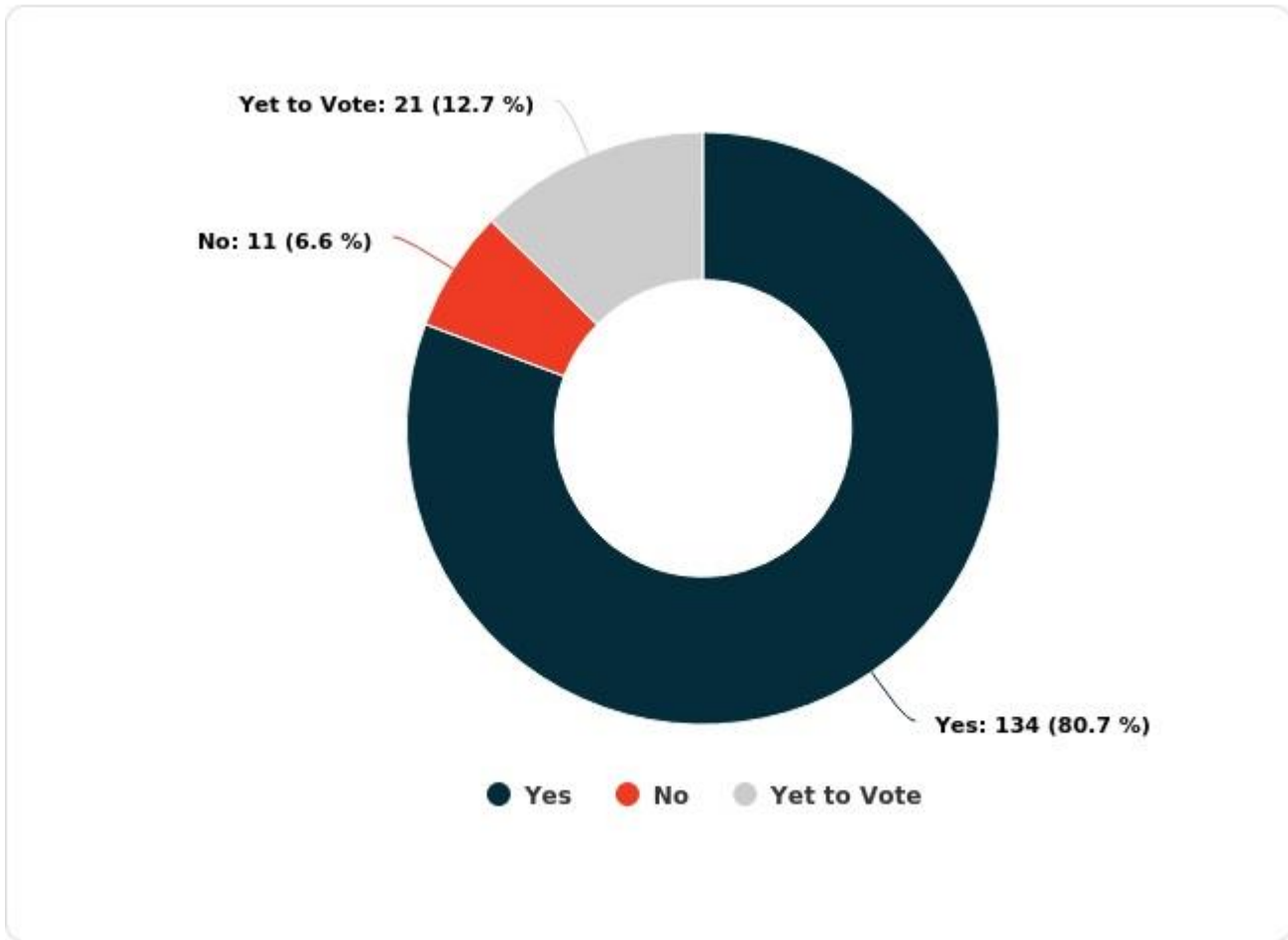
### 9. An indefinite or periodic ban on escorting external contractors within the Centre



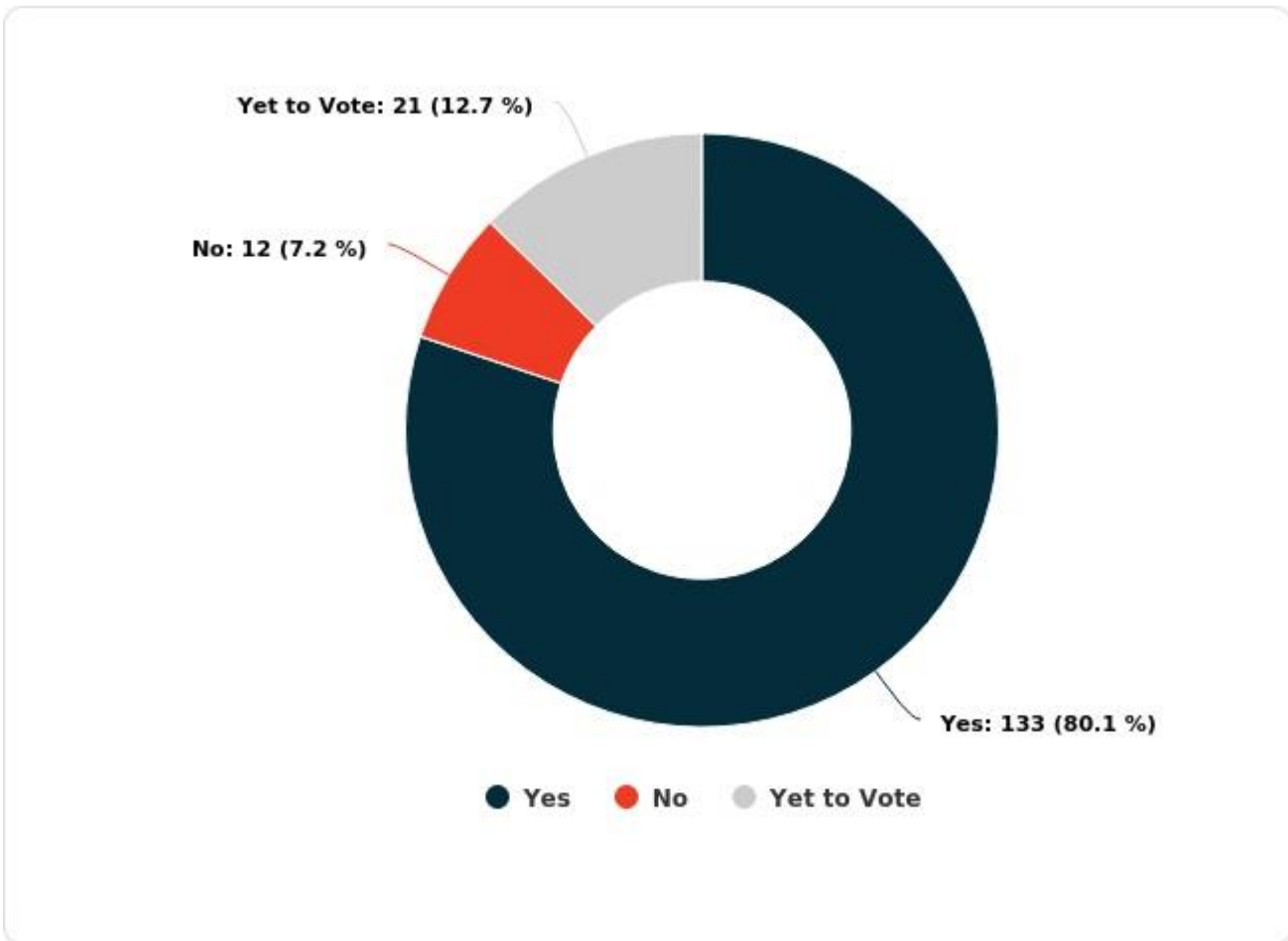
**10. An indefinite or periodic ban on escorting prisoners outside the Centre without three officers**



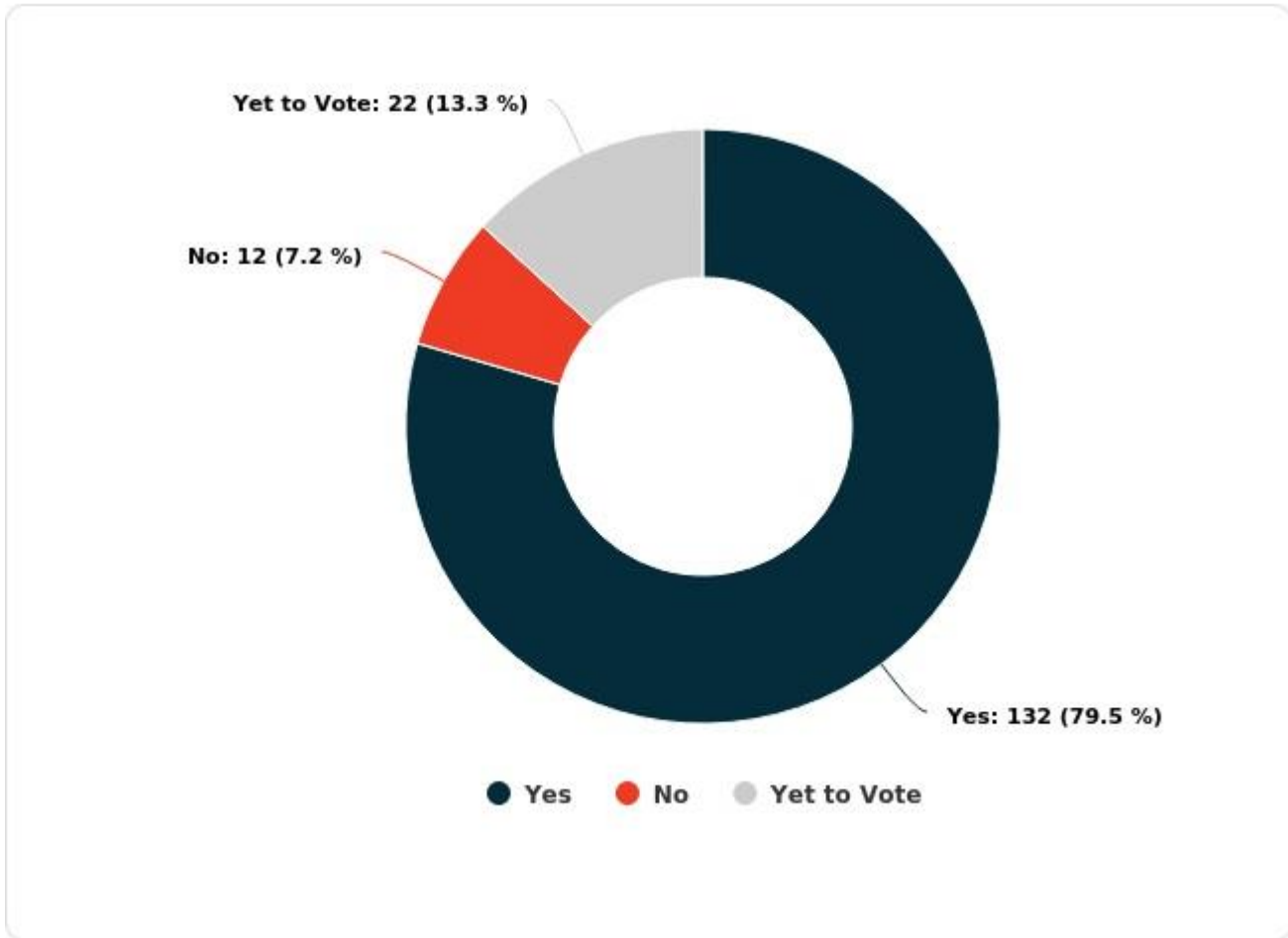
**11. An indefinite or periodic ban on responding to emails from management unless an imminent risk to health and safety exists**



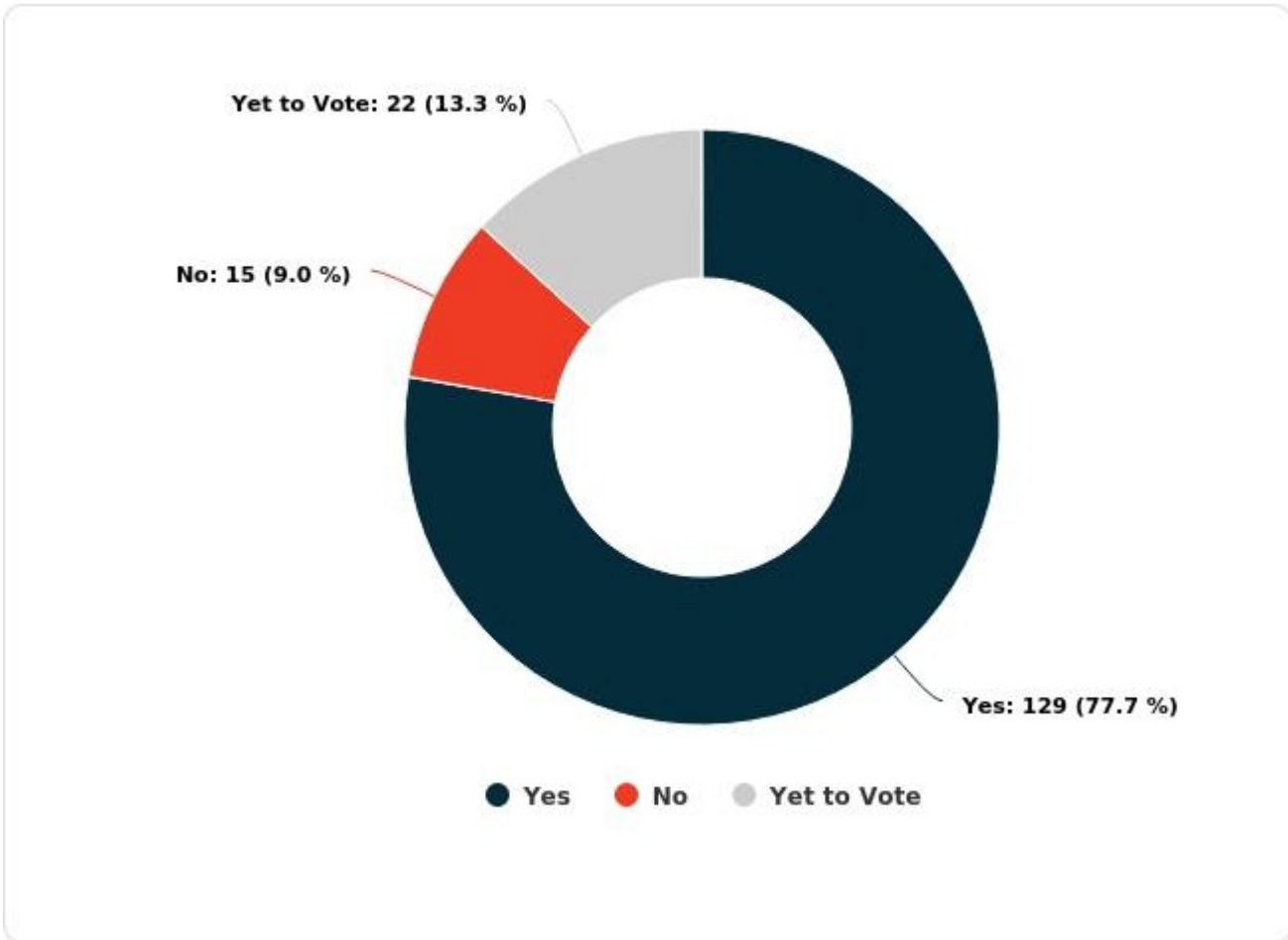
**12. An indefinite or periodic ban on complying with Serco's restriction on commentary to the media, as set out in their policies and Code of Conduct, by making information pertaining to enterprise bargaining and workplace safety matters publicly available, including but not limited to in regard to staffing levels, employee morale, and workloads**



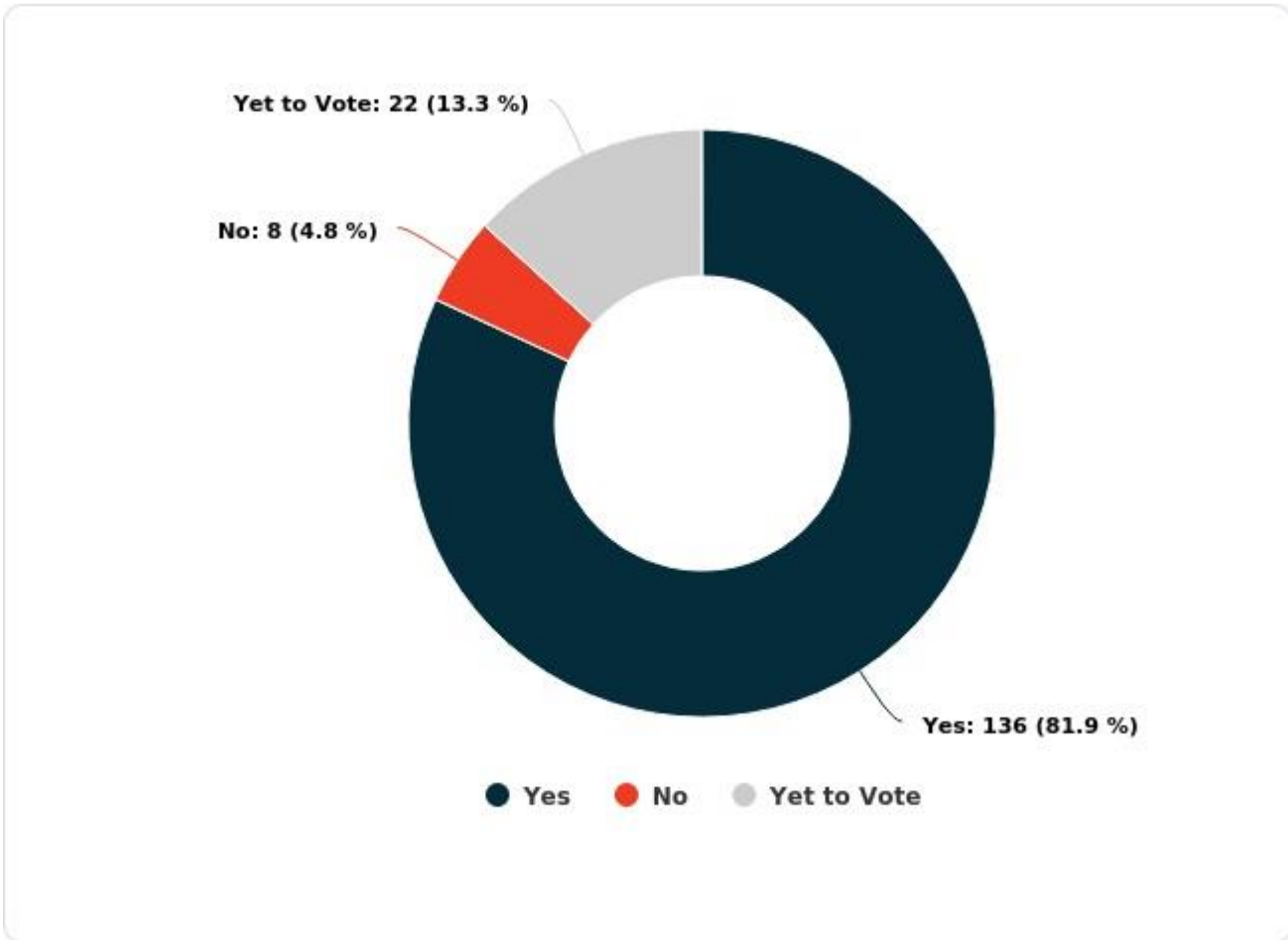
**13. An indefinite or periodic ban on compliance with Serco's uniform policy by wearing union campaign material including badges**



**14. A periodic interruption to work to place CPSU NSW campaign material, including signs and stickers in public-facing locations, work stations and common areas at Clarence Correctional Centre, and on company vehicles**

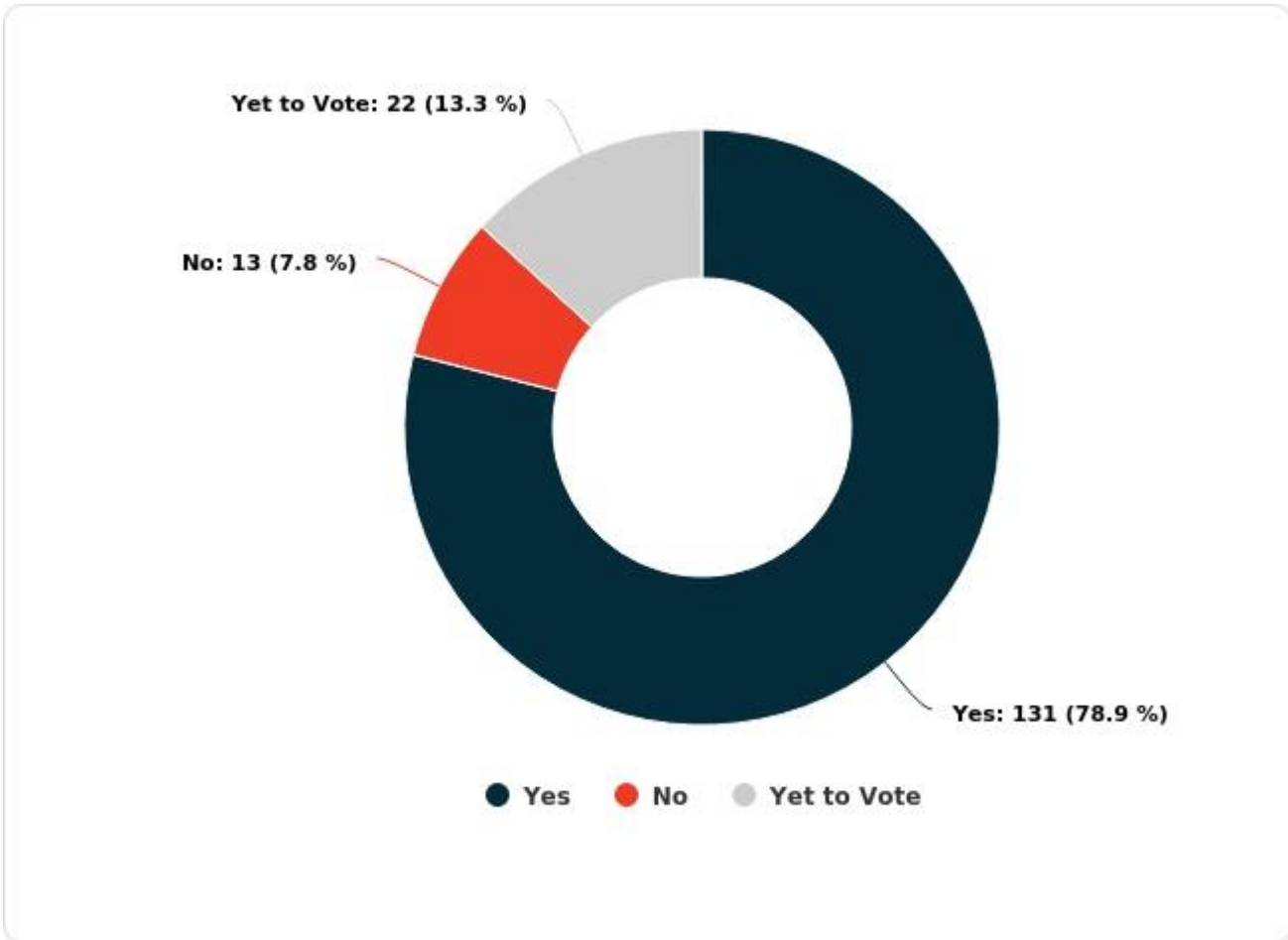


**15. An indefinite or periodic ban on releasing inmates from the cells for an indefinite or specific period, other than in the event of a medical emergency or for the sake of the preservation of life**

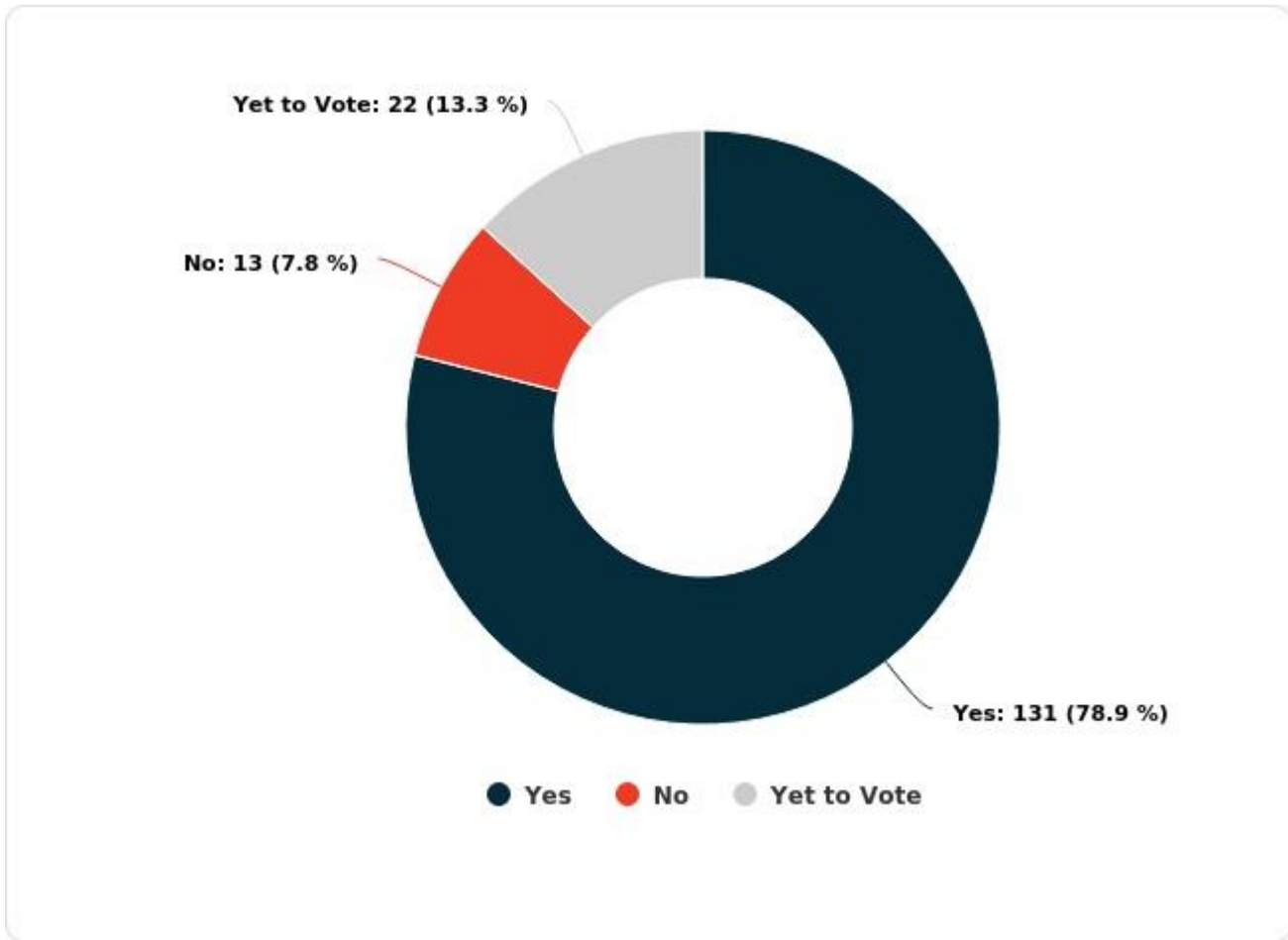




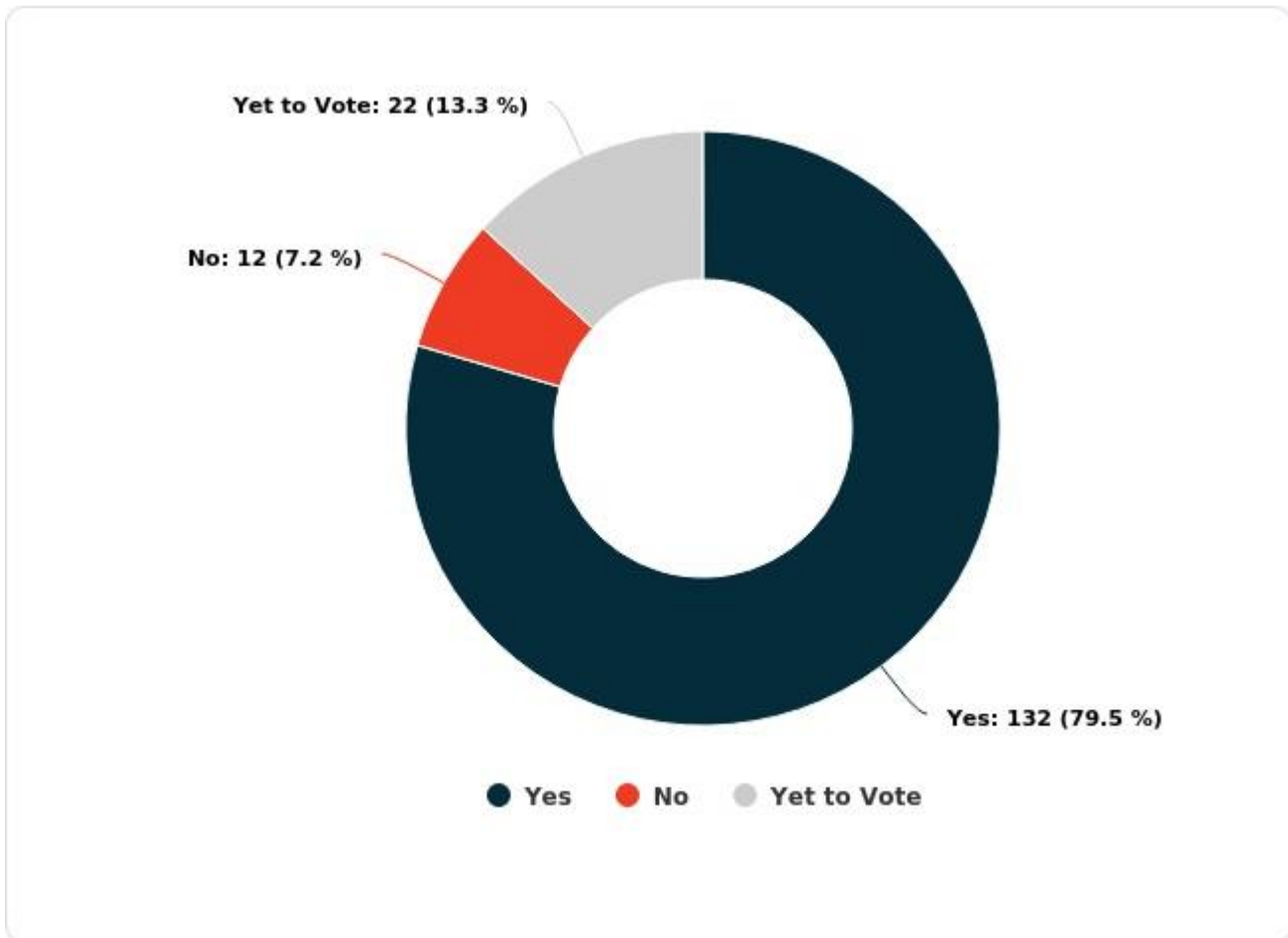
**16. An indefinite or periodic ban on completing entries in any type of logbook, including the occurrence journal, accommodation journal, the AVL register and the tool register**



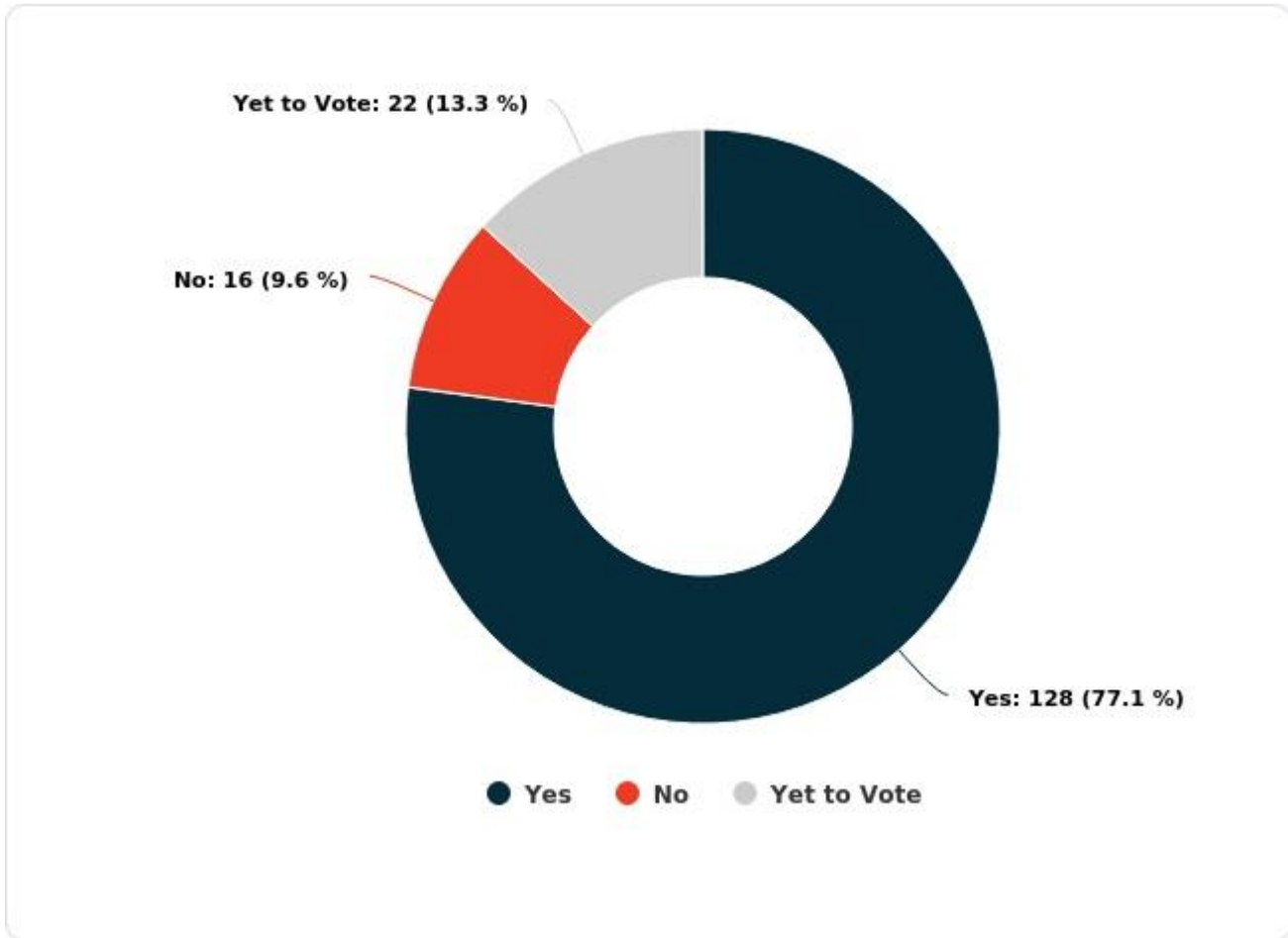
**17. An indefinite or periodic ban on facilitating transfers, releases, police interviews and body scans for intakes and outgoing inmates, unless required by a court of law**



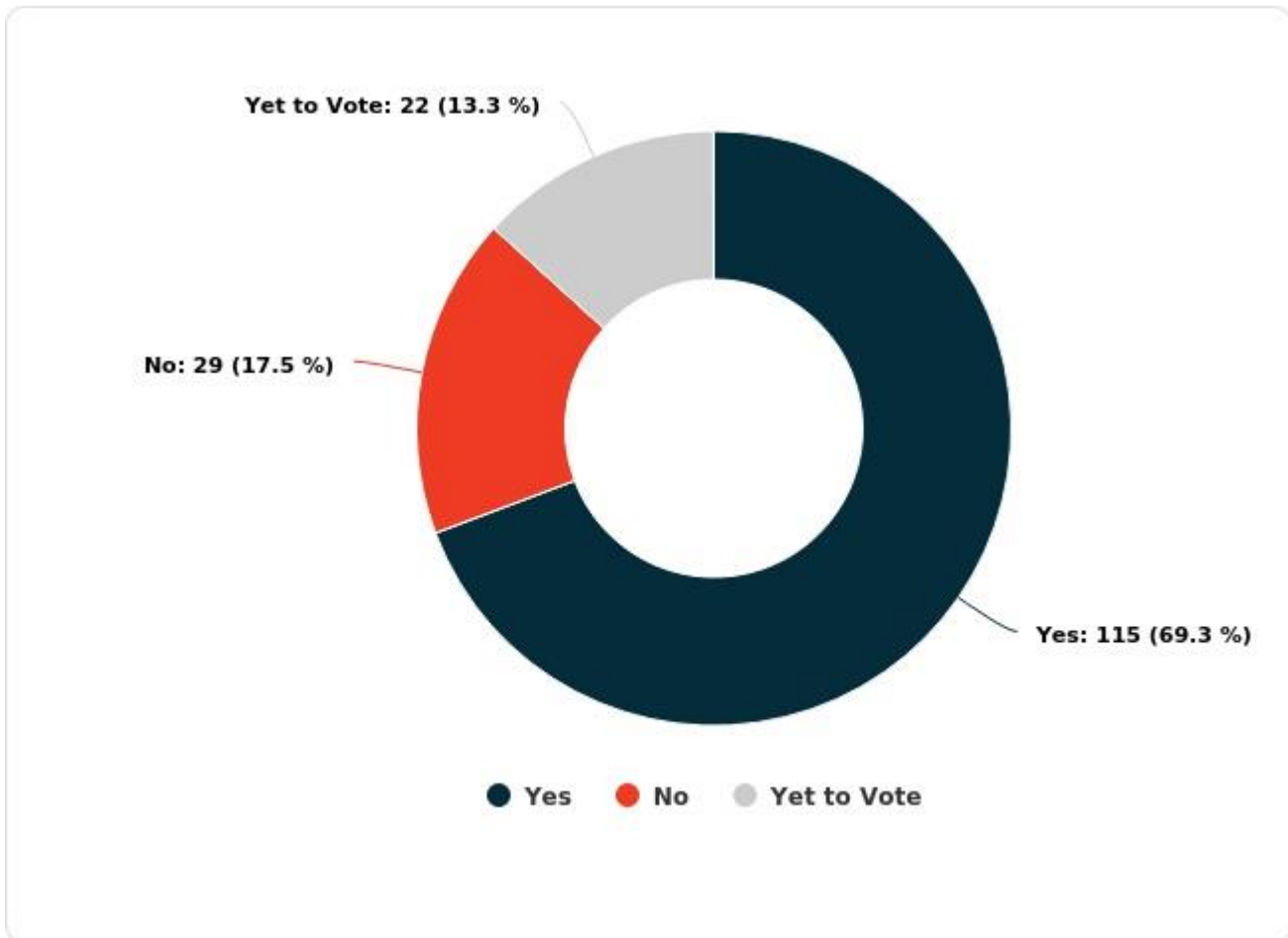
## 18. An indefinite or periodic ban on cell searches



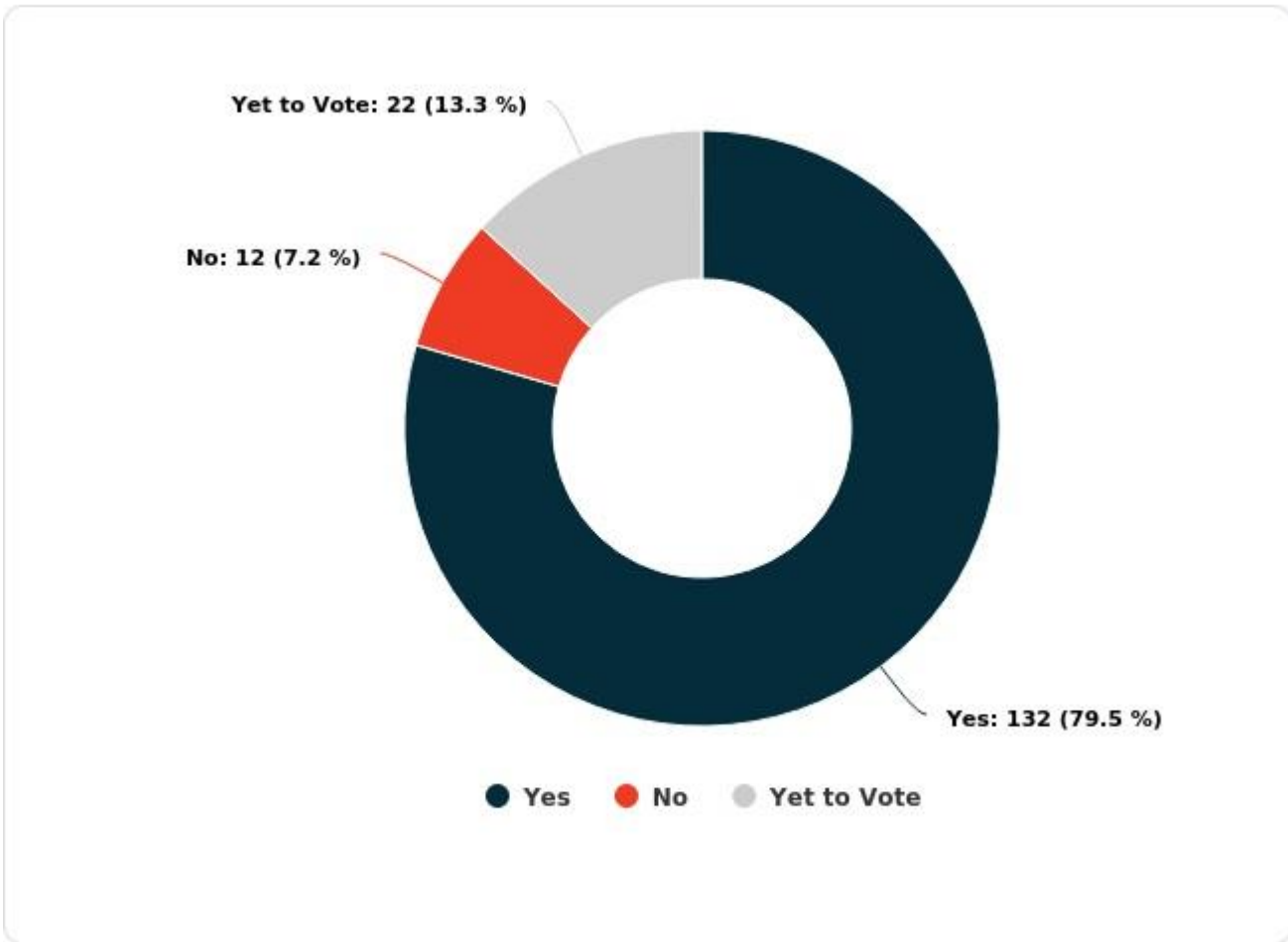
### 19. An indefinite or periodic ban on acting higher duties



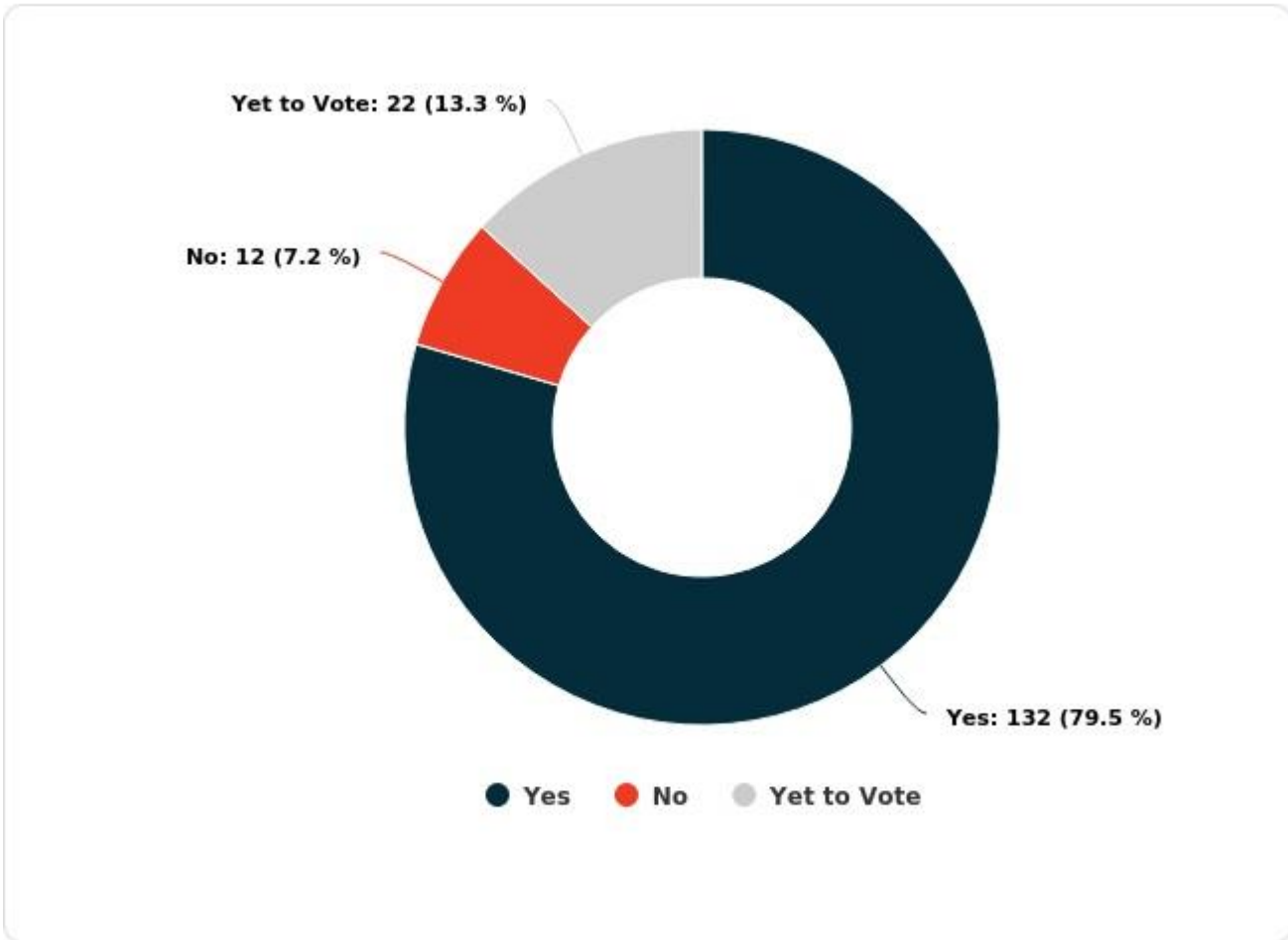
## 20. An indefinite or periodic ban on overtime



**21. An indefinite or periodic ban on the supervision and collection of inmate numbers and/or pertinent record keeping**



## 22. An indefinite or periodic ban on conducting musters



## 2. Vero Voting Independence Declaration

The Protected Action Ballot vote has been managed and declared independent of The Community and Public Sector Union, Serco Australia Pty Ltd & Fair Work.

No individual vote has been disclosed to The Community and Public Sector Union, Serco Australia Pty Ltd & Fair Work.

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

Regards,

A handwritten signature in blue ink, appearing to read "Greg Mitchell", written over a horizontal line.

Greg Mitchell  
**Director, Vero Engagement and Voting Solutions Pty Ltd**