



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**United Firefighters' Union of Australia**

**v**

**Fire Rescue Victoria**

**B2022/1439**

**Date of Declaration:**

**13 October 2022**

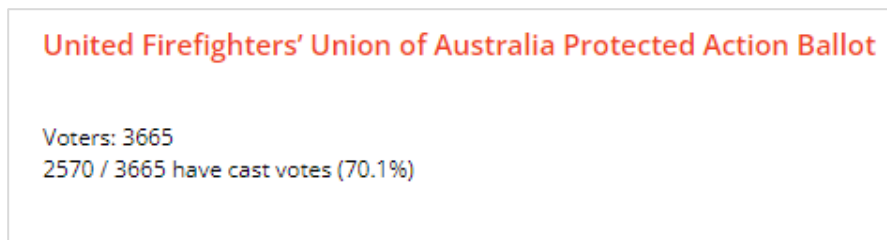
# 1. Ballot Result

Total Eligible Voters: 3665  
Total Participated: 2570

2570 out of 3665 have answered all questions 70.1%

Final Ballot Audit: Wednesday, 13 October 2022 at 10.05 am AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

The United Firefighters' Union of Australia Protected Action Ballot has been managed and declared independent of all other parties.

The United Firefighters' Union of Australia Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

# 3. Questions and Final Results

## Question 1

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively any or all of the actions described in Schedule A to this Ballot?

Note: You should vote 'No' if you disagree with any one type of action.

Yes [ ] No [ ]

### Schedule A

1. Stoppages, except responding to fires, incidents or any accident or emergency usually attended by FRV, for up to two hours to communicate and display union badging and industrial campaign material in work locations and to the public including on appliances, and to wear industrial campaign t-shirts, badges and stickers in association with that activity;
2. Stoppages, except responding to fires, incidents or any accident or emergency usually attended by FRV, for up to one hour for the purpose of making public and media statements in relation to the employer's bargaining position or employees' experiences as firefighters employed by the employer;
3. A ban on complying with a direction to remove union badging or industrial material displayed on, in or around work locations, appliances or UFU members;
4. Only engaging on behalf of the employer in communications with the media for the immediate purpose of public health or safety;
5. A ban on wearing uniform shirts, uniform jumpers or uniform jackets;
6. Only attending meetings at which any of the Fire Rescue Commissioner, Deputy Fire Rescue Commissioners, Deputy Secretary, Corporate Managers or Corporate Directors attend if the purpose of the meeting is notified in advance as about operational incidents, operational debriefing, training, securing public health or occupational health and safety, or enterprise agreement bargaining;
7. Refusing to report or record the code or type of false alarms triggered at protected premises other than reporting via the radio where faults require maintenance;
8. A ban on creating a record of any employee's participation in protected industrial action;
9. A ban on conducting any process relating to employee misconduct or discipline;
10. A ban on the organisation of, or participation in, drills involving public display;
11. A ban on assisting in the preparation of ministerial reports;
12. Responding to emails via the employer's email system with the caps lock function turned on;
13. A refusal to comply with a direction to transfer between work locations until and unless notified within fourteen (14) days of the proposed transfer;
14. A refusal to commence work at a station other than employee's rostered station except in responding to fire alarms;
15. Not accepting recalls at an employee's home station or rostered station except for employees rostered to Mildura Fire Station, unless to do so would result in the closure of a station;
16. A refusal to complete the Daily Shift Change program until 30 minutes after the change of shift or reporting equivalent information required by that program until 30 minutes after the change of shift;
17. Refusing to transport turn-out gear to another station due to a stand-by in either a personal vehicle or an FRV appliance or vehicle;
18. Refusing to organise the transport of turn-out gear between stations in relation to a stand-by;
19. Refusing to act up or perform higher duties above an employee's substantive rank in "on shift" positions, unless to do so would result in the closure of a station;
20. Refusing to act down lower than an employee's substantive rank, unless the refusal to do so would result in the closure of a station;
21. A ban on saluting;
22. A ban by PAD supervisors and operators on performing gardening and general maintenance work;
23. A ban by PAD supervisors and operators on processing accounts payable;
24. A refusal by PAD supervisors and operators to respond to phone enquiries unless they relate to a health and safety or operational issue;
25. Action in the form of wearing, distributing and posting union campaign material such as t-shirts, badges, written communications and stickers (including at work locations and on appliances) in support of the proposed enterprise agreement.

■ Yes - 2392 (93%)  
■ No - 178 (7%)





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