



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

B2022/1440

Date of Declaration:

13 October 2022

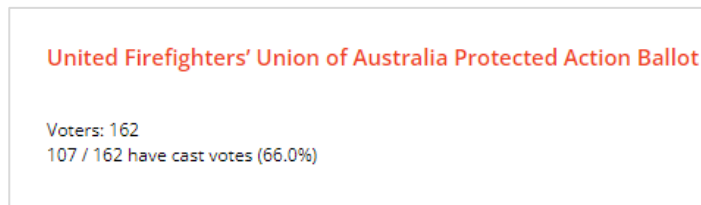
1. Ballot Result

Total Eligible Voters: 162
Total Participated: 107

107 out of 162 have answered all questions 66%

Final Ballot Audit: Thursday, 13 October 2022 at 11.05 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. A ban on complying with a direction to temporarily and/or permanently relocate work stations or locations within the same building?
2. A ban on working with or cooperating with suppliers?
3. A ban on conducting any work in relation to tenders?
4. A ban on conducting any work in relation to tenders?
5. A ban on attendance at any meeting convened by the FRV unless in relation to enterprise bargaining negotiation meetings?
6. Stoppages to normal duties to place an out of office message on FRV email accounts which includes union and industrial campaign messages and materials?
7. A ban on complying with a direction to remove any out of office on FRV email accounts which may include union and industrial campaign messages and materials?
8. A ban on processing all FI invoices against a specific general ledger code. FI invoices will be processed to any general ledger code?
9. A ban on processing any payments to vendors?
10. A ban on organising or processing manual payment requests?
11. A ban on processing reimbursements to FRV Executive Leadership Team members?
12. Stoppages to normal duties to implement a redirect of all emails received to FRV Executive Director of People and Culture and/or FRV Fire Rescue Commissioner?
13. A ban on complying with a direction to remove any re-direction of email to FRV Executive Director of People and Culture and/or FRV Fire Rescue Commissioner?
14. A ban on activating any mobile data or mobile devices?
15. A ban on undertaking user acceptance testing in the QAS testing environment?
16. A ban on processing invoices over \$2000 via any module but the FI module?
17. Stoppages to normal duties to redirect all enquiries made by vendors or in relation to vendors to the relevant Director and/or Executive Director and/or Fire Rescue Commissioner?
18. A ban on helpdesk staff logging jobs by any system other than email?
19. A ban on creating, updating and reporting any jobs on any system where faults or requests for work are captured?
20. A ban on keeping any record of hours worked including time on all job requests and/or incidents?
21. A ban on participating in or providing information to any projects, system upgrades or user acceptance testings?
22. Action in the form of wearing, distributing and posting union campaign material such as t-shirts, badges, written communications and stickers in support of the proposed enterprise agreement?



Response	Count	Percentage
Yes	96	90%
No	11	10%



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