



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Firefighters' Union of Australia (UFUA)

v

**Fire Rescue Victoria T/A Fire Rescue Victoria ("FRV")
B2024/1229**

8 October 2024

1. Ballot Result

Total Eligible Voters: 241
Total Participated: 211

211 out of 241 have answered all questions 87.6%

Final Ballot Audit: Tuesday, 8 October 2024 at 11.05am AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The United Firefighters' Union of Australia Protected Action Ballot (B2024/1229) has been managed and declared independent of all other parties.

The United Firefighters' Union of Australia Protected Action Ballot (B2024/1229) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

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. A ban on engaging with or providing authority to use the quote(s) or image of an employee upon or within all FRV media, communications, and publications (unless authorised by the UFU).
2. A stoppage of one hour and five minutes for all members to campaign outside of workplace displaying UFU material.
3. Action in the form of spamming emails/posts with Campaign banner to FRV ELT, FRV Media Department and/or FRV Social Media pages.
4. A ban on sending any correspondence, including emails (unless written in CAPS LOCK).
5. A stoppage of two hours during work hours in which time all employees may communicate and display UFU campaign materials and messaging in FRV workplaces or on FRV property (i.e. buildings, vehicles, etc.).
6. A ban on complying with any direction or order to take down or remove any UFU campaign messaging or materials.
7. A ban on complying with any direction given by FRV in relation to implementing any measures or workarounds intended to mitigate or that may mitigate the industrial impacts of protected industrial action.
8. A ban on complying with any direction or order to remove UFU badging or industrial material displayed on, in or around FRV work locations, vehicles or employees, i.e. in relation to the action of wearing, distributing and/or posting UFU materials such as T-shirts, badges, written correspondence and stickers.
9. A ban on recording, entering or typing up Minutes for any meeting, excluding meetings of the agreed UFU-FRV consultative forums (unless performed on overtime rates).
10. Action in the form of conducting a 'silent protest' inside FRV work locations, including but not limited to Eastern Hill and Spring Street.
11. Action in the form of removing FRV's signature block from employee emails and replacing it with a banner displaying UFU messaging.
12. A ban on working overtime (unless the employer agrees to pay for 4 hours of overtime).

13. A ban on post-commissioning corporate and/or non-emergency response vehicles or undertaking any work involved in notifying external contractors of the commissioning of corporate and/or non-emergency response vehicles during normal work hours (unless performed on overtime rates).

14. Action in the form of setting MS Teams/Zoom status to 'offline' at all times; replacing the MS Teams/Zoom avatar/background with the UFU logo/banner; and keeping the camera turned off during MS Teams/Zoom.

15. A ban on sending any calendar invitations (unless the title is 'Meeting.')

16. A ban on complying with, cooperating with or recognising any restructure within FRV (unless that restructure has been endorsed by the UFU in both the Corporate and Technical and Operational Consultative Committees).

17. A ban on processing invoices (unless received via the post or courier). Where an invoice is received any other way, including electronically, it will only be processed if it relates to costs incurred by a DCC that was activated for a 4th alarm incident or above. All invoice processing will only be done with the AZ Tax Code through any Cost Centre. Employees will not perform invoice processing (unless performed during overtime only, i.e. outside of normal work hours, or on overtime rates).

18. A ban on preparing or producing any reports (unless authorised by the UFU and performed on overtime rates).

19. A ban on complying with updates from the Chief Procurement Officer regarding changes to the FRV Procurement Framework, procedures, policies, and practices.

20. A ban on using any method of purchasing for any purchase under \$10,000 (except FRV credit card).

21. A ban on participating, completing and/or discussing performance plans and reviews.

22. A ban on meeting with any member of the ELT (unless authorised by the UFU).

23. Action in the form of copying CommissionerandDeputyCommissioners@frv.vic.gov.au into all ServiceDesk requests.

24. A ban on using any technology workarounds or new systems of work (unless it has been endorsed by the UFU in both the Corporate and Technical and Operational Consultative Committees).

25. A ban on publishing the FRV Div A roster unless within 13 days of the roster change of each Platoon.

26. A ban on processing general entries and journals (unless performed on overtime rates).

27. A ban on processing certain types of leave for Division A (i.e. personal, sick, carer's, compassionate, pressing necessity, cultural and ceremonial, family violence, special sick, long service, accrued, industrial training and union, study, defence force, ANZAC Day, jury service, blood donation, community service, LWOP, parental, purchased, occupational health and safety training, emergency, and emergency services) and adjusting timecards to reflect that leave has been taken or the type of leave that has been taken. The leave types to which this ban applies do not extend to any leave covered by Income Protection or workers' compensation claims.

28. A ban on processing the certain types of leave for Division B (i.e. personal, sick, carer's, compassionate, pressing necessity, cultural and ceremonial, family violence, special sick, long service, accrued, industrial training and union, study, defence force, ANZAC Day, jury service, blood donation, community service, LWOP, parental, purchased, occupational health and safety training, emergency, and emergency services) and adjusting timecards to reflect that leave has been taken or the type of leave that has been taken. The leave types to which this ban applies do not extend to any leave covered by Income Protection or workers' compensation claims.

29. A ban on manually processing certain types of leave for day work roles and corporate employees (i.e. personal, sick, carer's, compassionate, pressing necessity, cultural and ceremonial, family violence, special sick, long service, accrued, industrial training and union, study, defence force, ANZAC Day, jury service, blood donation, community service, LWOP, parental, purchased, occupational health and safety training, emergency, and emergency services). The leave types to which this ban applies do not extend to any leave covered by Income Protection or workers' compensation claims.

30. A ban on recording, entering or typing up false alarm codes (unless monies collected from false alarm reporting are agreed to be reserved by FRV for wage increases).

31. A ban on sending any correspondence to the Executive Leadership Team, including any attachments or any annexures, relating to reporting matters involving corporate or operational departments and/or employees (unless the documents include UFU messaging in the header and footer including stamps and are to be sent via AusPost using stamped envelopes).

32. A ban on any additional tasks or responsibilities that are not explicitly stated in an employee's Position Description (PD) (unless performed during overtime only, i.e. outside of normal work hours).

33. A ban on preparing or producing ELT Papers or Noting Papers (unless authorised by the UFU and performed during overtime only, i.e. outside of normal work hours).

34. A ban on undertaking training for FRV systems, applications, processes, procedures, policies, etc. (unless authorised by the UFU).

35. A ban on actioning all requests for policy, procedural, and systems advice (however received) and instead forwarding them to ELT.

36. A ban on complying with or responding to any requests or requirements from any auditor or associated with any audit (unless performed during overtime only, i.e. outside of normal work hours).

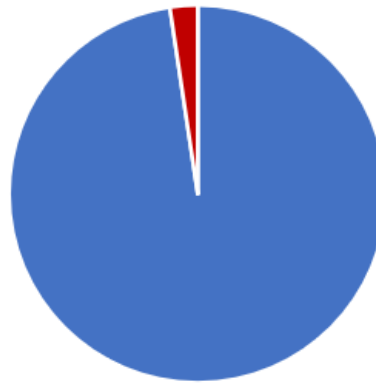
37. A ban on publishing an Expression-Of-Interest for operational employees for the Firefighter Recruitment process.

38. A ban on using the SAP Firefighter Recruitment software module in aid of FRV recruitment.

39. A ban on performing work that fell due to be performed during the period of any ban/s described in bans 1, 4, 6, 7, 8, 9, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, and 38 above, including after any such bans have ceased to be implemented.

■ Yes - 206 (97.6%)

■ No - 5 (2.4%)





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