



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Firefighters' Union of Australia

v

Ventia Pty Limited

B2024/1276

17 October 2024

1. Ballot Result

Total Eligible Voters: 175
Total Participated: 151

151 out of 175 have answered all questions 86.3%

Final Ballot Audit: Thursday, 17 October 2024 at 11.30 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,

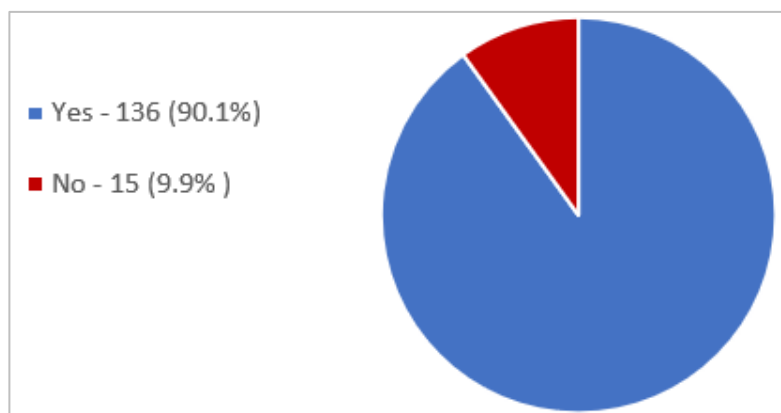


Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

In support of reaching an enterprise agreement with your employer, Ventia, do you support and authorise the taking of protected industrial actions which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below, following the giving of 3 working days written notice to your employer?

1. Bans on wearing of Ventia uniform or clothing with company logos inside fire stations?
2. Bans on meeting or communicating with management representatives other than to address an occupational health and safety issue and during emergency response. Management representatives are defined as any Ventia employees that are more senior than a station officer?
3. Bans on collection and collation of information to be used for reporting. This would include a ban on collecting information for the emergency log book other than in relation to actual emergencies or where an injury has occurred?
4. Bans on preparing or providing reports?
5. Bans on the use of computers excluding for the completion of timesheets and including for recording of incidents and incident narratives through the 'IMS system'?
6. Employees will be permitted to rest and recline (as defined in the relevant enterprise agreement) at any time?
7. Bans on performing any administrative tasks other than completion of timesheets, including maintenance of the emergency log book other than for recording emergencies?
8. Bans on providing training to defence members?
9. Bans on performance of training on shift?
10. Bans on performance of overtime at an employee's home station (home station is the station where an employee currently performs their usual shifts)?
11. Bans on the performance of tasks for defence other than emergency response. Tasks banned under this provision would include briefing cadets and conducting evacuation drills?
12. Bans on the performance of deployments (as defined in the relevant enterprise agreement)?
13. Bans on the performance of overtime?





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