



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**United Workers' Union**

**v**

**The Royal Society for the Prevention of Cruelty to Animals,  
New South Wales T/A RSPCA New South Wales  
(B2024/1582)**

**18 December 2024**

# 1. Ballot Result

Total Eligible Voters: 22  
Total Participated: 16

16 out of 22 have answered all questions 72.7%

Final Ballot Audit: Wednesday, 18 December 2024 at 11.05 pm AWST

*Diagram 1: Final Vote Participation*

**United Workers' Union Protected Action Ballot (B2024/1582)**  
Voters: 22  
Total Participated: 16 (72.7%)

## 2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot (B2024/1582) has been managed and declared independent of all other parties.

The United Workers' Union Protected Action Ballot (B2024/1582) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

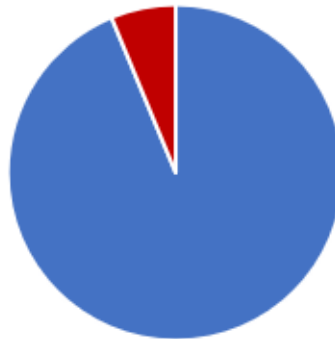
### 3. Questions and Results

#### Question 1

In support of reaching an Enterprise Agreement with the Royal Society for the Prevention of Cruelty to Animals T/A RSPCA New South Wales (RSPCA NSW) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages of work of up to 30 minutes' duration?

- Yes - 15 (93.8%)
- No - 1 (6.3%)

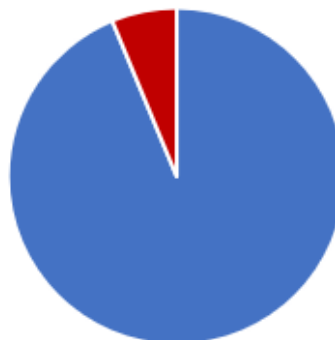


#### Question 2

In support of reaching an Enterprise Agreement with the Royal Society for the Prevention of Cruelty to Animals T/A RSPCA New South Wales (RSPCA NSW) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

2. An unlimited number of stoppages of work of one hour's duration?

- Yes - 15 (93.8%)
- No - 1 (6.3%)



### Question 3

In support of reaching an Enterprise Agreement with the Royal Society for the Prevention of Cruelty to Animals T/A RSPCA New South Wales (RSPCA NSW) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

3. An unlimited number of stoppages of work of 4 hours duration?

■ Yes - 14 (87.5%)

■ No - 2 (12.5%)



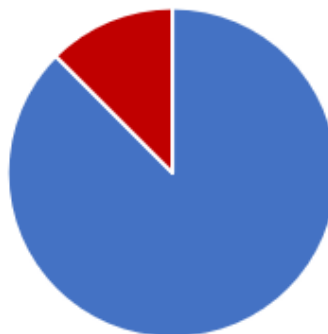
### Question 4

In support of reaching an Enterprise Agreement with the Royal Society for the Prevention of Cruelty to Animals T/A RSPCA New South Wales (RSPCA NSW) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

4. An unlimited number of stoppages of work of 24 hours duration?

■ Yes - 14 (87.5%)

■ No - 2 (12.5%)

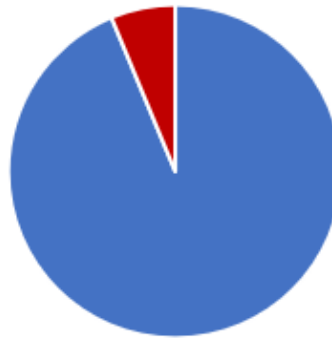


## Question 5

In support of reaching an Enterprise Agreement with the Royal Society for the Prevention of Cruelty to Animals T/A RSPCA New South Wales (RSPCA NSW) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

5. An unlimited number of periodic or indefinite bans on compliance with RSPCA NSW's media and social media policies?

- Yes - 15 (93.8%)
- No - 1 (6.3%)

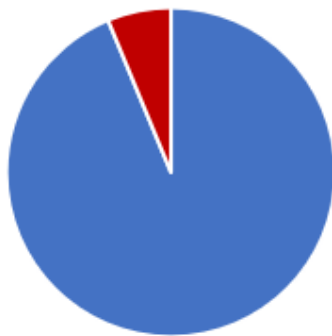


## Question 6

In support of reaching an Enterprise Agreement with the Royal Society for the Prevention of Cruelty to Animals T/A RSPCA New South Wales (RSPCA NSW) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of periodic or indefinite bans on the performance of Code of Practice inspections?

- Yes - 15 (93.8%)
- No - 1 (6.3%)

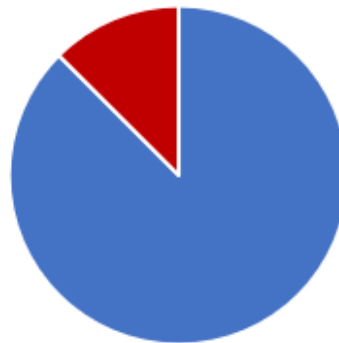


## Question 7

In support of reaching an Enterprise Agreement with the Royal Society for the Prevention of Cruelty to Animals T/A RSPCA New South Wales (RSPCA NSW) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of periodic or indefinite bans on logging animals into RSPCA NSW's system?

- Yes - 14 (87.5%)
- No - 2 (12.5%)

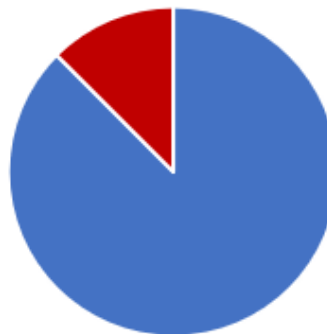


## Question 8

In support of reaching an Enterprise Agreement with the Royal Society for the Prevention of Cruelty to Animals T/A RSPCA New South Wales (RSPCA NSW) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of periodic or indefinite bans on the completion of paperwork?

- Yes - 14 (87.5%)
- No - 2 (12.5%)

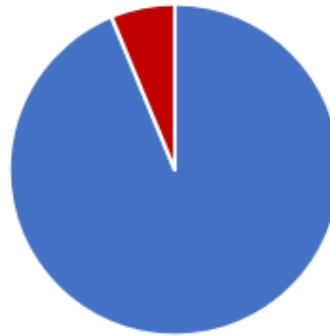


## Question 9

In support of reaching an Enterprise Agreement with the Royal Society for the Prevention of Cruelty to Animals T/A RSPCA New South Wales (RSPCA NSW) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of periodic or indefinite bans on the use of SAP Concur?

- Yes - 15 (93.8%)
- No - 1 (6.3%)



## Question 10

In support of reaching an Enterprise Agreement with the Royal Society for the Prevention of Cruelty to Animals T/A RSPCA New South Wales (RSPCA NSW) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

10. An unlimited number of periodic or indefinite bans on writing off jobs?

- Yes - 14 (87.5%)
- No - 2 (12.5%)

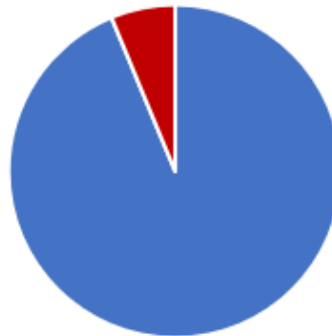


## Question 11

In support of reaching an Enterprise Agreement with the Royal Society for the Prevention of Cruelty to Animals T/A RSPCA New South Wales (RSPCA NSW) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

11. An unlimited number of periodic or indefinite bans on the preparation of, or addition to, Animal Welfare infringement Reports, livestock spreadsheets and/or monthly statistics?

- Yes - 15 (93.8%)
- No - 1 (6.3%)

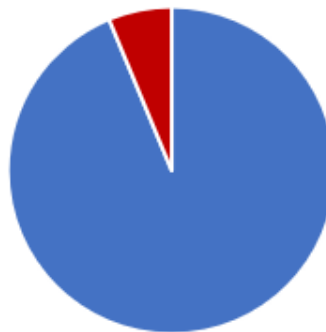


## Question 12

In support of reaching an Enterprise Agreement with the Royal Society for the Prevention of Cruelty to Animals T/A RSPCA New South Wales (RSPCA NSW) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

12. An unlimited number of periodic or indefinite bans on the sending of work-related emails without an amended email signature setting out that the sender is participating in industrial action?

- Yes - 15 (93.8%)
- No - 1 (6.3%)



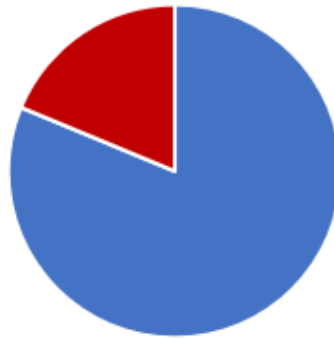


## Question 13

In support of reaching an Enterprise Agreement with the Royal Society for the Prevention of Cruelty to Animals T/A RSPCA New South Wales (RSPCA NSW) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

13. An unlimited number of indefinite or periodic bans on the use of RSPCA vehicles without having affixed non-permanent/removable messages representing the concerns of RSPCA NSW staff regarding the enterprise agreement negotiations and progress on RSPCA vehicles/windows?

- Yes - 13 (81.3%)
- No - 3 (18.8%)

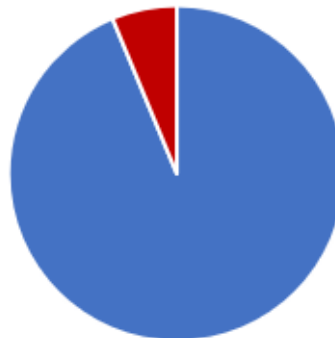


## Question 14

In support of reaching an Enterprise Agreement with the Royal Society for the Prevention of Cruelty to Animals T/A RSPCA New South Wales (RSPCA NSW) do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

14. An unlimited number of indefinite or periodic bans on the rejection of surrenders on the basis of capacity?

- Yes - 15 (93.8%)
- No - 1 (6.3%)





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