



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

**Association of Professional Engineers, Scientists and
Managers, Australia**

v

**Sydney Water Corporation T/A Sydney Water
(B2023/978)**

29 September 2023

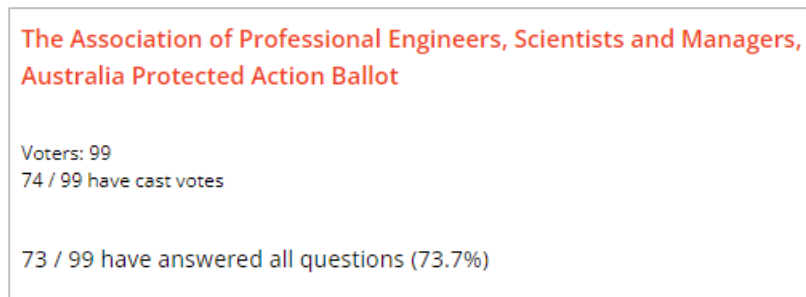
1. Ballot Result

Total Eligible Voters: 99
Total Participated: 74

73 out of 99 have answered all questions 73.7%

Final Ballot Audit: Friday, 29 September 2023 at 12.15pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Association of Professional Engineers, Scientists and Managers, Australia Protected Action Ballot Protected Action Ballot has been managed and declared independent of all other parties.

The Association of Professional Engineers, Scientists and Managers, Australia Protected Action Ballot 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

Question 1

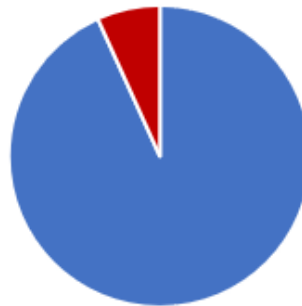
In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

Stop Work

1. Taking protected industrial action in the form of an unlimited number of stoppages of work of 1 minute to 72 hours in duration.

■ Yes - 69 (93%)

■ No - 5 (7%)



Question 2

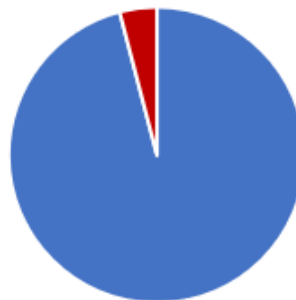
In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

Communicating with the public about purpose and nature of protected action

2. Distribute, display and speak with media and the public with information approved by the Combined Water Unions about the nature and purpose of the protected industrial action, including installing or inserting posters and other information or material on Sydney Water Corporation vehicles, property, uniforms and/or correspondence.

■ Yes - 71 (96%)

■ No - 3 (4%)



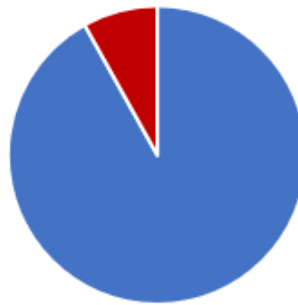
Question 3

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

3. Covering Sydney Water logos on clothing, and assets, including vehicles for an indefinite period or for indefinite periods of time.

■ Yes - 68 (92%)

■ No - 6 (8%)



Question 4

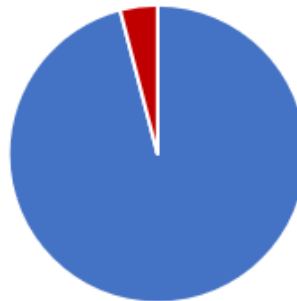
In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

Hours and location of work

4. Employees will work to rule (full compliance with policies, procedures, and pay grade).

■ Yes - 71 (96%)

■ No - 3 (4%)

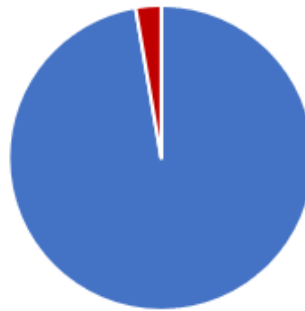


Question 5

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

5. An unlimited number of indefinite or periodic bans on the performance of work outside ordinary working hours, including working on RDO's, logging into computers or turning on mobile phones or tablets outside ordinary hours of work. In circumstances that constitute an emergency situation posing a risk to life or serious injury or serious illness the industrial action will be suspended until the situation is resolved.

- Yes - 72 (97%)
- No - 2 (3%)

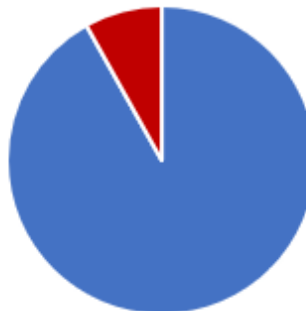


Question 6

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

6. An unlimited number of indefinite or periodic bans on the use of Genesys based phone systems to enter 'after call work' for the minimum period after taking a call and before answering the next call.

- Yes - 68 (92%)
- No - 6 (8%)

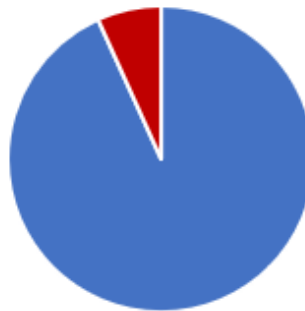


Question 7

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

7. An unlimited number of indefinite or periodic bans on performing work at a Sydney Water offices where work can be performed from home.

- Yes - 69 (93%)
- No - 5 (7%)

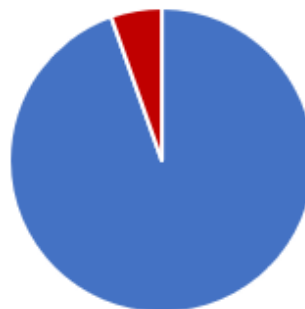


Question 8

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

8. An unlimited number of indefinite or periodic bans on commencing a shift at sites where work is scheduled, other than the depot nearest to an employee's place of residence and employees will return to that depot for meal breaks.

- Yes - 70 (95%)
- No - 4 (5%)



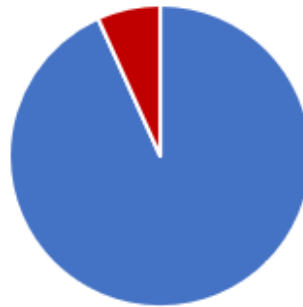
Question 9

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

9. An unlimited number of indefinite or periodic bans on any participation in roster reviews or working or implementing any new rosters.

■ Yes - 69 (93%)

■ No - 5 (7%)



Question 10

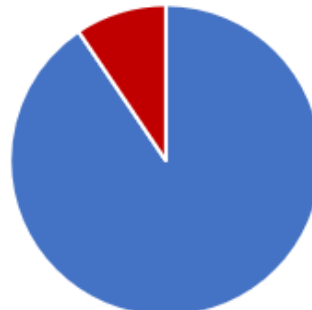
In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

Data and Technology

An unlimited number of indefinite or periodic bans on the use of any Sydney Water applications, including fatigue app, Bring Your Own Device (BYOD), Whispers, pre-start checks, CLICK, FRM, CATS, SCADA. With exceptions when driving heavy vehicles. In circumstances that constitute an emergency situation posing a risk to life or serious injury or serious illness the industrial action will be suspended until the situation is resolved.

■ Yes - 67 (91%)

■ No - 7 (9%)



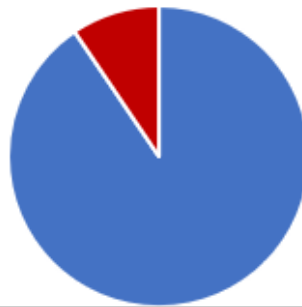
Question 11

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

11. An unlimited number of indefinite or periodic bans on data entry, including but not limited to entering water quality data and field data into Scada Central.

■ Yes - 67 (91%)

■ No - 7 (9%)



Question 12

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

12. An unlimited number of indefinite or periodic bans on participation in virtual, online meetings and teleconferences with Sydney Water Management.

■ Yes - 67 (91%)

■ No - 7 (9%)



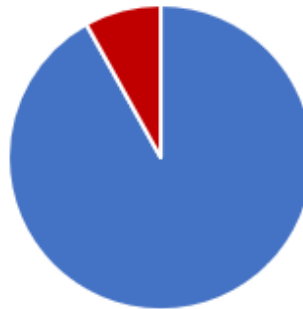
Question 13

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

13. An unlimited number of indefinite or periodic bans on receiving or signing off work orders by email.

■ Yes - 68 (92%)

■ No - 6 (8%)



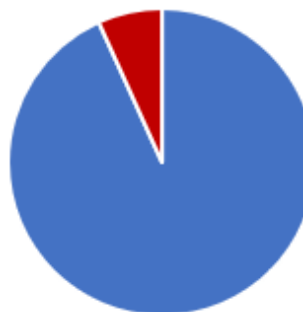
Question 14

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

14. An unlimited number of indefinite or periodic bans on swiping on ID cards when driving SW vehicles.

■ Yes - 69 (93%)

■ No - 5 (7%)

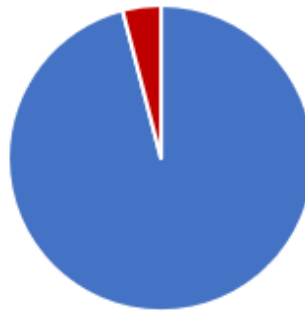


Question 15

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

15. An unlimited number of indefinite or periodic bans on using personal resources, including phones and vehicles for Sydney Water purposes.

- Yes - 71 (96%)
- No - 3 (4%)



Question 16

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

16. An unlimited number of indefinite or periodic bans on using Sydney Water technology/ software applications such as Sharepoint, Microsoft Outlook, SAP CRM, Consultation Manager and other digital tools for internal and stakeholder communications.

- Yes - 68 (92%)
- No - 6 (8%)

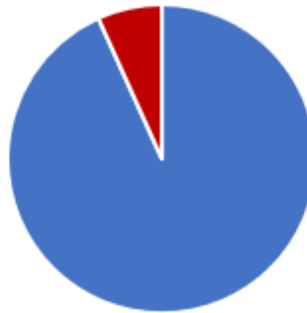


Question 17

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

17. An unlimited number of indefinite or periodic bans on taking or processing any work-related photography.

- Yes - 69 (93%)
- No - 5 (7%)



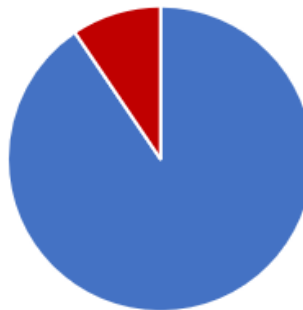
Question 18

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

Work Bans

18. An unlimited number of indefinite or periodic bans on contractors' access to site. Contractors to only be given site access for emergency work (P5 and P6 breakdown maintenance) and for completing safety related work orders of any priority. These bans are applicable to Regional Delivery Consortia delivery partners only. In circumstances that constitute an emergency situation posing a risk to life or serious injury or serious illness the industrial action will be suspended until the situation is resolved.

- Yes - 67 (91%)
- No - 7 (9%)



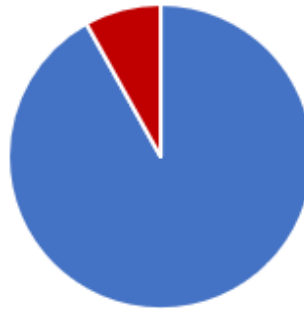
Question 19

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

19. An unlimited number of indefinite or periodic bans on work shutdowns for contractors.

■ Yes - 68 (92%)

■ No - 6 (8%)



Question 20

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

20. An unlimited number of indefinite or periodic bans on undertaking work to complete or repair work commenced by contractors that is incomplete, unsafe or not fit-for-purpose.

■ Yes - 66 (89%)

■ No - 8 (11%)



Question 21

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

21. An unlimited number of indefinite or periodic bans on completing desk top estimates or customer impact statements.

- Yes - 67 (91%)
- No - 7 (9%)

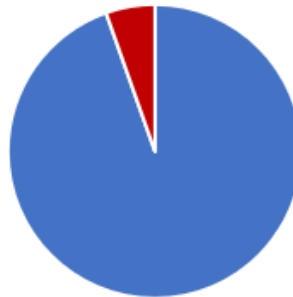


Question 22

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

22. An unlimited number of indefinite or periodic bans on providing access or assistance to contractors on capital works projects or other construction work at Water & Wastewater Treatment Plants and Ocean Treatment Plants that does not impact public or environmental safety. In circumstances that constitute an emergency situation posing a risk to life or serious injury or serious illness the industrial action will be suspended until the situation is resolved.

- Yes - 70 (95%)
- No - 4 (5%)

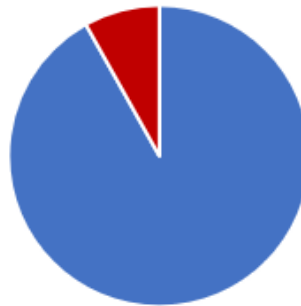


Question 23

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

23. An unlimited number of indefinite or periodic bans on Sect 73 applications for development services and development partnerships in CG&D.

- Yes - 68 (92%)
- No - 6 (8%)

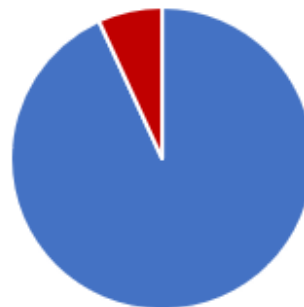


Question 24

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

24. An unlimited number of indefinite or periodic bans on all Water, Wastewater and Ocean Treatment Plant tours, including SWC Business customers and SWC Business Partners.

- Yes - 68 (93%)
- No - 5 (7%)

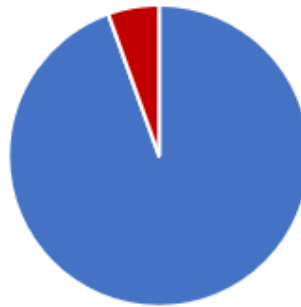


Question 25

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

25. An unlimited number of indefinite or periodic bans on work not classified as high-priority work that does not impact public or environmental safety. In circumstances that constitute an emergency situation posing a risk to life or serious injury or serious illness the industrial action will be suspended until the situation is resolved.

- Yes - 69 (95%)
- No - 4 (5%)

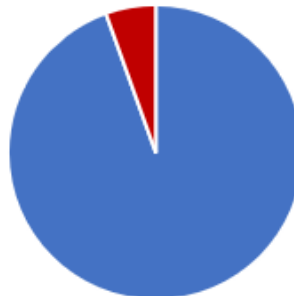


Question 26

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

26. An unlimited number of indefinite or periodic bans on processing Operational Change Requests submitted with less than 3 days' notice. Operational Change Requests deemed by SWC as essential or reactive or that require less than 3 days' notice are to be accompanied by a risk analysis according to SWC's risk matrix. Only a risk analysis rating of 'high' or 'very high' will allow the work to proceed.

- Yes - 69 (95%)
- No - 4 (5%)

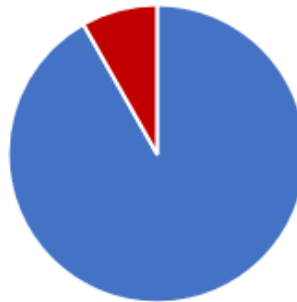


Question 27

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

27. An unlimited number of indefinite or periodic bans on processing Operational Change Requests relating to reservoir inspections by driver or remote operated vehicle.

- Yes - 67 (92%)
- No - 6 (8%)



Question 28

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

28. An unlimited number of indefinite or periodic bans on processing Operational Change Requests relating to trial shutdowns of SWC assets.

- Yes - 67 (92%)
- No - 6 (8%)

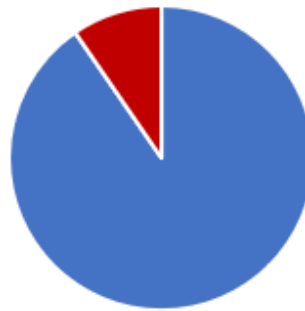


Question 29

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

29. An unlimited number of indefinite or periodic bans on processing planned Operational Change Requests for work involving new connections to Sydney Water networks.

- Yes - 66 (90%)
- No - 7 (10%)

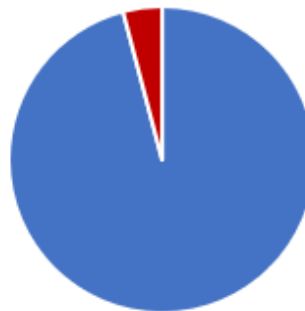


Question 30

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

30. An unlimited number of indefinite or periodic bans on prioritising work where a service provider fails to satisfy a priority 6 response time. In these cases, a new work order will be created.

- Yes - 70 (96%)
- No - 3 (4%)

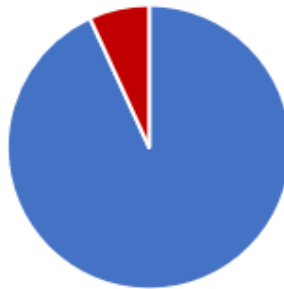


Question 31

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

31. An unlimited number of indefinite or periodic bans on members participating in Voluntary Demand Response activities or contractual 'load shedding'.

- Yes - 68 (93%)
- No - 5 (7%)



Question 32

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

32. An unlimited number of indefinite or periodic bans on participating in Emergency Demand Reduction activities or NSW Government 'load shedding'.

- Yes - 66 (90%)
- No - 7 (10%)



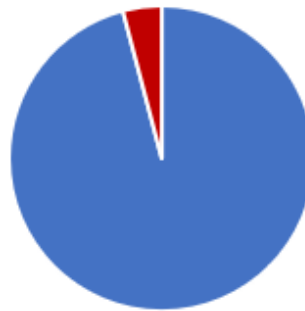
Question 33

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

33. An unlimited number of indefinite or periodic bans on additional recourse calls before shift commencement.

■ Yes - 70 (96%)

■ No - 3 (4%)



Question 34

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

34. An unlimited number of indefinite or periodic bans on toolbox meetings, production meetings, process meetings and maintenance meetings

■ Yes - 67 (92%)

■ No - 6 (8%)

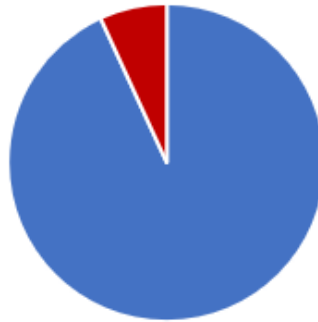


Question 35

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

35. An unlimited number of periodic or indefinite bans on performing work which is subject to protected action bans by the ASU, AMWU or ETU members. In circumstances that constitute an emergency situation posing a risk to life or serious injury or serious illness the industrial action will be suspended until the situation is resolved.

- Yes - 68 (93%)
- No - 5 (7%)

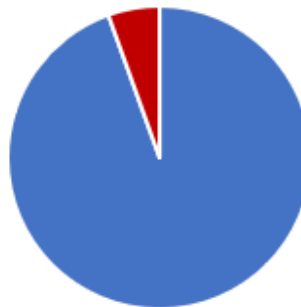


Question 36

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

36. An unlimited number of periodic or indefinite bans on performing higher duties.

- Yes - 69 (95%)
- No - 4 (5%)



Question 37

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

37. An unlimited number of periodic or indefinite bans on all training and mentoring.

- Yes - 66 (90%)
- No - 7 (10%)

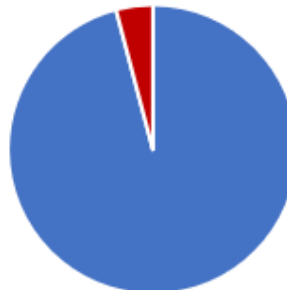


Question 38

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

38. An unlimited number of periodic or indefinite changes to the way employees perform work that may result in an alteration, delay or limitation in the performance of work.

- Yes - 70 (96%)
- No - 3 (4%)

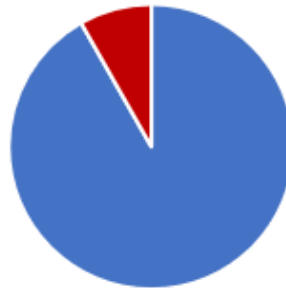


Question 39

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

39. An unlimited number of indefinite or periodic bans on Operational Change Requests for SOC Reviews without a minimum of 6 working days' notice

- Yes - 67 (92%)
- No - 6 (8%)



Question 40

In support of reaching an Enterprise Agreement with your employer, Sydney Water Corporation, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

40. An unlimited number of indefinite or periodic bans on observing energy tariffs during operational scheduling

- Yes - 68 (93%)
- No - 5 (7%)





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