



**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 Trains, NSW Trains  
B2024/1128**

**24 September 2024**

# 1. Ballot Result

Total Eligible Voters: 218  
Total Participated: 351

218 out of 351 have answered all questions 62.1%

Final Ballot Audit: Tuesday, 24 September 2024 at 12.05 pm AWST

*Diagram 1: Final Vote Participation*

<b>Association Of Professional Engineers, Scientists And Managers Australia Protected Action Ballot (B2024/1128)</b> Voters: 351 Total Participated: 218 (62.1%)
--

## 2. CiVS Independence Declaration

The Association Of Professional Engineers, Scientists And Managers Australia 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 result has been audited and the declared result is assured.

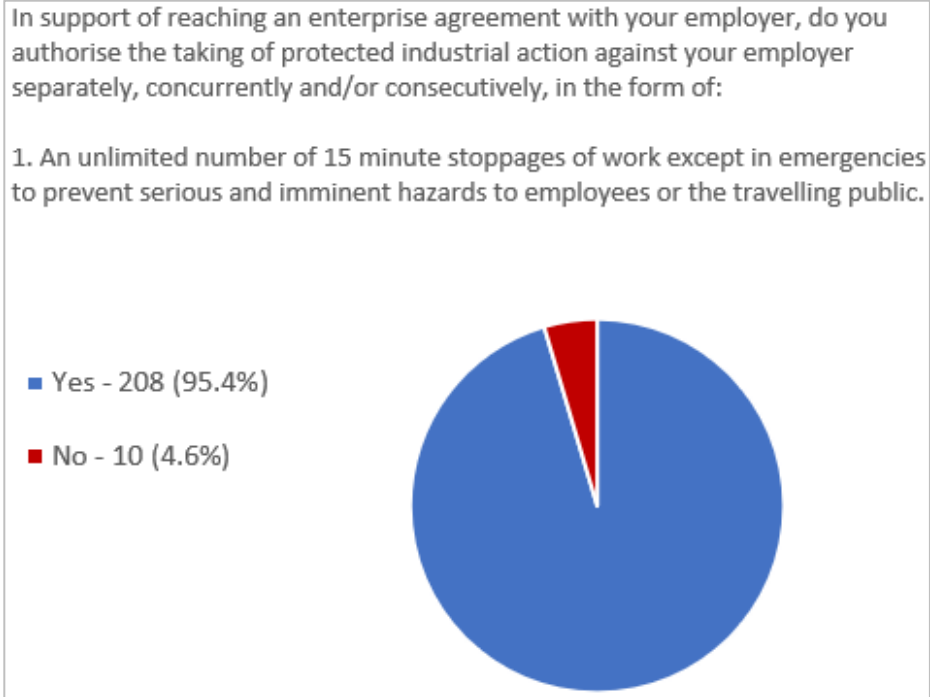
Yours Sincerely,



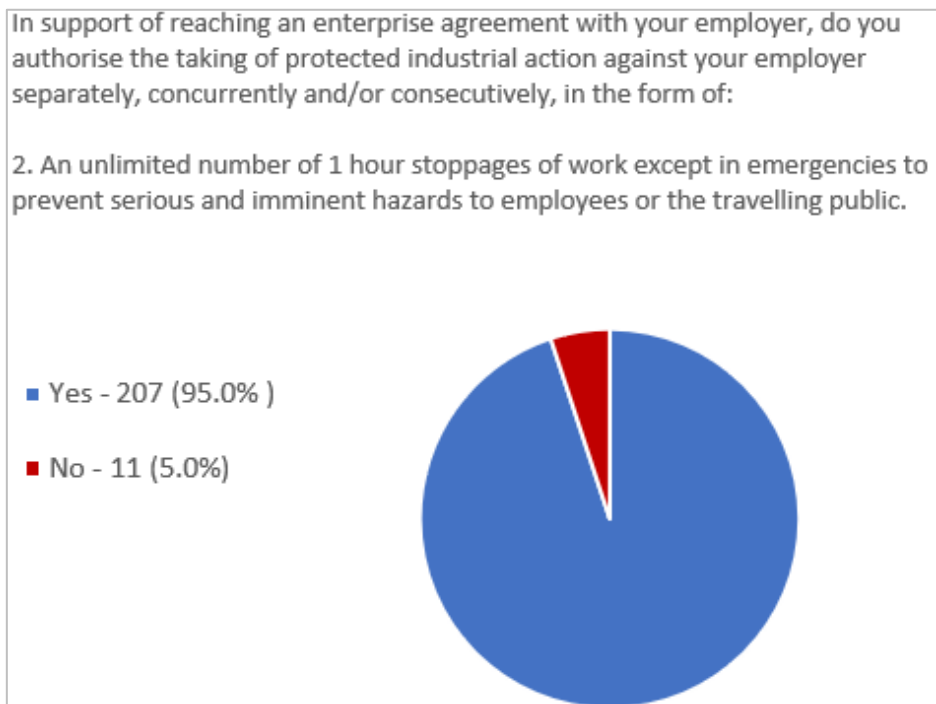
Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

#### Question 1



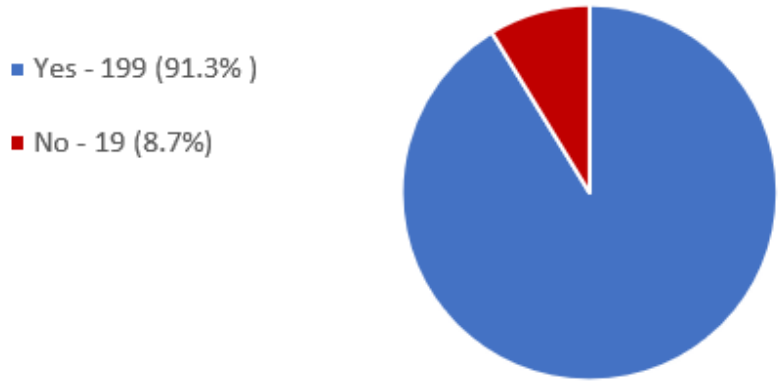
#### Question 2



### Question 3

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:

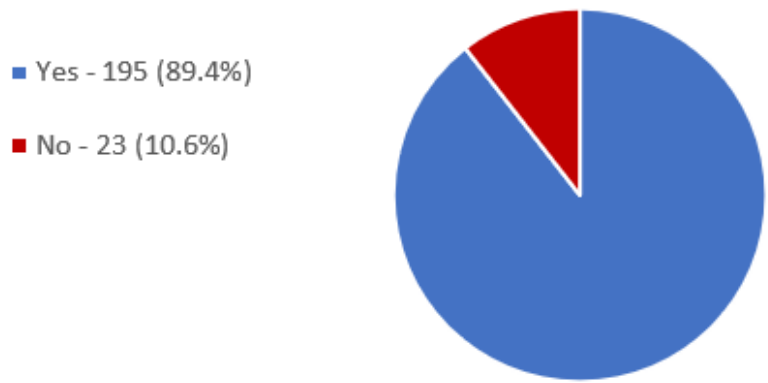
3. An unlimited number of 4 hour stoppages of work except in emergencies to prevent serious and imminent hazards to employees or the travelling public.



### Question 4

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:

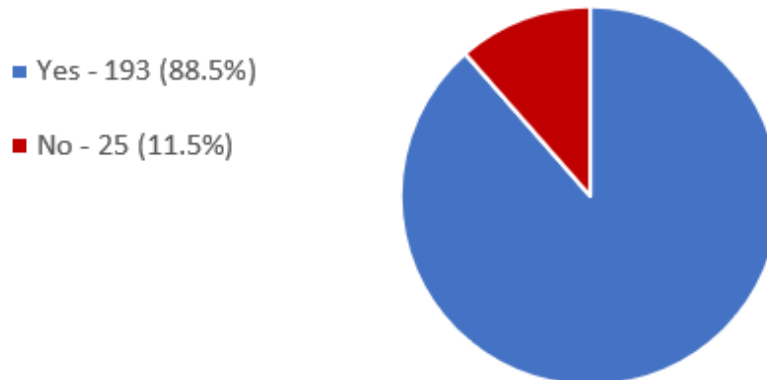
4. An unlimited number of 8 hour stoppages of work except in emergencies to prevent serious and imminent hazards to employees or the travelling public.



## Question 5

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:

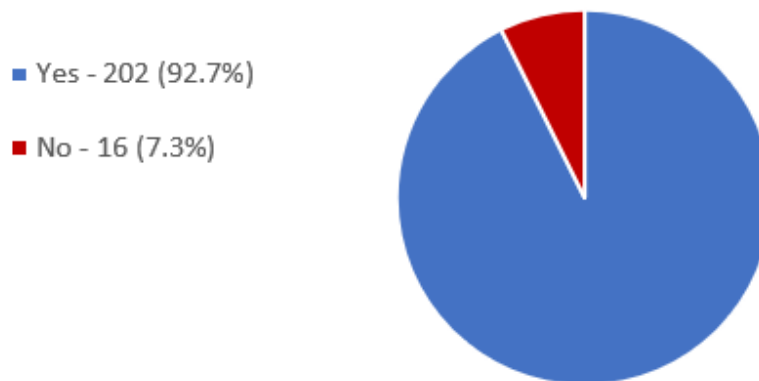
5. An unlimited number of 24 hour stoppages of work except in emergencies to prevent serious and imminent hazards to employees or the travelling public.



## Question 6

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:

6. An unlimited number of periodic or indefinite bans on the performance of overtime except in emergencies to prevent serious and imminent hazards to employees or the travelling public.



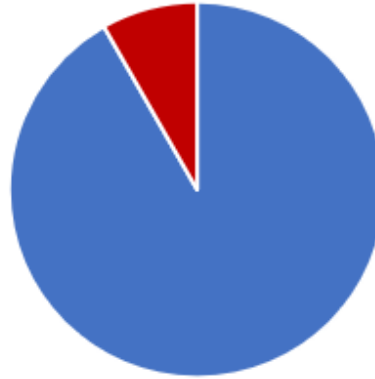
## Question 7

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:

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

■ Yes - 200 (91.7%)

■ No - 18 (8.3%)



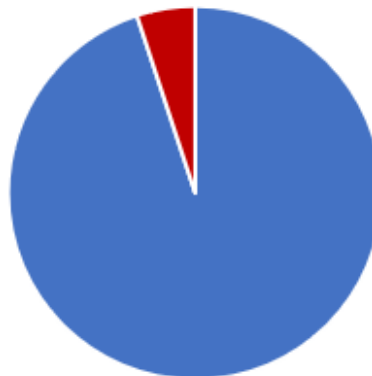
## Question 8

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:

8. An unlimited number of periodic or indefinite bans on participating in any work trials (except where the trial is to fix an urgent safety critical matter where there is significant risk of injury).

■ Yes - 207 (95.0%)

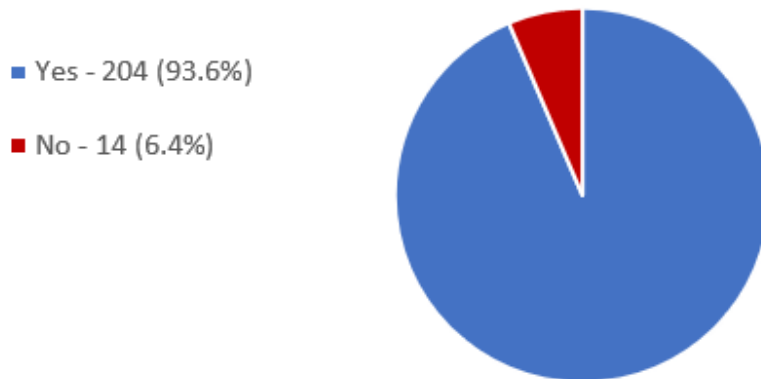
■ No - 11 (5.0%)



## Question 9

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:

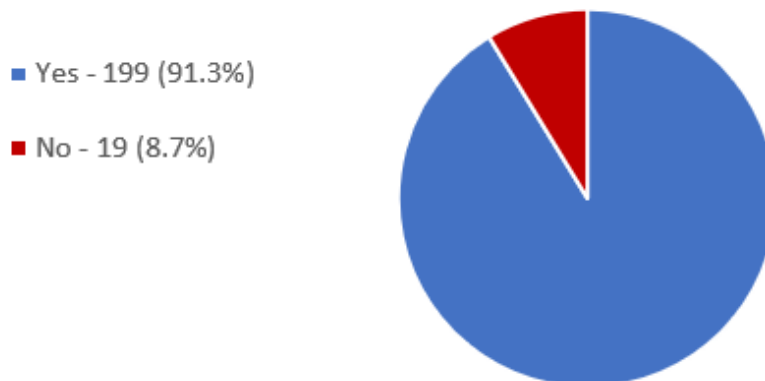
9. An unlimited number of periodic or indefinite bans on working with non-Sydney Trains, NSW Trains or direct hire employees except in emergencies to prevent serious and imminent hazards to employees or the travelling public.



## Question 10

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:

10. An unlimited number of periodic or indefinite bans on completing timesheets on Transport Equip.



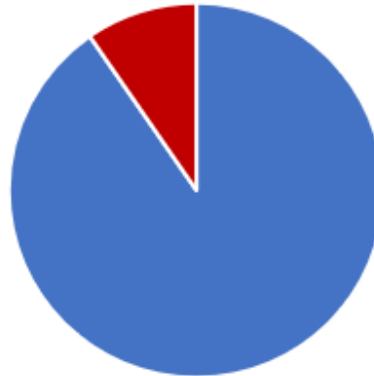
## Question 11

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:

11. An unlimited number of periodic or indefinite bans on the use of technology such as mobile phones, computers, and tablets during work hours for Sydney Trains and NSW Trains purposes except in emergencies to prevent serious and imminent hazards to employees or the travelling public.

■ Yes - 197 (90.4%)

■ No - 21 (9.6%)



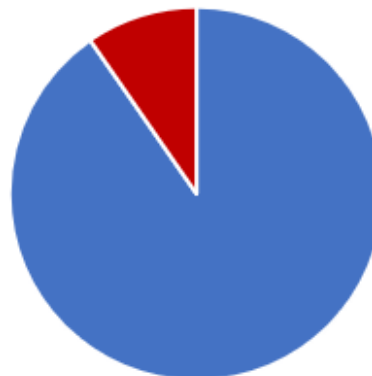
## Question 12

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:

12. An unlimited number of periodic or indefinite bans on the use of Sydney Trains or NSW Trains technology and software.

■ Yes - 197 (90.4%)

■ No - 21 (9.6%)

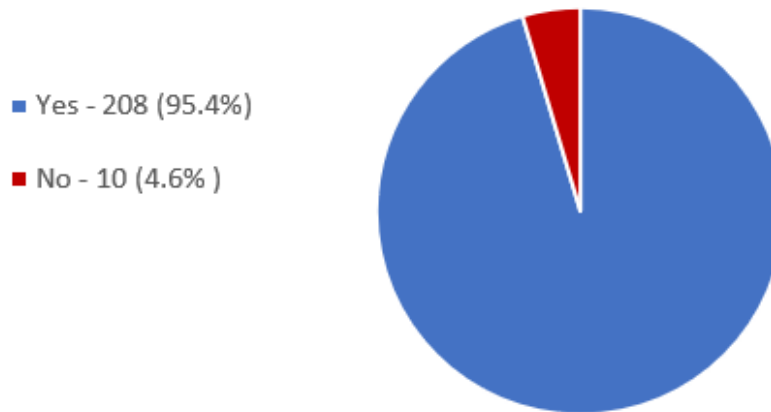




## Question 13

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:

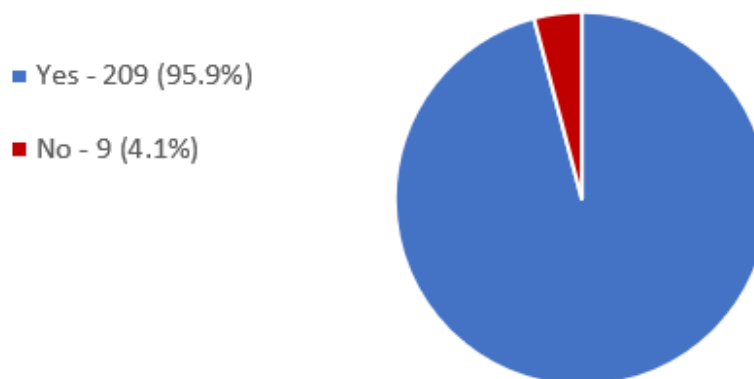
13. An unlimited number of periodic or indefinite bans on being on "call" except in emergencies to prevent serious and imminent hazards to employees or the travelling public.



## Question 14

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:

14. An unlimited number of periodic or indefinite bans on participating in performance development reviews.



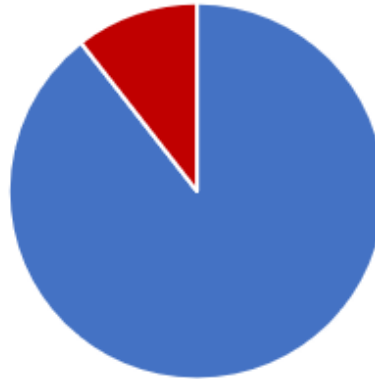
## Question 15

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:

15. An unlimited number of periodic or indefinite bans on electrical isolations except in emergencies to prevent serious and imminent hazards to employees or the travelling public.

■ Yes - 195 (89.4%)

■ No - 23 (10.6%)



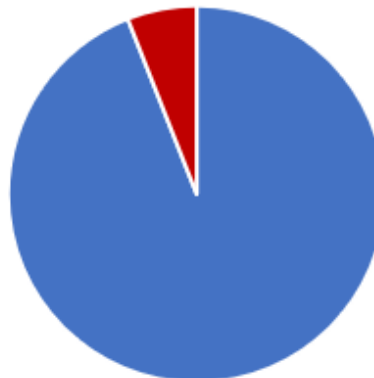
## Question 16

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:

16. An unlimited number of periodic or indefinite bans on performing work which is subject to protected action bans by any or all of ASU, RTBU, AMWU, ETU, MEU, or AWU members except in emergencies to prevent serious and imminent hazards to employees or the travelling public.

■ Yes - 205 (94.0%)

■ No - 13 (6.0%)

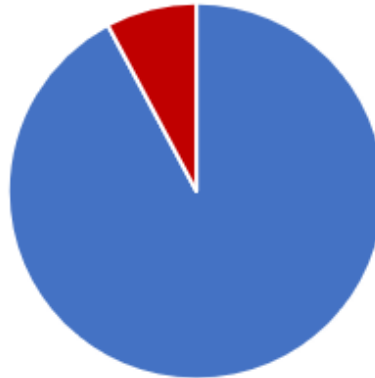


## Question 17

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:

17. An unlimited number of periodic or indefinite bans on performing work for NSW Trains.

- Yes - 201 (92.2%)
- No - 17 (7.8%)

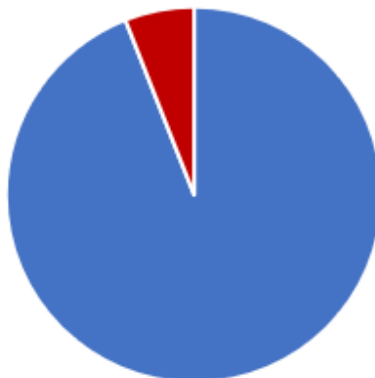


## Question 18

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:

18. An unlimited number of periodic or indefinite bans on performance of external washing and/ or graffiti removal of rolling stock except in emergencies to prevent serious and imminent hazards to employees or the travelling public.

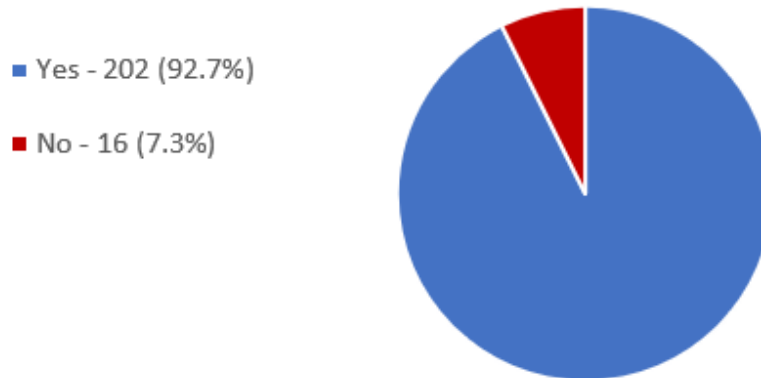
- Yes - 205 (94.0%)
- No - 13 (6.0%)



## Question 19

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:

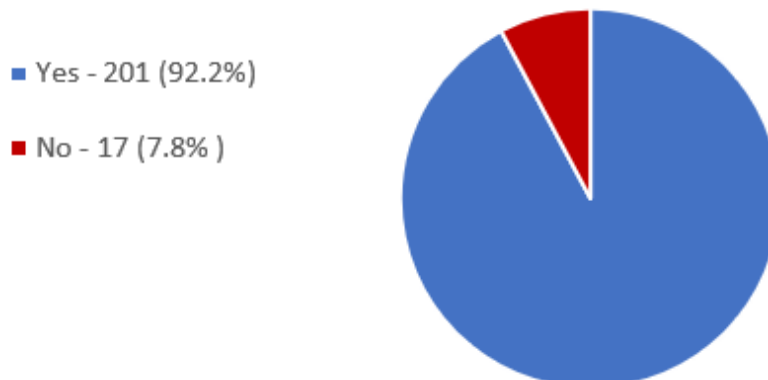
19. An unlimited number of periodic or indefinite bans on car balancing.



## Question 20

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:

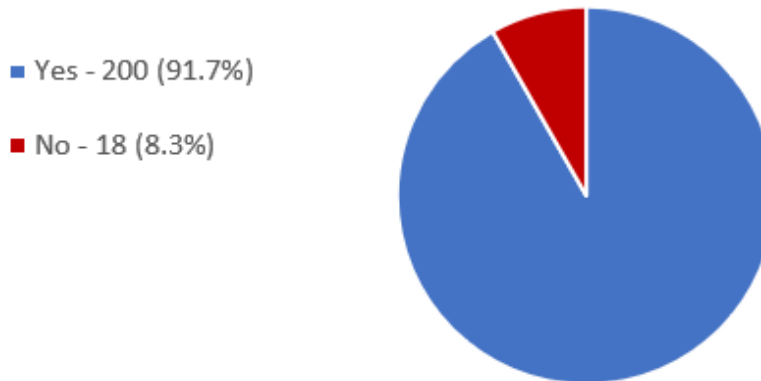
20. An unlimited number of periodic or indefinite bans on front of train examinations except in emergencies to prevent serious and imminent hazards to employees or the travelling public.



## Question 21

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:

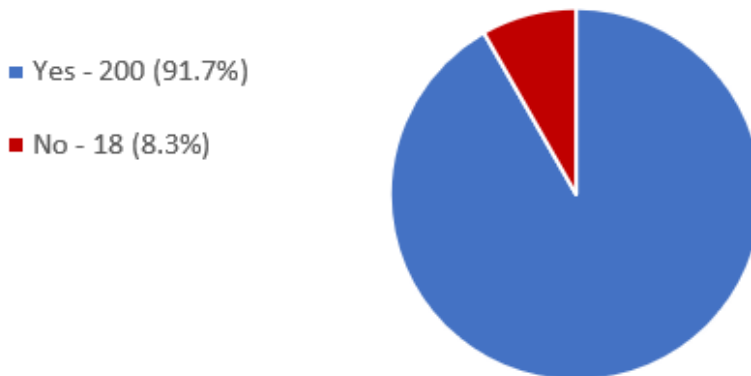
21. An unlimited number of periodic or indefinite bans on performing detailed walks for track certification purposes except in emergencies to prevent serious and imminent hazards to employees or the travelling public.



## Question 22

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:

22. An unlimited number of periodic or indefinite bans on performing work in connection with unplanned track work except in emergencies to prevent serious and imminent hazards to employees or the travelling public.



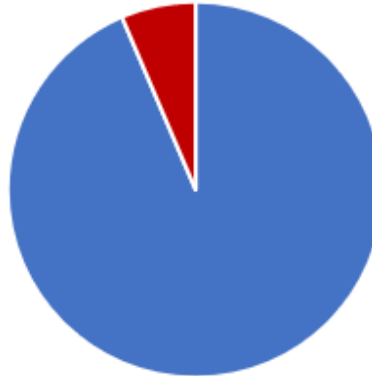
## Question 23

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:

23. An unlimited number of periodic or indefinite bans on performing work in connection with non-timetabled trains except in emergencies to prevent serious and imminent hazards to employees or the travelling public.

■ Yes - 204 (93.6%)

■ No - 14 (6.4%)



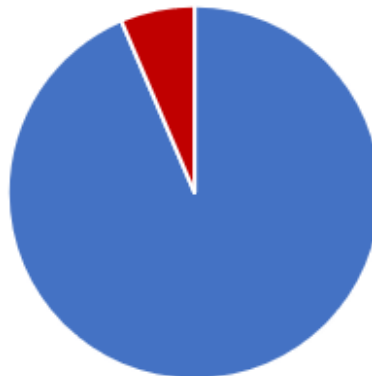
## Question 24

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:

24. An unlimited number of periodic or indefinite bans on issuing transpositions.

■ Yes - 204 (93.6%)

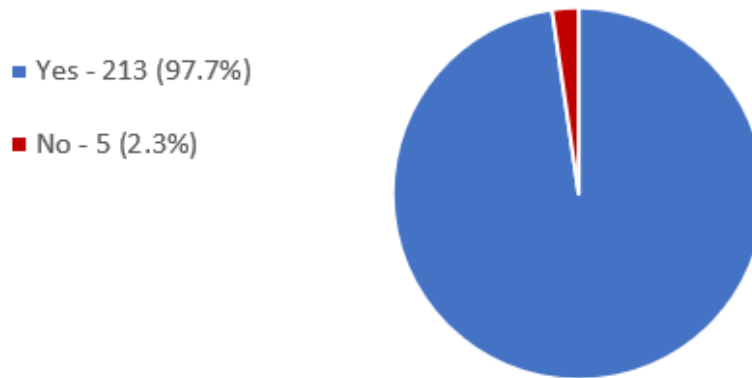
■ No - 14 (6.4%)



## Question 25

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:

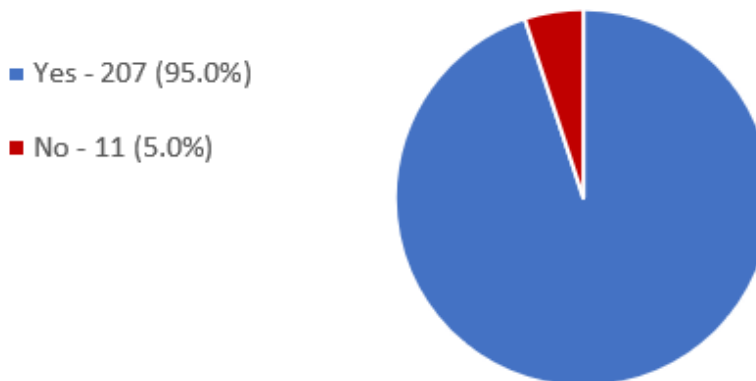
25. Employees will work to rule (full compliance with policies, procedures, and pay grade).



## Question 26

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:

26. Attaching union and industrial campaign-related material to outgoing mail and/or emails and adding APESMA and industrial campaign-related material to Sydney Trains and NSW Trains materials and displays.



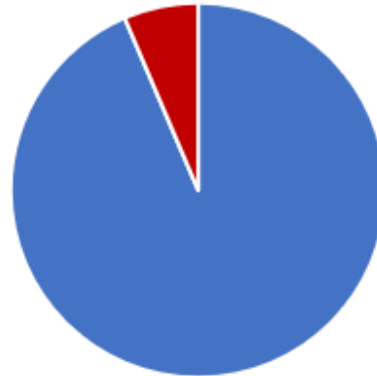
## Question 27

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:

27. Speaking to members of the public during work related telephone calls about the industrial action and APESMA campaign for a new enterprise agreement.

■ Yes - 204 (93.6%)

■ No - 14 (6.4%)



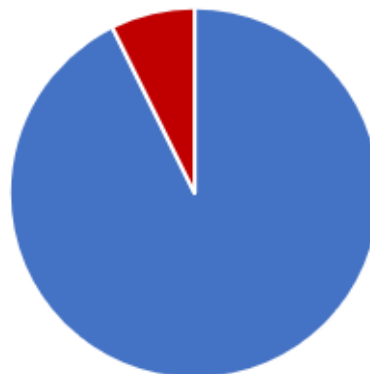
## Question 28

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:

28. Wearing and distributing APESMA and industrial campaign-related material to members of the public and Sydney Trains/ NSW Trains staff whilst performing work, including but not limited to t-shirts, caps, badges, facemasks, written communications including posters and stickers.

■ Yes - 202 (92.7%)

■ No - 16 (7.3%)

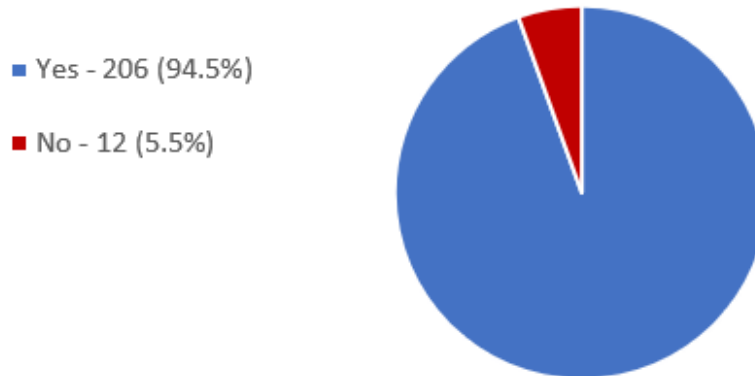




## Question 29

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:

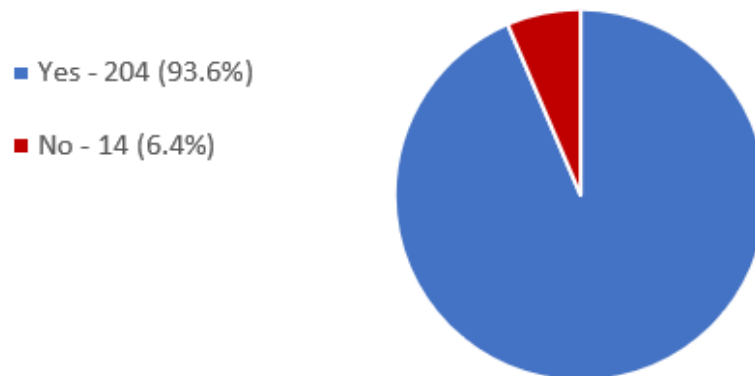
29. Providing information, in any form, concerning the views of employees about industrial action and the APESMA campaign for a new enterprise agreement to members of the community including to members of the media.



## Question 30

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:

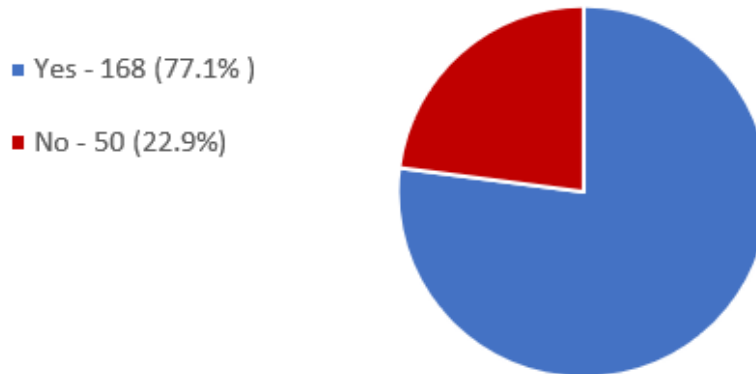
30. An unlimited number of periodic or indefinite bans on attending the office.



## Question 31

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:

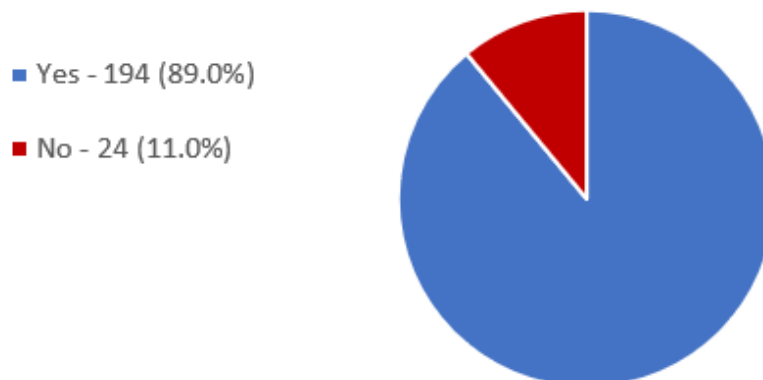
31. An unlimited number of periodic or indefinite bans on working from home.



## Question 32

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:

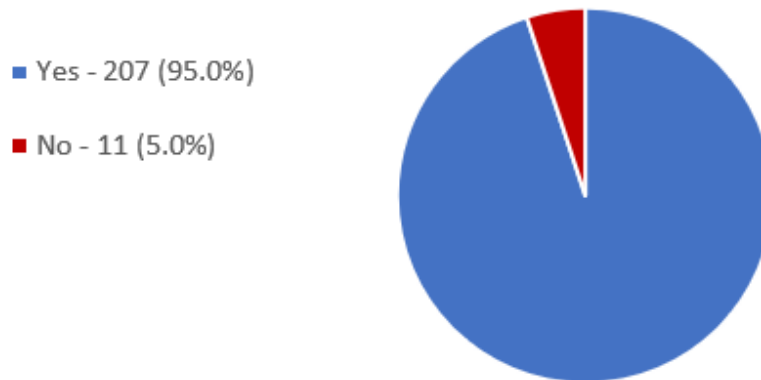
32. An unlimited number of periodic or indefinite bans on the use of swipe cards, physical and digital keys except in emergencies to prevent serious and imminent hazards to employees or the travelling public.



## Question 33

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:

33. An unlimited number of periodic or indefinite bans on issuing of revised completion dates except in emergencies to prevent serious and imminent hazards to employees or the travelling public.





(08) 6314 0580  
info@civs.com.au

