



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**United Workers' Union**

**v**

**G4S Custodial Services Pty Ltd T/A G4S Security  
(B2023/60)**

**14 February 2023**

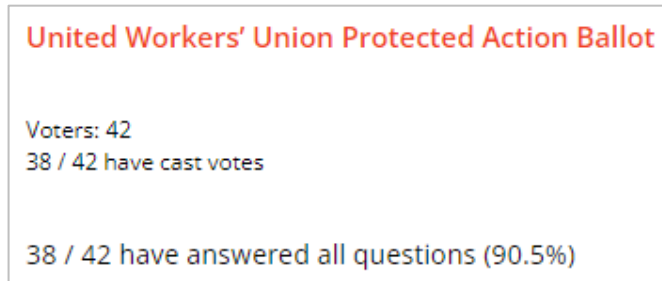
# 1. Ballot Result

Total Eligible Voters: 42  
Total Participated: 38

38 out of 42 have answered all questions 90.5%

Final Ballot Audit: Tuesday, 14 February 2023 at 12.10pm AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot has been managed and declared independent of all other parties.

The United Workers' Union 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 G4S Custodial Services Pty Ltd, 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 between one (1) minute and twenty-four (24) hours' duration?

- Yes - 38 (100%)
- No - 0 (0%)



#### Question 2

In support of reaching an enterprise agreement with G4S Custodial Services Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:

2. Interrupting or stopping work for the purpose of writing and saving the statement: "I am taking protected industrial action to protect my conditions, job security and fair pay. To support our campaign for a fair pay rise and fair leave conditions, please contact G4S General Manager (Court Services Victoria) Patrick Marcinkowski at [patrick.marcinkowski@au.g4s.com](mailto:patrick.marcinkowski@au.g4s.com) and express your support!" in email signatures and out of office replies?

- Yes - 38 (100%)
- No - 0 (0%)



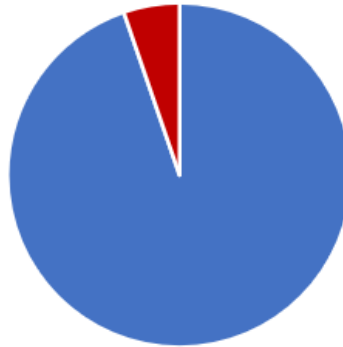
### Question 3

In support of reaching an enterprise agreement with G4S Custodial Services Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:

3. An unlimited number of indefinite or periodic bans on the performance of work without a union t-shirt or vest worn over or instead of an employee's prescribed uniform?

■ Yes - 36 (95%)

■ No - 2 (5%)



### Question 4

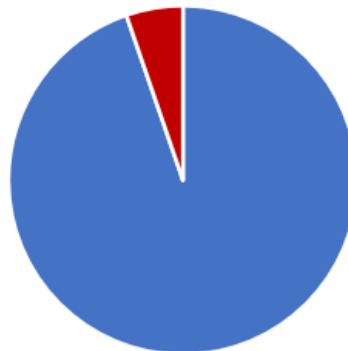
In support of reaching an enterprise agreement with G4S Custodial Services Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:

4. An unlimited number of indefinite or periodic bans on the performance of the following:

- Call-in overtime; and/or
- Shift-extension or "ad-hoc" overtime; and/or
- All forms of overtime?

■ Yes - 36 (95%)

■ No - 2 (5%)



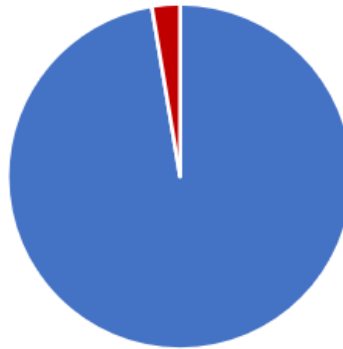
## Question 5

In support of reaching an enterprise agreement with G4S Custodial Services Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:

5. Maintaining strict adherence to designated meal and rest break times, including by taking all scheduled breaks in full, refusing to undertake staggered breaks, and refusing to wait to be relieved prior to taking the break?

■ Yes - 37 (97%)

■ No - 1 (3%)



## Question 6

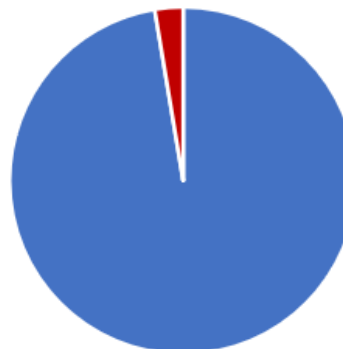
In support of reaching an enterprise agreement with G4S Custodial Services Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:

6. An unlimited number of indefinite or periodic bans on the completion of:

- reporting duties (including incident reports); and/or
- scribing duties; and/or
- training reports?

■ Yes - 37 (97%)

■ No - 1 (3%)



## Question 7

In support of reaching an enterprise agreement with G4S Custodial Services Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:

7. An unlimited number of indefinite or periodic bans on the performance of:

- Building patrols; and/or
- Front Reception duties; and/or
- Supervision or authorisation of contractors; and/or
- Training and/or reorienting new and existing staff?

■ Yes - 38 (100%)

■ No - 0 (0%)



## Question 8

In support of reaching an enterprise agreement with G4S Custodial Services Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:

8. An unlimited number of indefinite or periodic bans on providing verbal instructions to members of the general public (including other County Court employees) to divest of their personal belongings prior to x-ray screening?

■ Yes - 38 (100%)

■ No - 0 (0%)



## Question 9

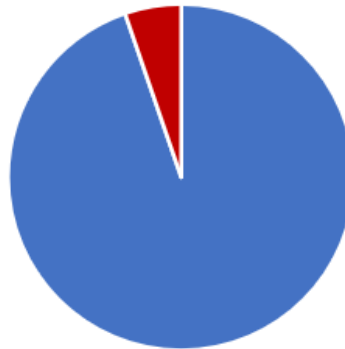
In support of reaching an enterprise agreement with G4S Custodial Services Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:

9. An unlimited number of indefinite or periodic bans on responding to:

- Code Green Incidents; and/or
- Code Grey Incidents?

■ Yes - 36 (95%)

■ No - 2 (5%)



## Question 10

In support of reaching an enterprise agreement with G4S Custodial Services Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:

10. An unlimited number of indefinite or periodic bans on the performance of screening duties without distributing union material and/or speaking to members of the general public (including other County Court employees) about the reasons for industrial action?

■ Yes - 38 (100%)

■ No - 0 (0%)



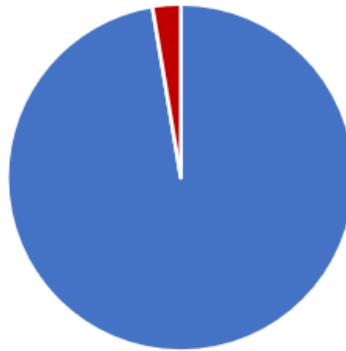
## Question 11

In support of reaching an enterprise agreement with G4S Custodial Services Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:

11. An unlimited number of indefinite or periodic bans on the issuing of warrants without also issuing union material setting out the reasons for the industrial action?

■ Yes - 37 (97%)

■ No - 1 (3%)



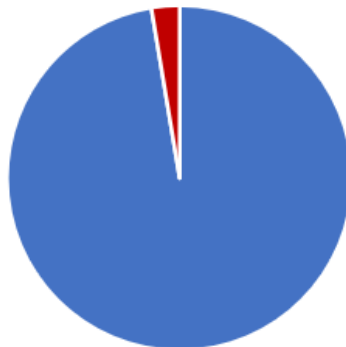
## Question 12

In support of reaching an enterprise agreement with G4S Custodial Services Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:

12. An unlimited number of indefinite or periodic bans on Court Security Officers being allocated to more than one court room at a time (a practice known as "doubling up")?

■ Yes - 37 (97%)

■ No - 1 (3%)





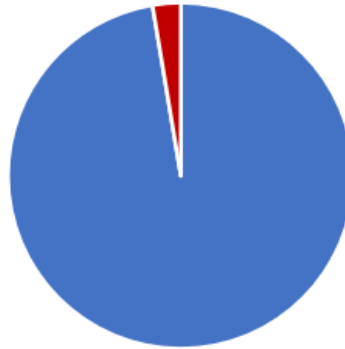
## Question 13

In support of reaching an enterprise agreement with G4S Custodial Services Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:

13. Working strictly in accordance with G4S Custodial Services Pty Ltd's and/or Court Services Victoria's policies or directives and not using any initiative in the performance of duties, for a specified period, including indefinitely?

■ Yes - 37 (97%)

■ No - 1 (3%)





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