



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Construction, Forestry, Maritime, Mining and Energy Union**

**v**

**MSS Security**

**(B2023/761)**

**15 August 2023**

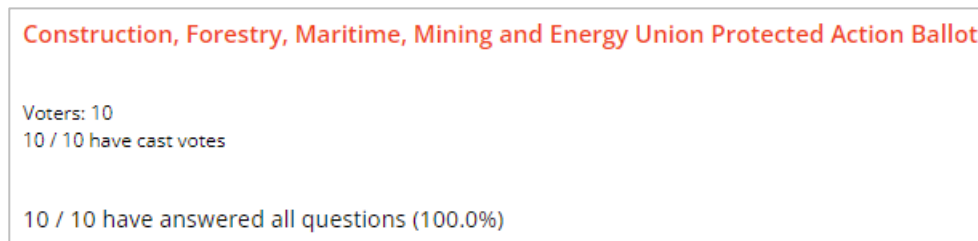
# 1. Ballot Result

Total Eligible Voters: 10  
Total Participated: 10

10 out of 10 have answered all questions 100%

Final Ballot Audit: Tuesday, 15 August 2023 at 2.05pm AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

The Construction, Forestry, Maritime, Mining and Energy Union Protected Action Ballot has been managed and declared independent of all other parties.

The Construction, Forestry, Maritime, Mining and Energy Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

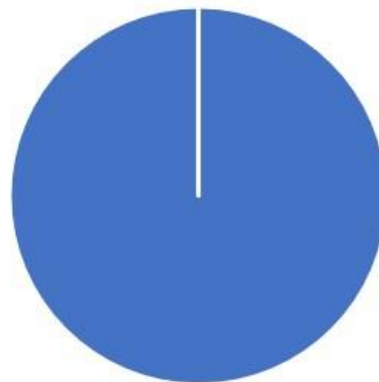
### 3. Questions and Results

#### Question 1

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with MSS Security, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

1. An unlimited number of bans on employees conducting environmental checks for an indefinite period?

- Yes - 10 (100%)
- No - 0 (0%)



#### Question 2

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with MSS Security, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

2. An unlimited number of bans on Breath (BAC) testing for an indefinite period?

- Yes - 10 (100%)
- No - 0 (0%)



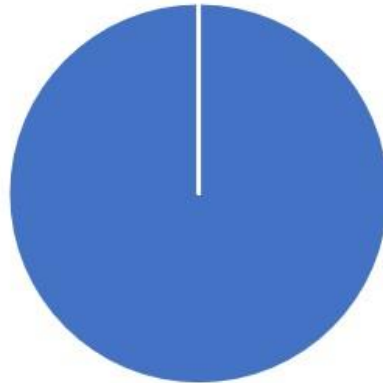
### Question 3

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with MSS Security, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

3. An unlimited number of bans on Mobile Patrols (areas external to the port) for an indefinite period?

■ Yes - 10 (100%)

■ No - 0 (0%)



### Question 4

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with MSS Security, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

4. An unlimited number of bans on Random Drug & Alcohol Testing for an indefinite period?

■ Yes - 10 (100%)

■ No - 0 (0%)



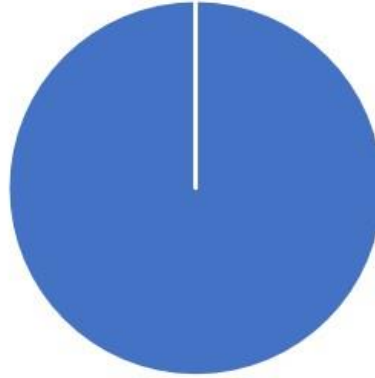
## Question 5

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with MSS Security, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

5. An unlimited number of bans on manually swiping trucks on site at Utah Point for an indefinite period?

■ Yes - 10 (100%)

■ No - 0 (0%)



## Question 6

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with MSS Security, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

6. An unlimited number of bans on washing patrol vehicles for an indefinite period?

■ Yes - 10 (100%)

■ No - 0 (0%)

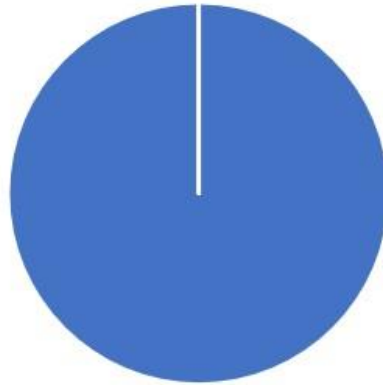


## Question 7

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with MSS Security, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

7. An unlimited number of bans on Speed Audits for an indefinite period?

- Yes - 10 (100%)
- No - 0 (0%)



## Question 8

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with MSS Security, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

8. An unlimited number of bans on workplace inspections for an indefinite period?

- Yes - 10 (100%)
- No - 0 (0%)

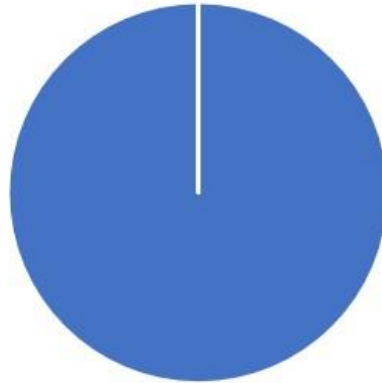


## Question 9

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with MSS Security, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

9. An unlimited number of bans on leader safety interaction for an indefinite period?

- Yes - 10 (100%)
- No - 0 (0%)



## Question 10

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with MSS Security, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

10. An unlimited number of bans on Safe Work Method Statement (SWMS) reviewed by each shift for an indefinite period?

- Yes - 10 (100%)
- No - 0 (0%)



## Question 11

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with MSS Security, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

11. An unlimited number of bans on processing escorts for visitors to the port for an indefinite period?

- Yes - 10 (100%)
- No - 0 (0%)



## Question 12

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with MSS Security, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

12. An unlimited number of stoppages of work of four hours duration?

- Yes - 10 (100%)
- No - 0 (0%)





## Question 13

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with MSS Security, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

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

■ Yes - 10 (100%)

■ No - 0 (0%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

