



# Declaration of Results

## Protected Action Ballot

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia

v

Sydney Trains and NSW Trains

(B2024/1409)

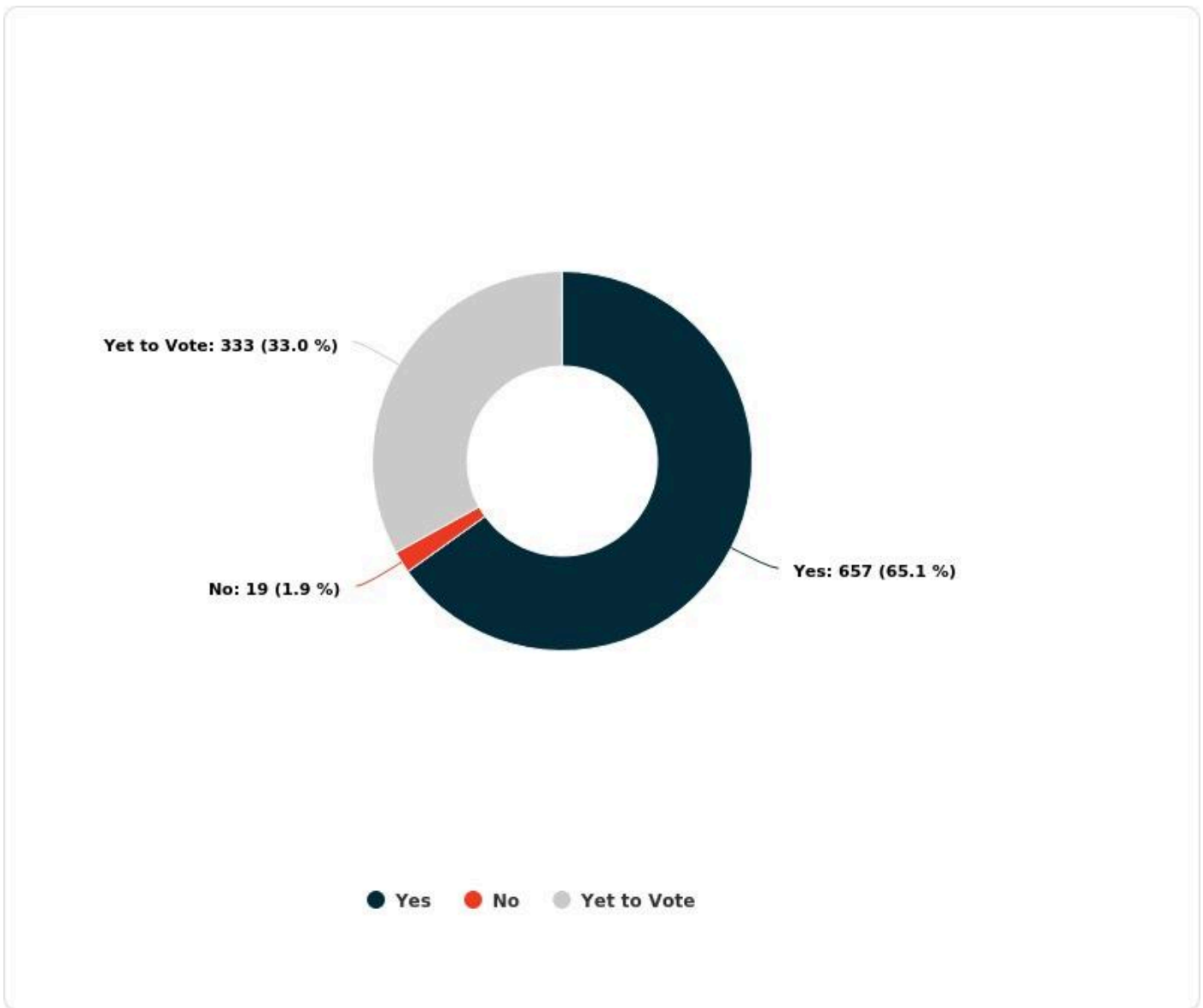
Wednesday 13th November, 2024  
5:56pm AEDT

# 1. Vote Result

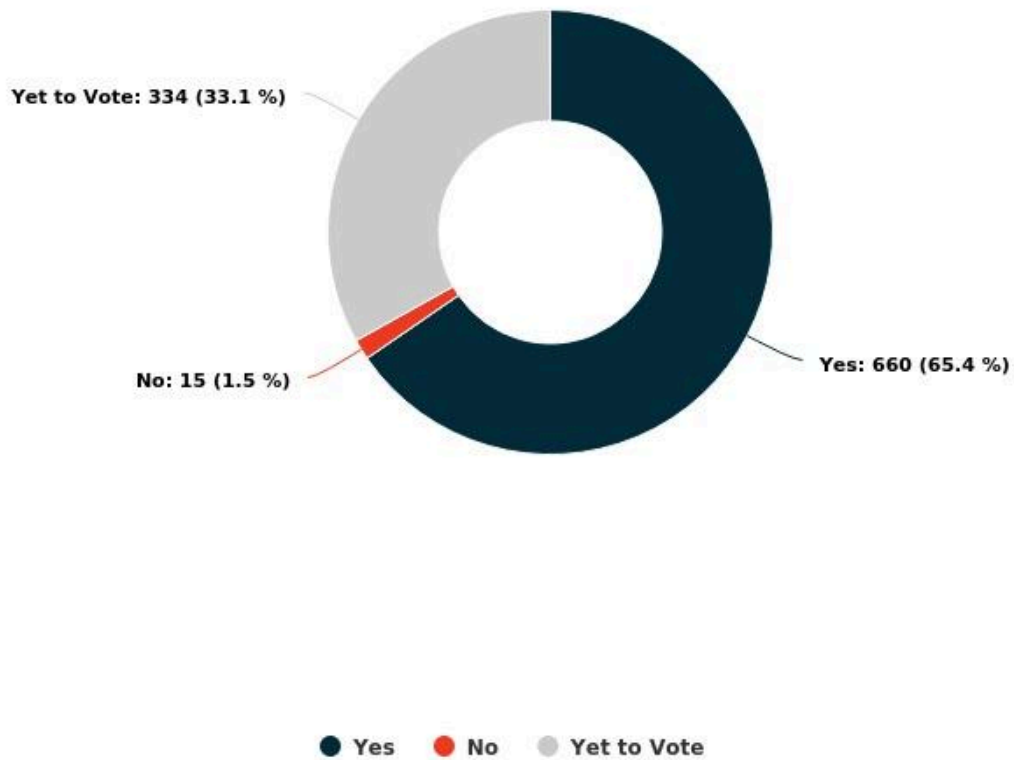
Total Eligible Voters: **1009**  
Total Voted: **676 (67%)**  
Total Voted All Questions:: **655 (64.9%)**

Final Vote Audit: **Wednesday 13th November, 2024 5:56pm AEDT**

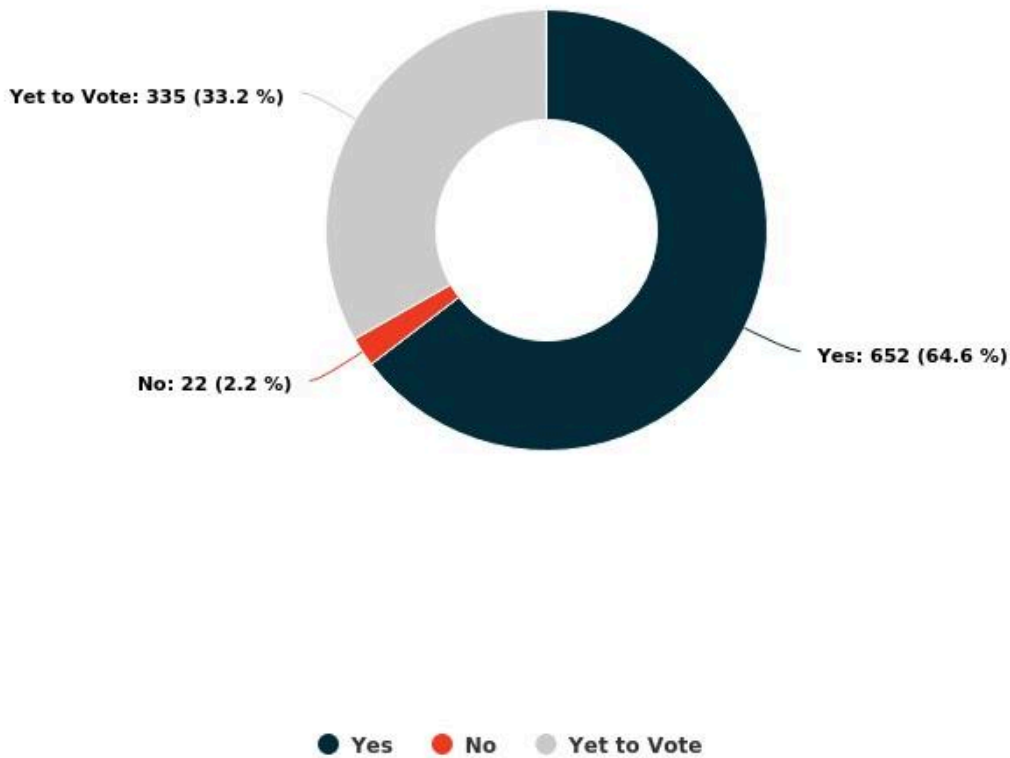
## 1. An unlimited number of indefinite and/or periodic bans on performing High-Voltage Switching, except in emergencies to prevent imminent hazards to employees or the travelling public?



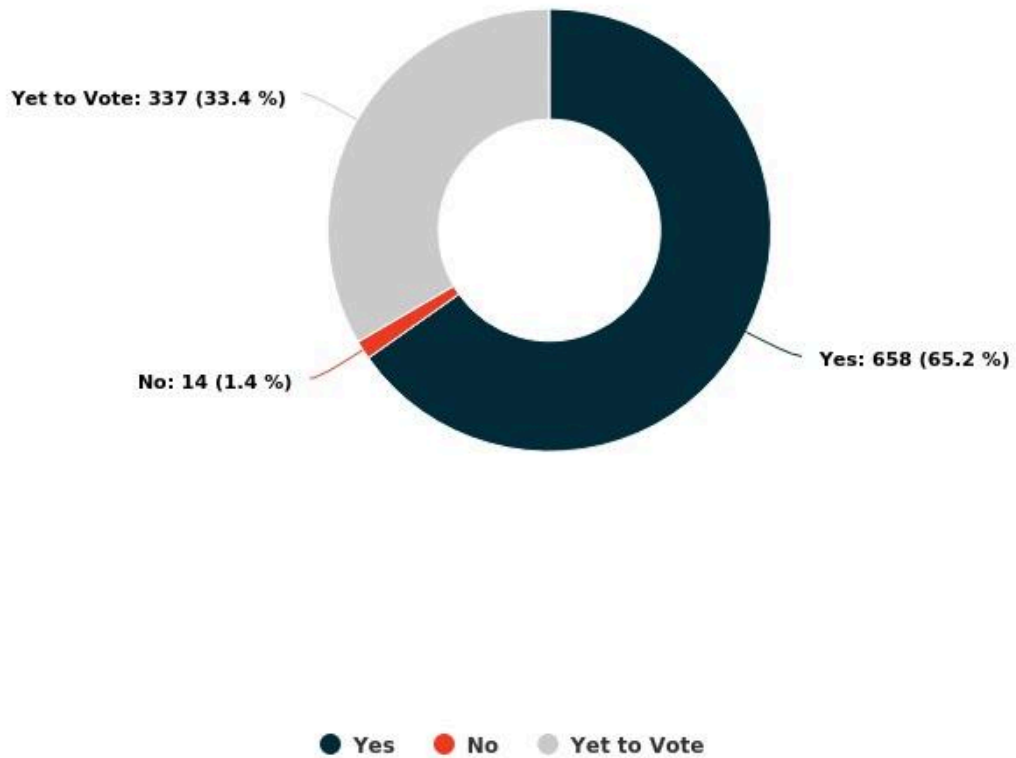
**2. An unlimited number of indefinite and/or periodic bans on authorising non-Sydney Trains employees as the holder(s) of WHVI's (working high voltage instructions) or 1500 Volt Authorities?**



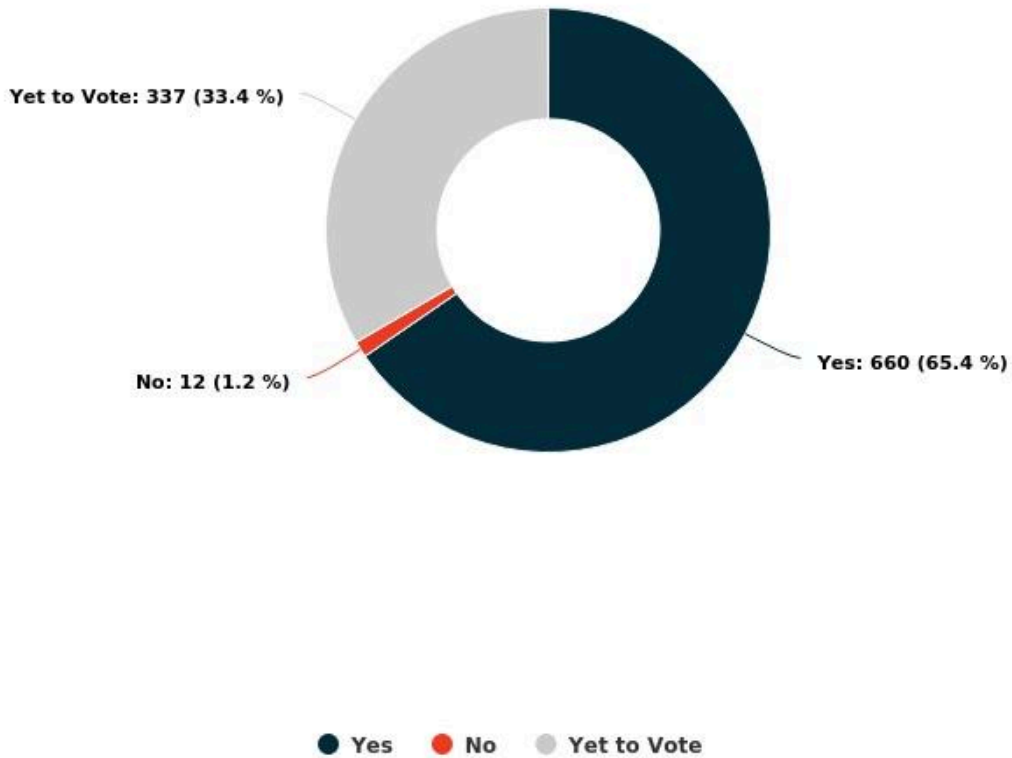
**3. An unlimited number of indefinite and/or periodic bans on 1500V DC switching, except in emergencies to prevent serious and imminent hazards to employees or the public?**



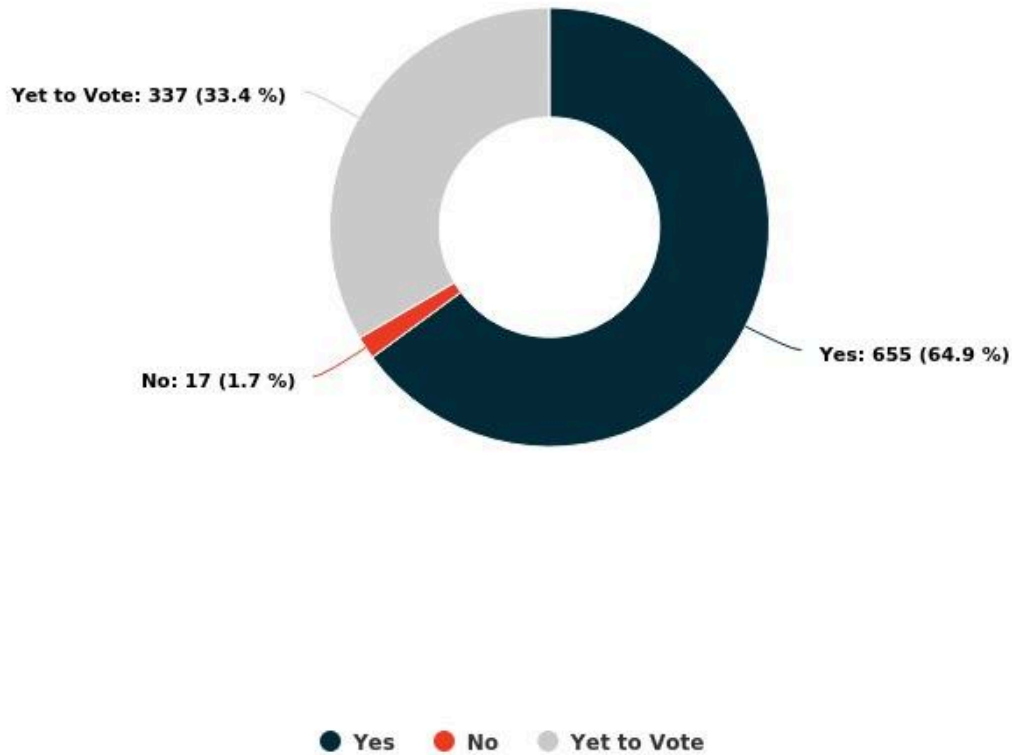
4. An unlimited number of indefinite and/or periodic bans on checking and approving 1500V DC Authorities and Working High Voltage Instructions (WHVI) with less than two (2) weeks' notice,



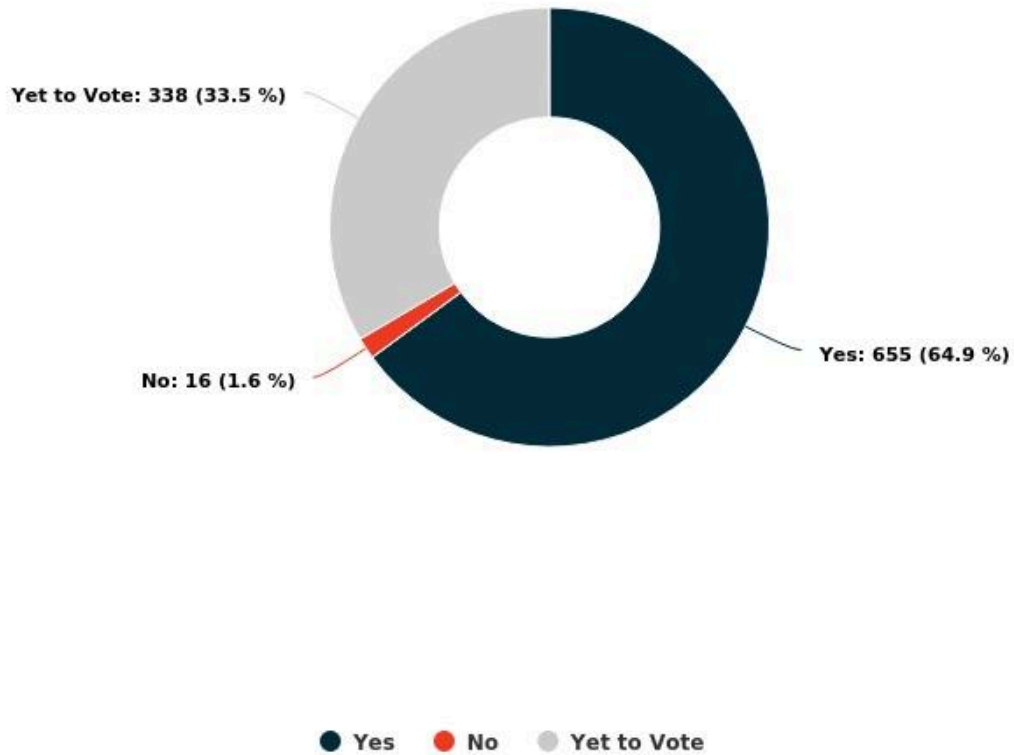
5. An unlimited number of indefinite and/or periodic bans on ICON Electrical employees amending 1500V Authorities and Working High Voltage Instructions (WHVI), except in emergencies to prevent imminent hazards to employees or the public?



6. An unlimited number of indefinite and/or periodic bans on Low Voltage switching, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?

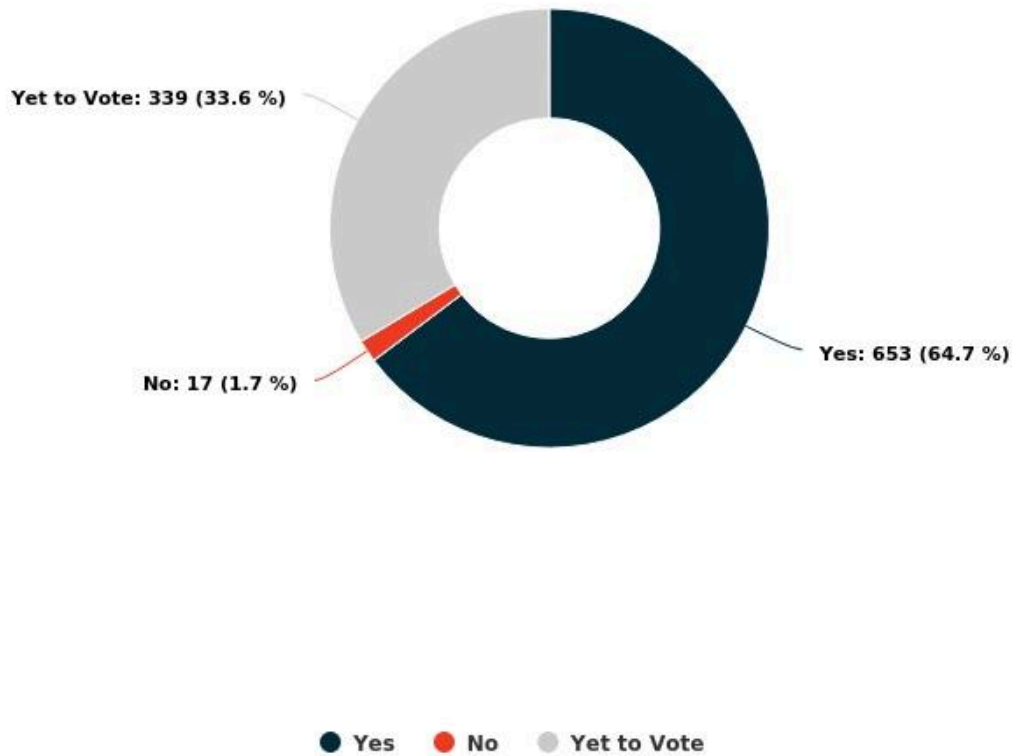


7. An unlimited number of indefinite and/or periodic bans on the removal of operational earths, safety earths, working earths, rail earth contactors, to rail connections both switches and bonds,

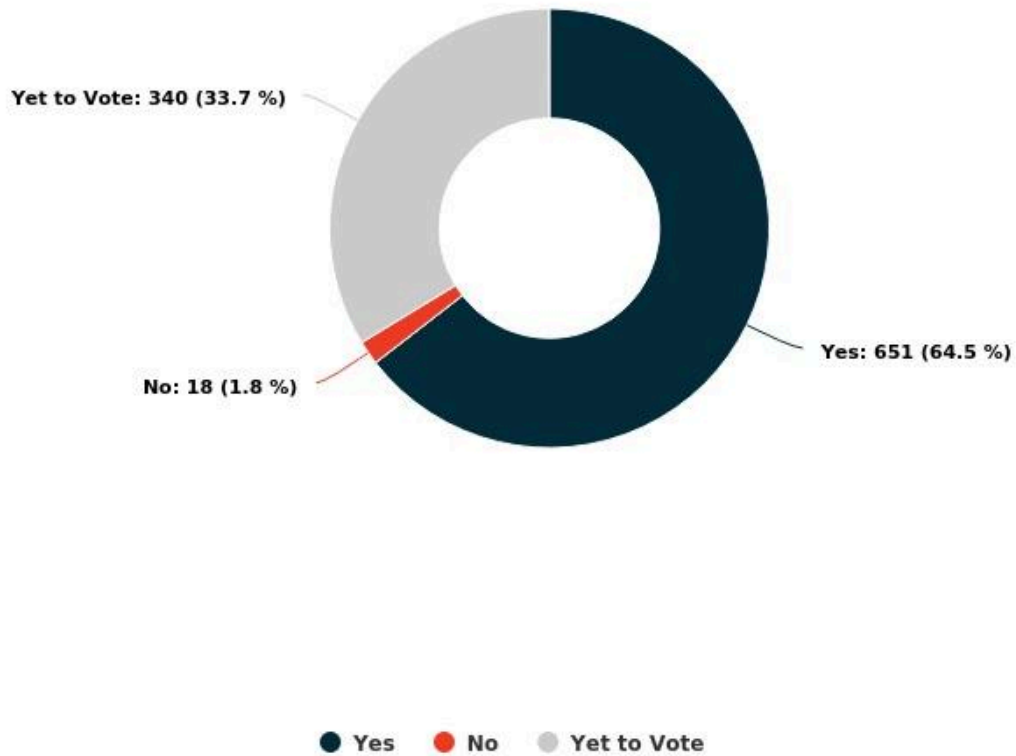




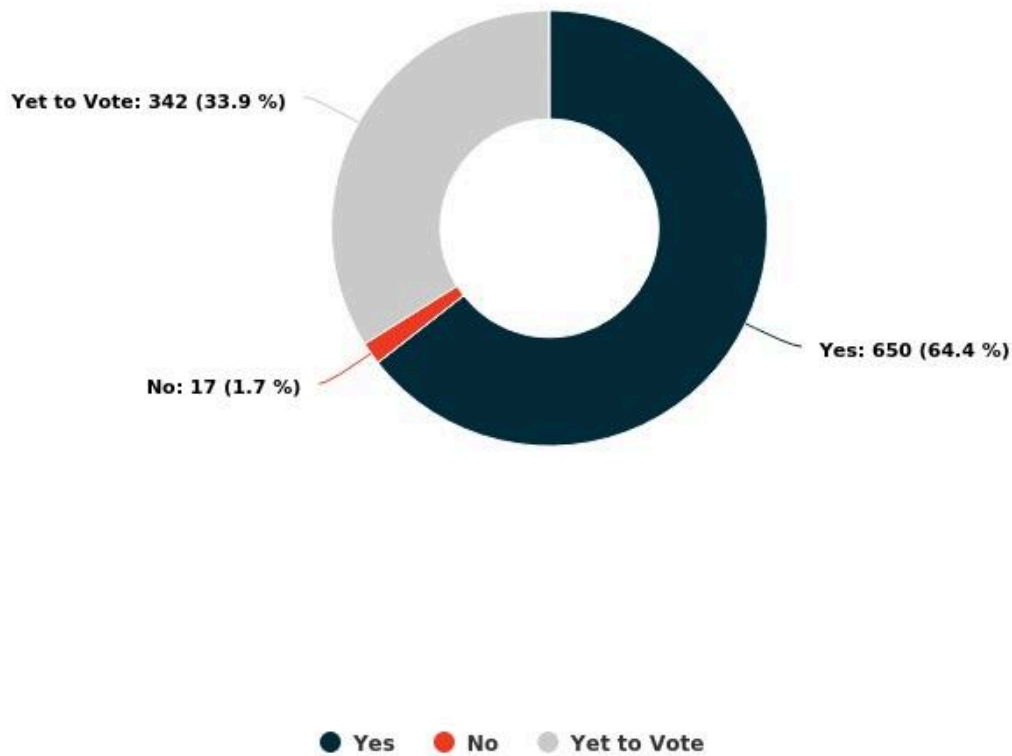
8. An unlimited number of indefinite and/or periodic bans on writing, checking, issuing, or holding Electrical Permits to Work, except in emergencies to prevent imminent hazards to employees or the travelling public?



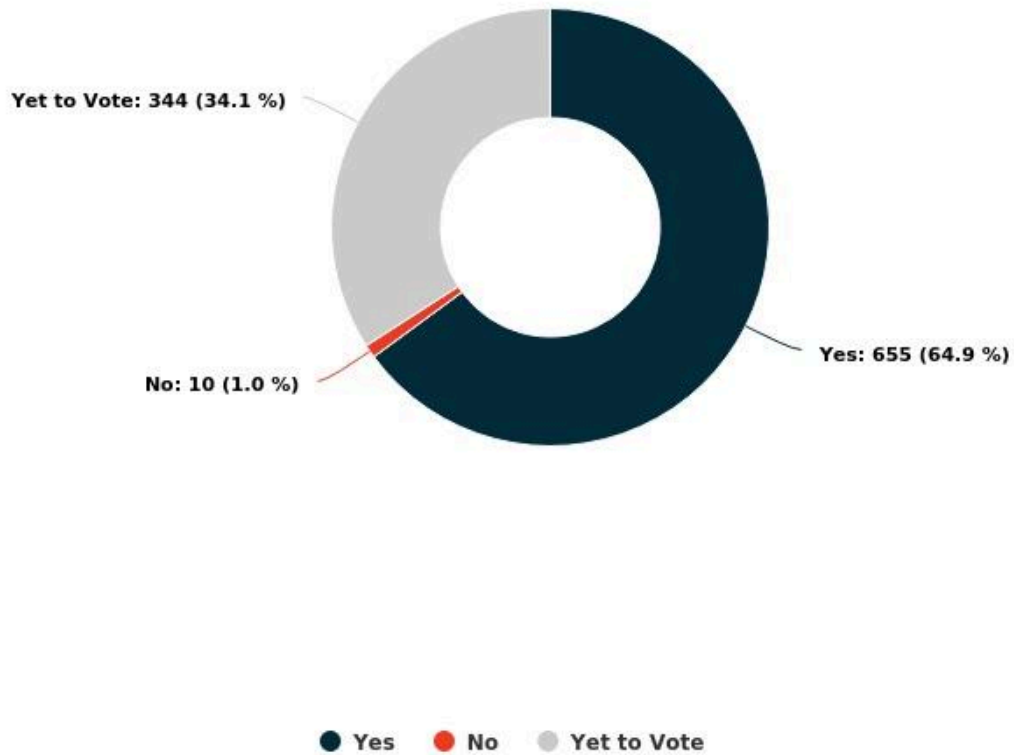
9. An unlimited number of indefinite and/or periodic bans on writing, checking, issuing, or holding Low Voltage Access Permit, except in emergencies to prevent imminent hazards to employees or the travelling public?



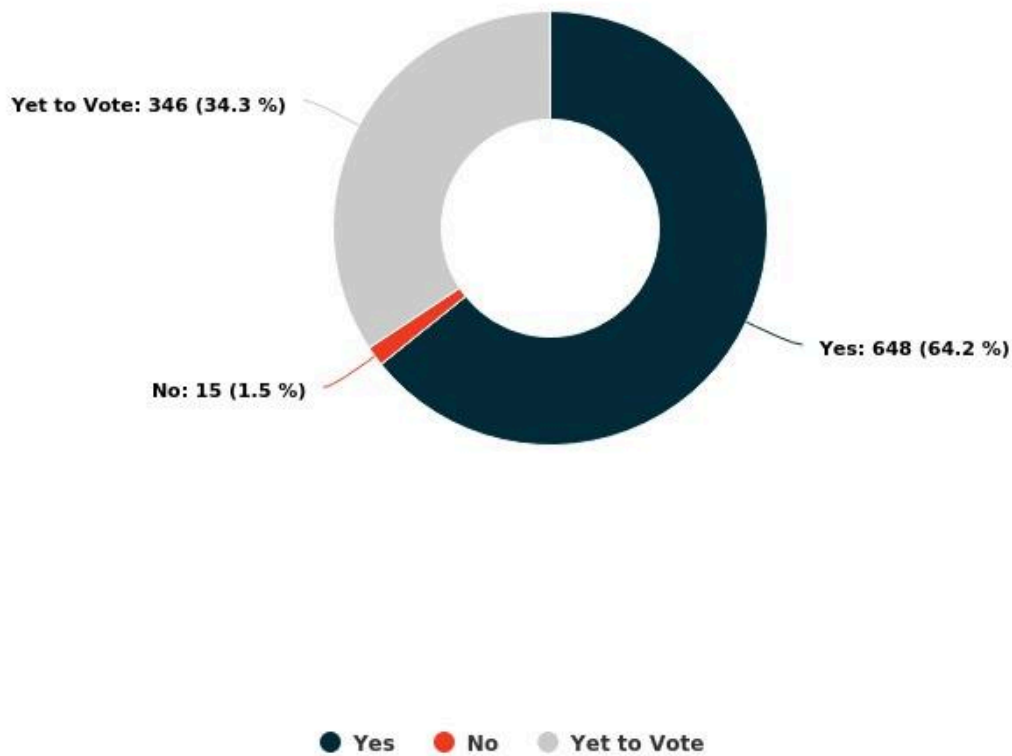
10. An unlimited number of indefinite and/or periodic bans on writing, checking, issuing, or holding Substation Access Permit, except in emergencies to prevent imminent hazards to employees or the travelling public?



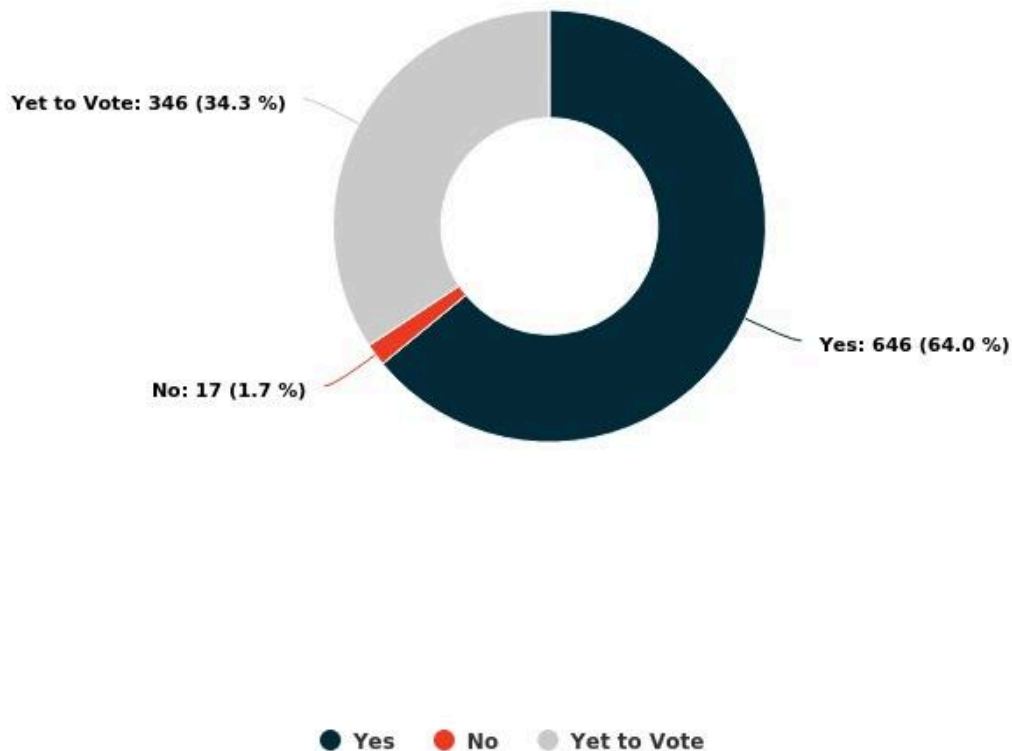
**11. An unlimited number of indefinite and/or periodic bans on issuing any electrical permit to third parties and/or workers other than Sydney Trains employees?**



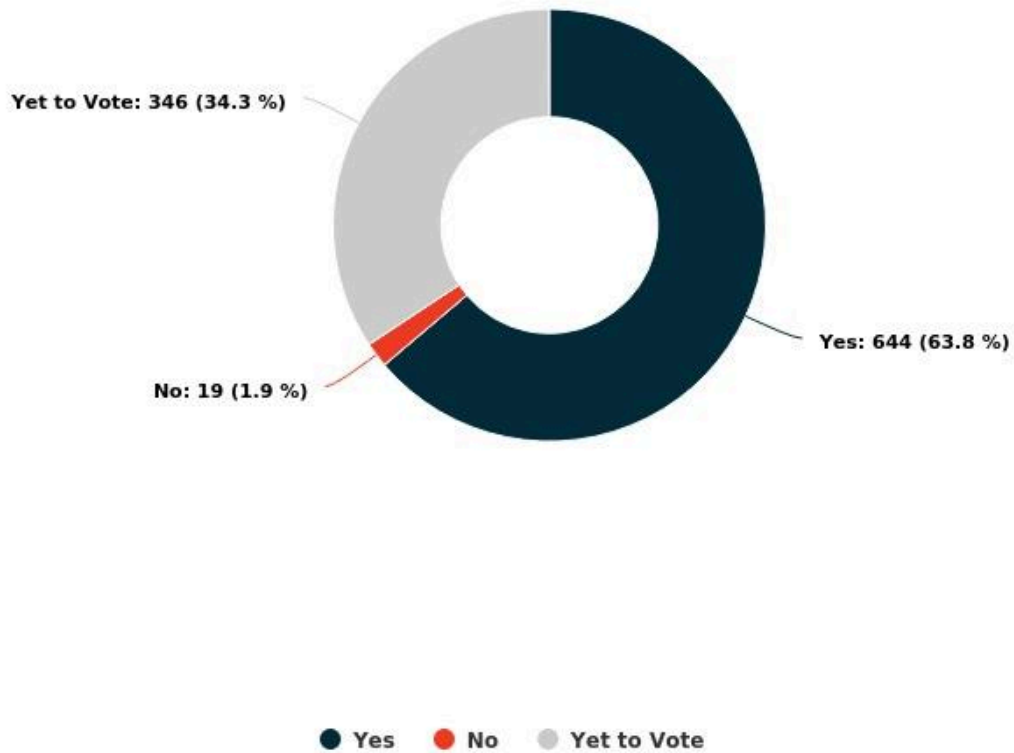
12. An unlimited number of indefinite and/or periodic bans on issuing any electrical permits to anyone who does not one or more of the following: AES05, AES06, AES07, AES08, AES16, and/or AES19?



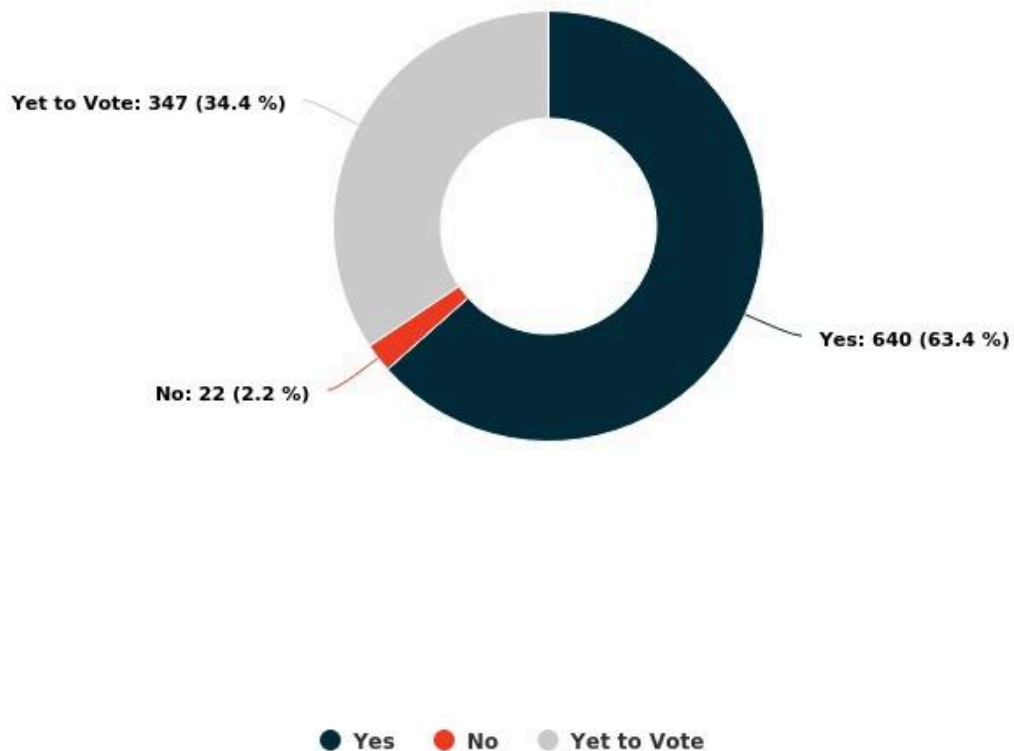
13. An unlimited number of indefinite and/or periodic bans on working on electrical circuits and subsystems that have been isolated by employees who do not have a Certificate 3 or ST2 electrical qualification,



14. An unlimited number of indefinite and/or periodic bans on Extra Low Voltage switching, except in emergencies to prevent serious and imminent hazards to employees or the public?

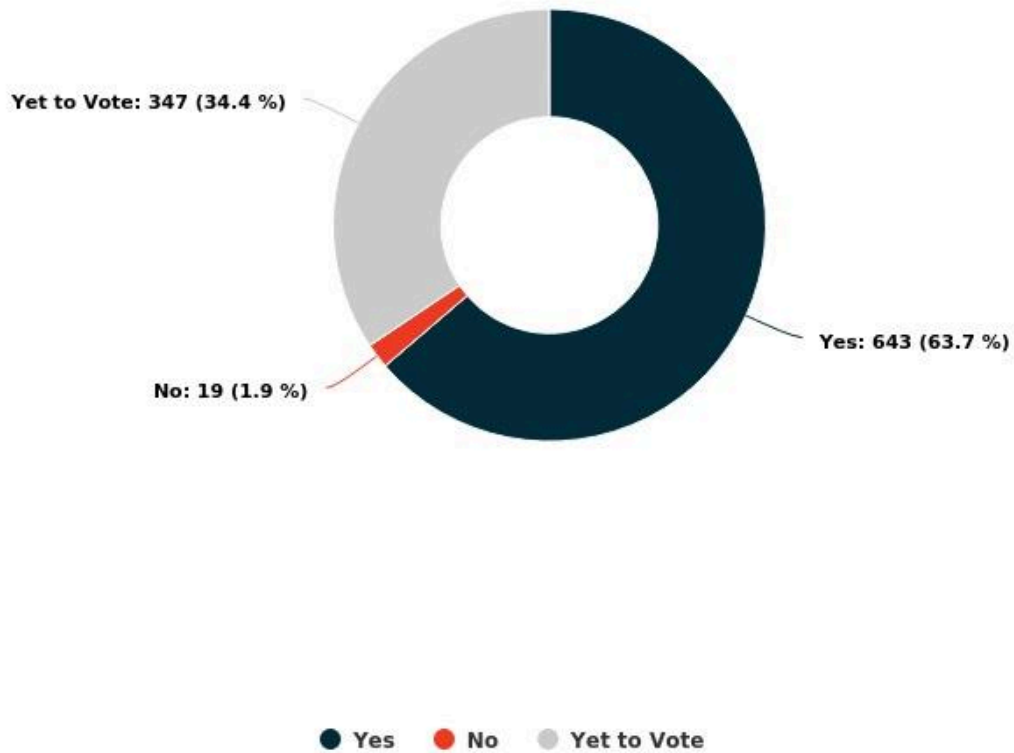


15. An unlimited number of indefinite and/or periodic bans on 48vDC and other Safety Extra Low Voltage switching, except in emergencies to prevent serious and imminent hazards to employees or the public?

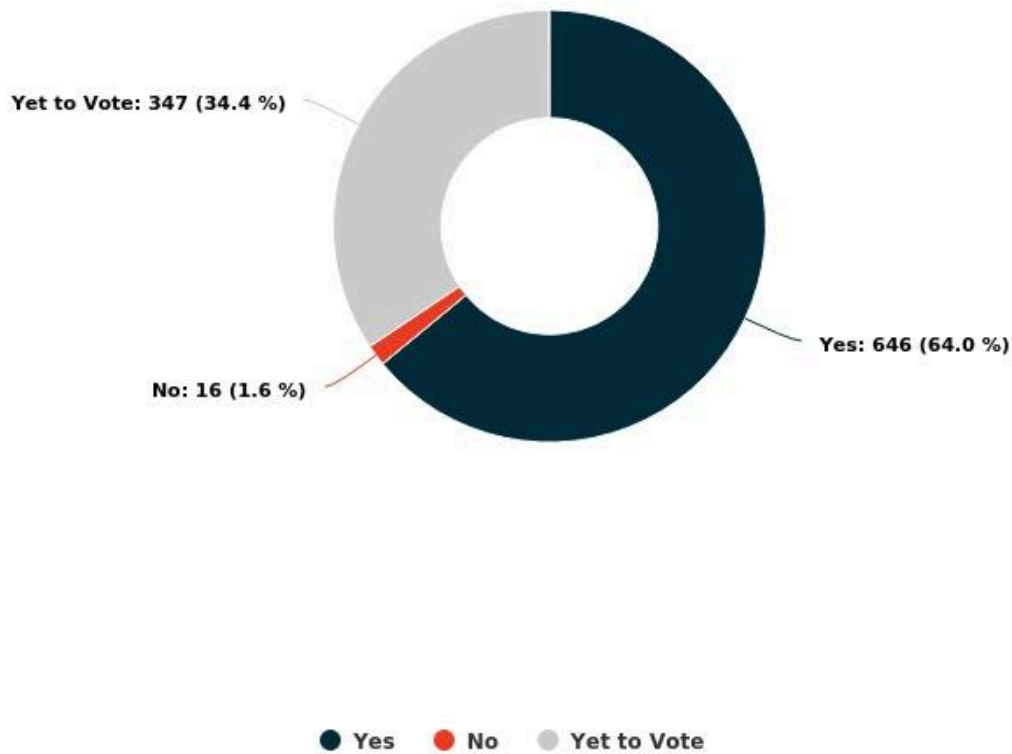




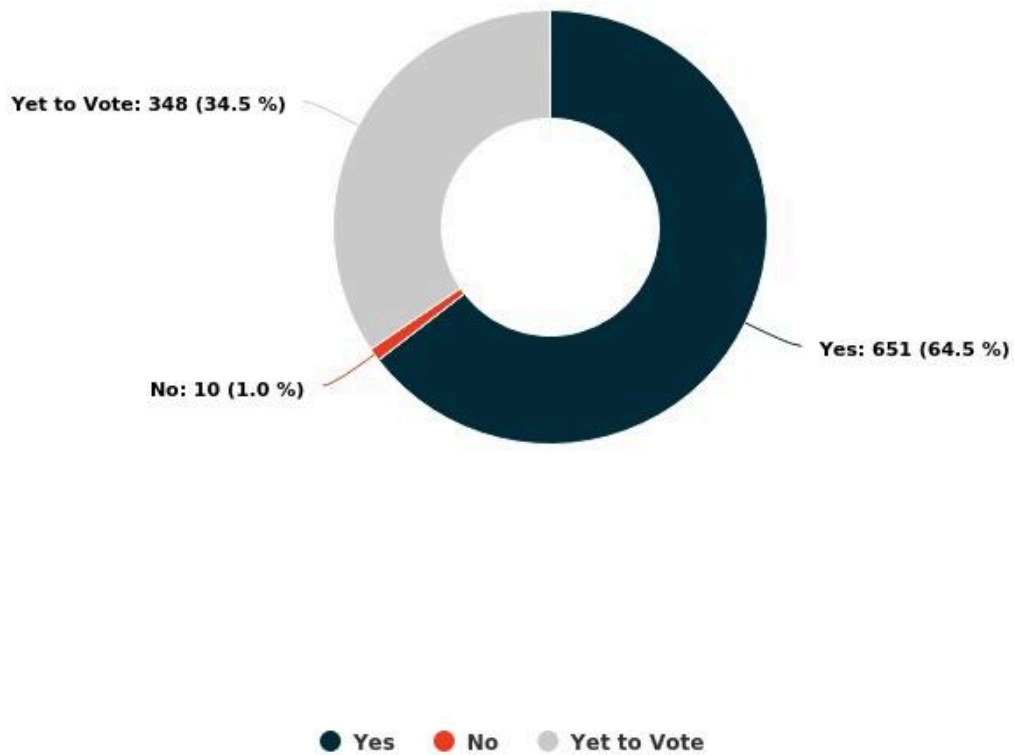
16. An unlimited number of indefinite and/or periodic bans on repairing equipment or cabling except to make safe for workers and the travelling public?



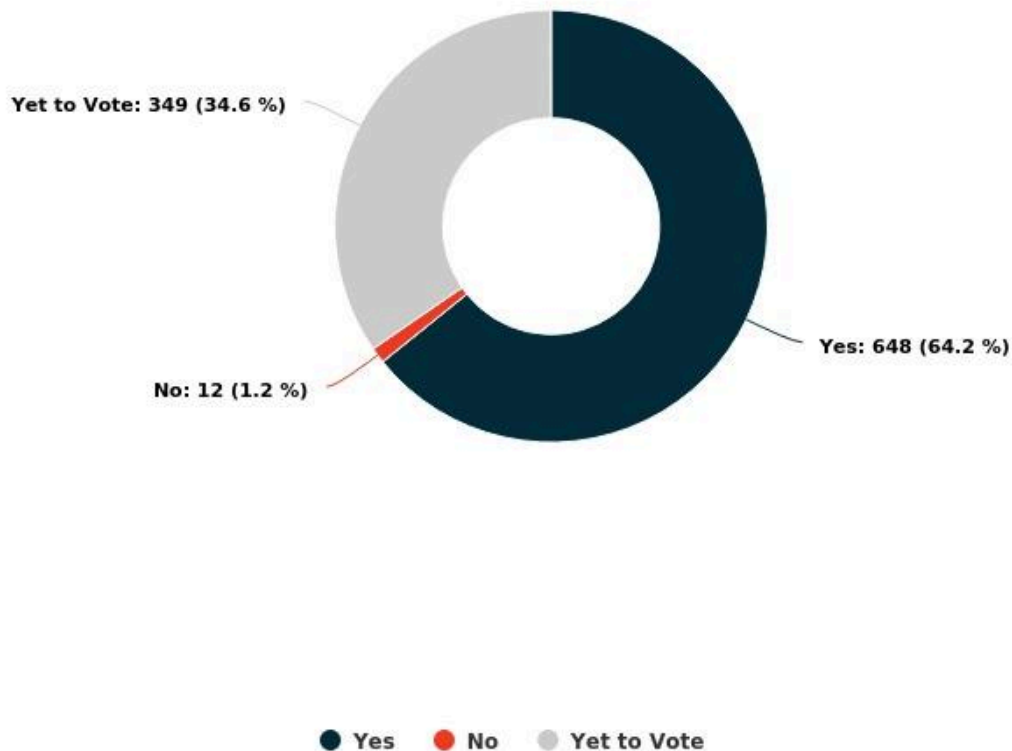
17. An unlimited number of indefinite and/or periodic bans on working on Low Voltage circuits, energised or not, where circuits do not have RCD's or RCBO's installed; except to prevent imminent danger to workers or the travelling public?



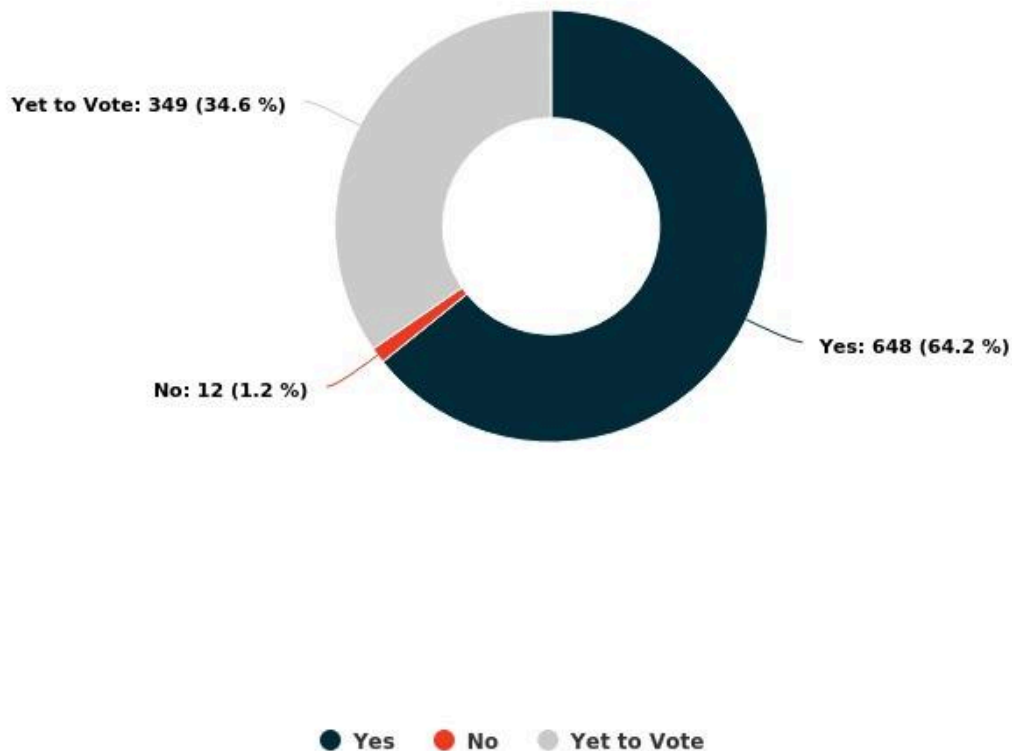
**18. An unlimited number of indefinite and/or periodic bans on undertaking any maintenance on any equipment without an approved TMP?**



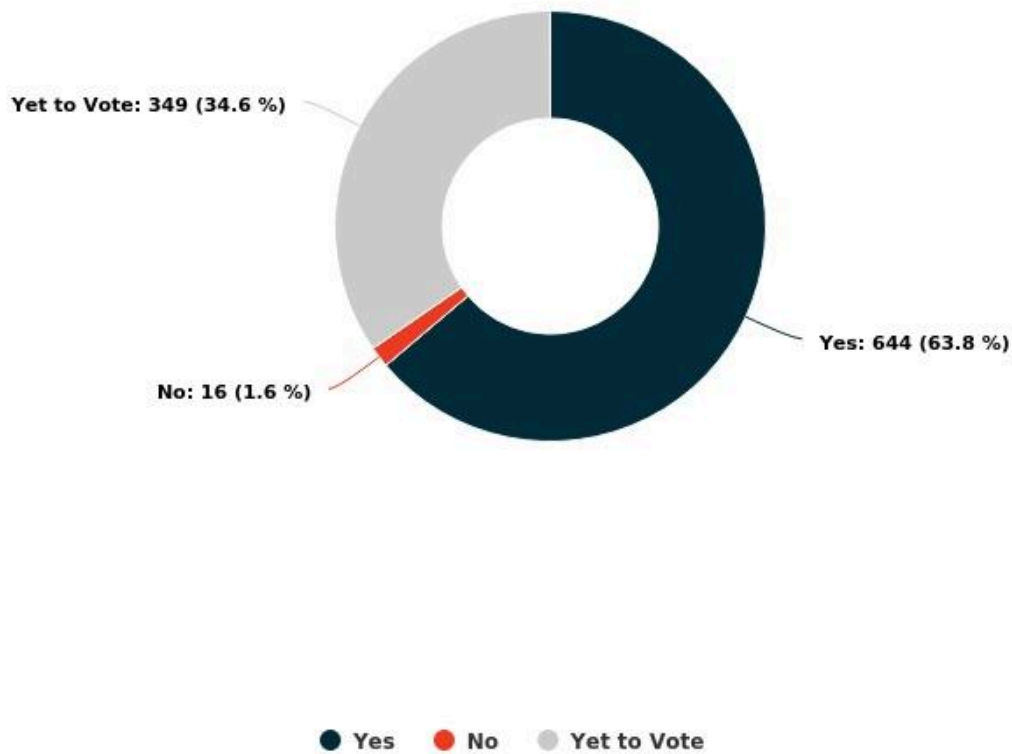
19. An unlimited number of indefinite and/or periodic bans on working in Substations where equipment is LIVE and is out of compliance to an approved TMP, except in emergencies to prevent imminent hazards to employees or the travelling public?



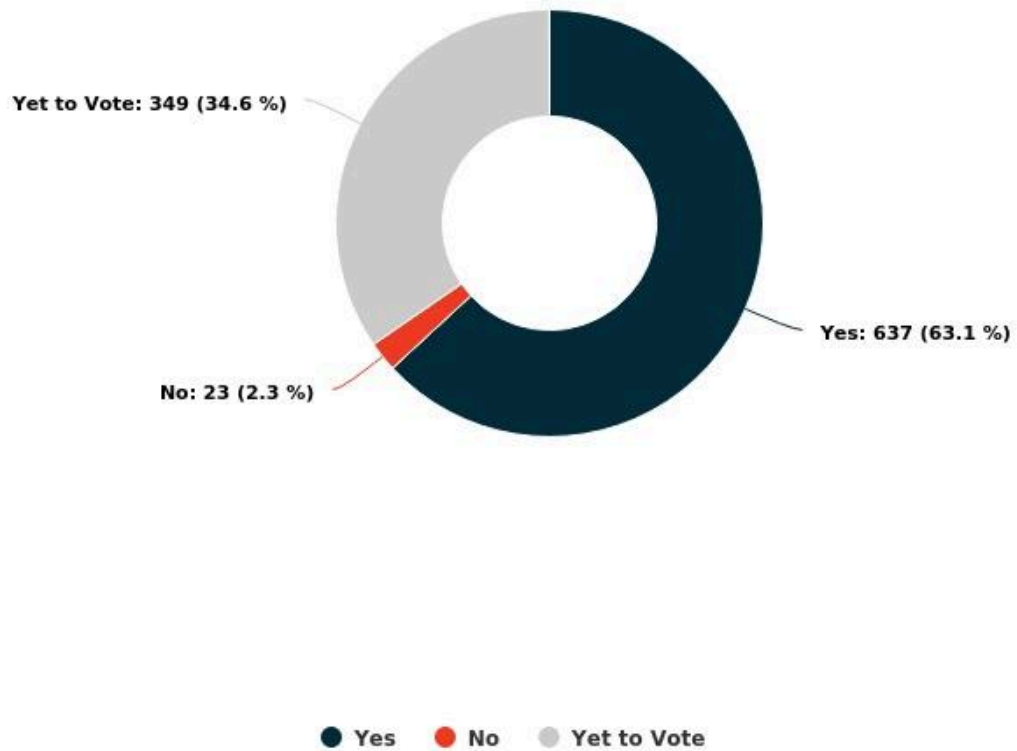
20. An unlimited number of indefinite and/or periodic bans on performing work on electrical assets without an approved technical maintenance plan or assigned maintenance plans and maintenance items in the Sydney Trains enterprise asset management system,



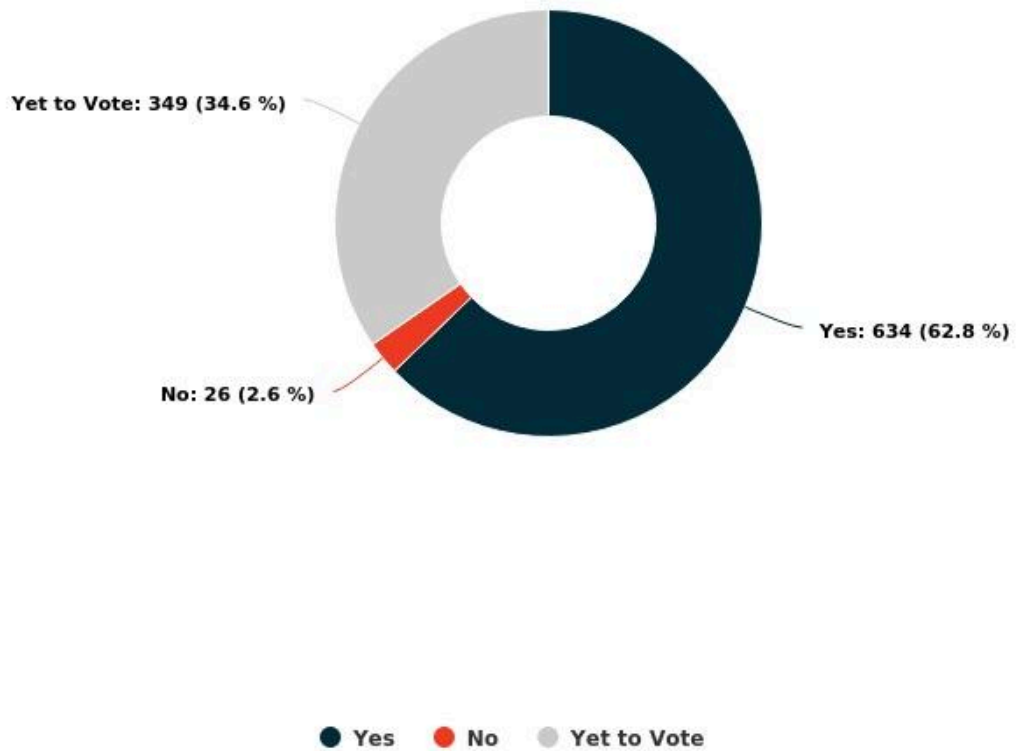
21. An unlimited number of indefinite and/or periodic bans for working on or operating DCCB's without frame leakage installed, except in emergencies to prevent imminent hazards to employees or the travelling public?



**22. An unlimited number of indefinite and/or periodic bans on making modifications to operating systems?**

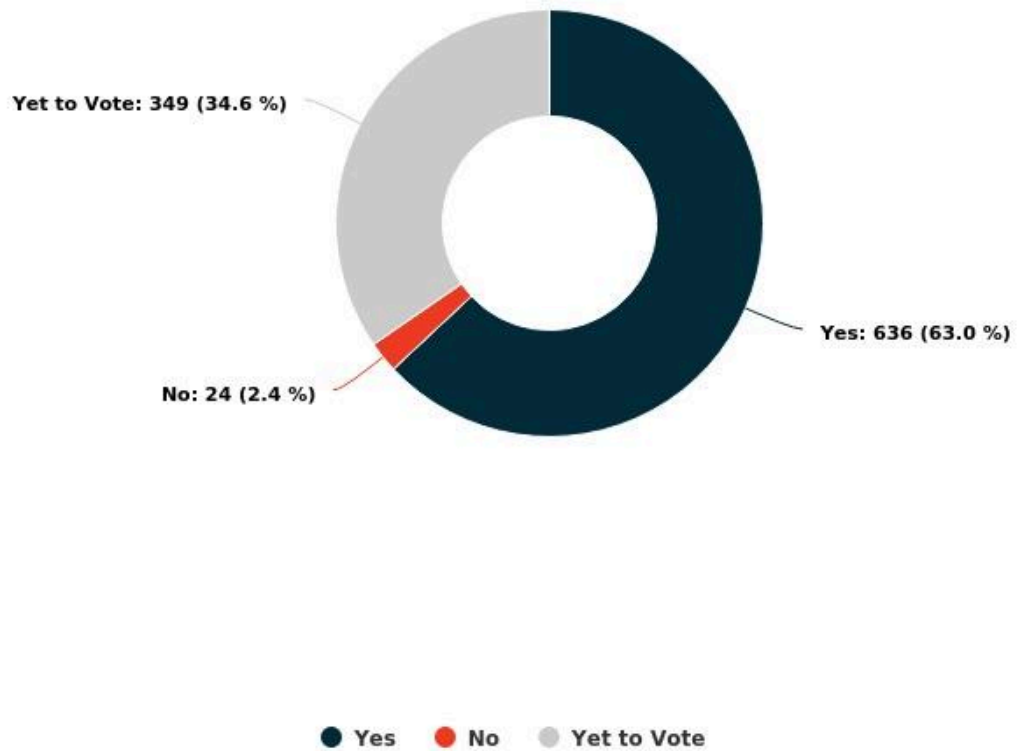


**23. An unlimited number of indefinite and/or periodic bans on building and developing signal support packages?**

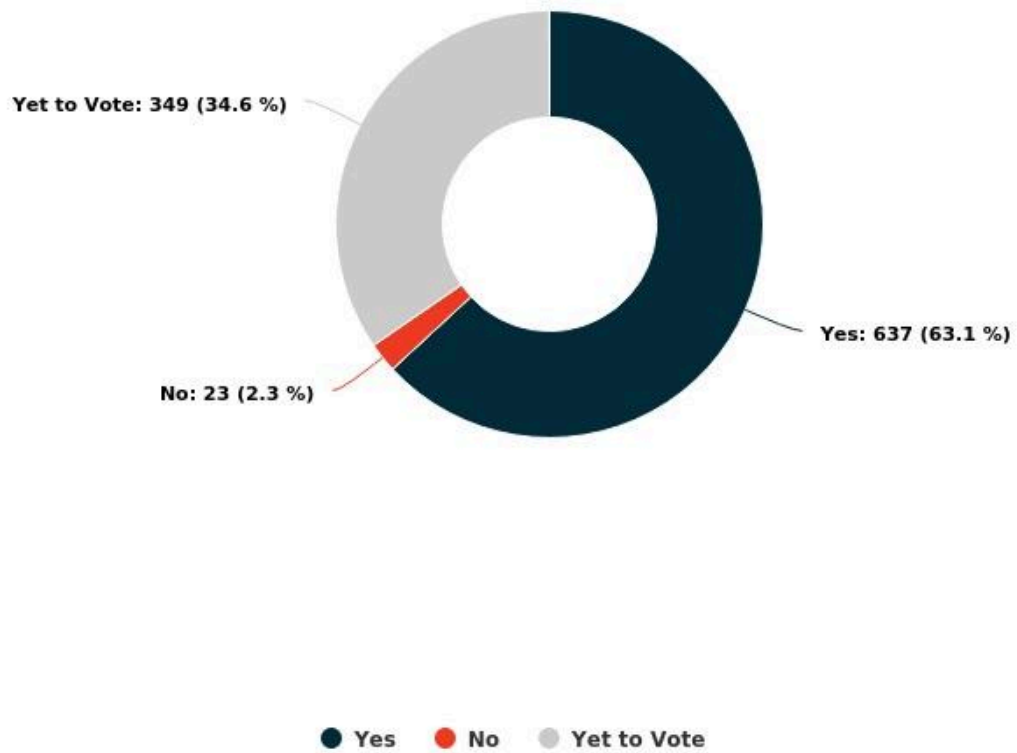




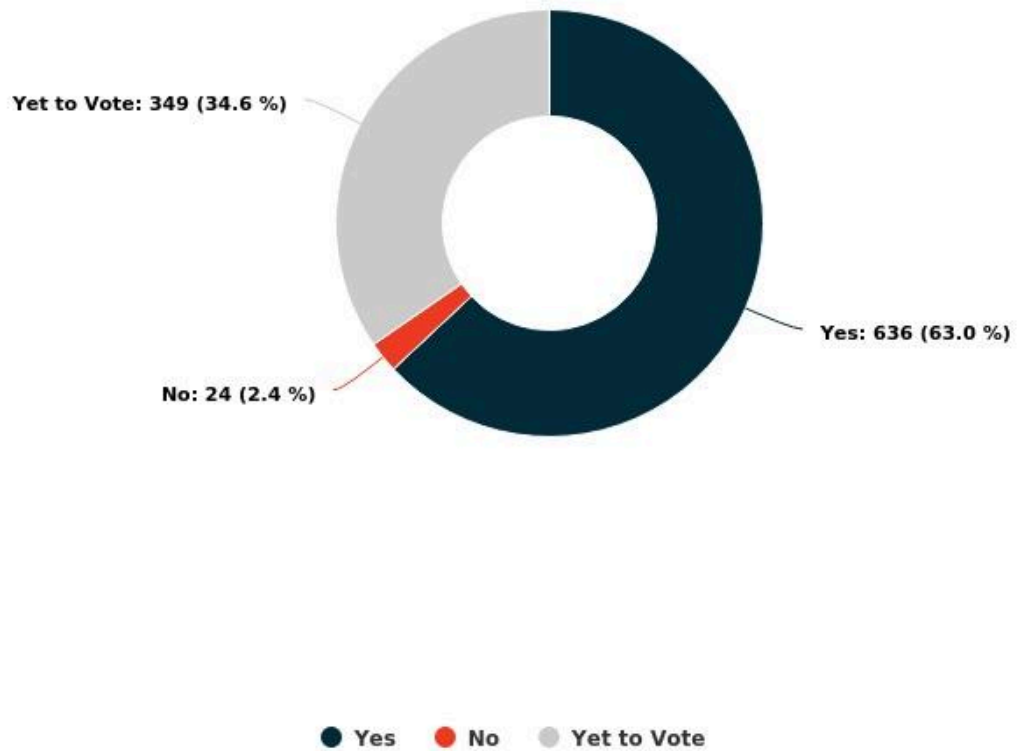
**24. An unlimited number of indefinite and/or periodic bans on reviewing signal support packages?**



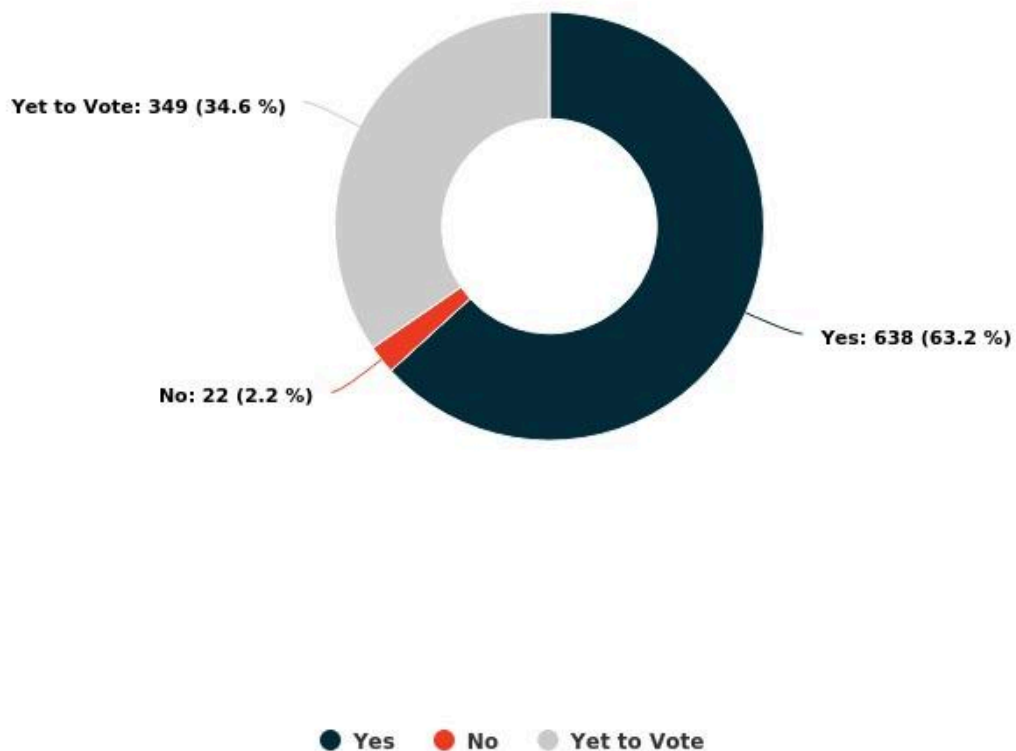
25. An unlimited number of indefinite and/or periodic bans on holding signal support packages?



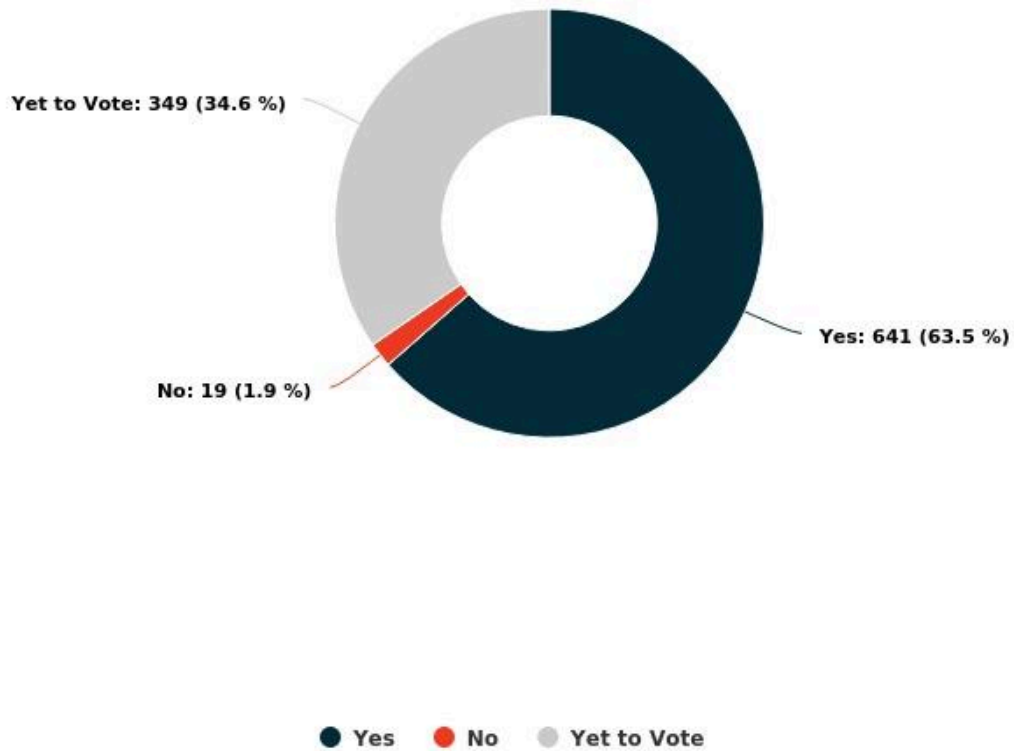
**26. An unlimited number of indefinite and/or periodic bans on performing work on Signal Support Packages?**



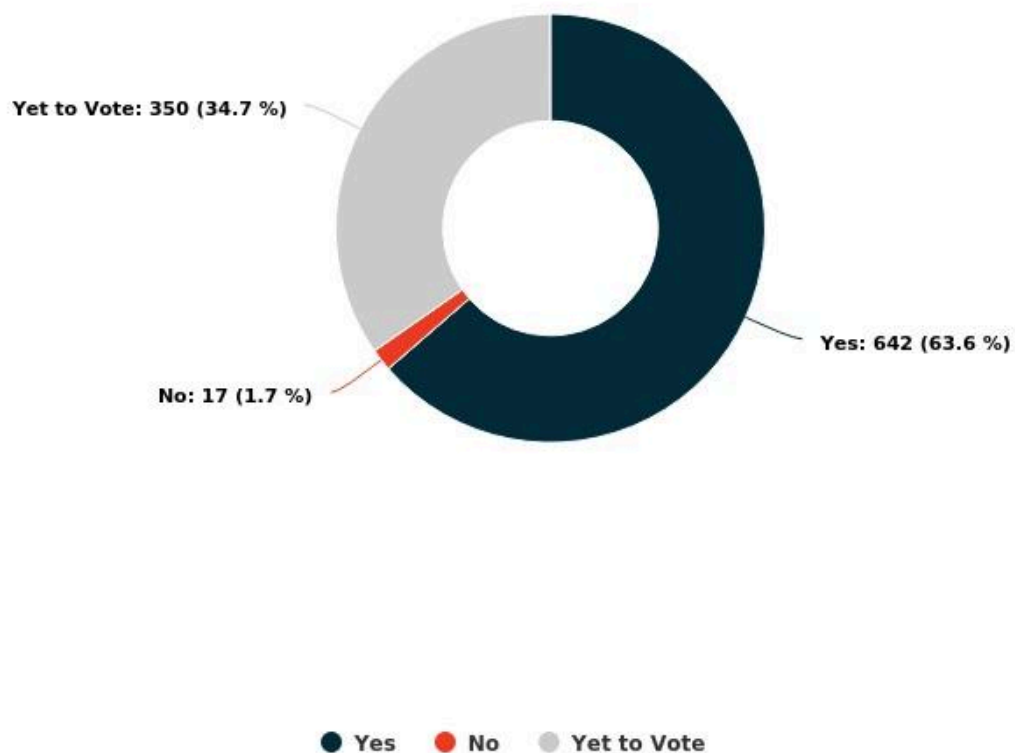
**27. An unlimited number of indefinite and/or periodic bans on operating generators including but not limited to connecting generators up and filling generators up, except in emergencies to prevent imminent hazards to employees or the travelling public?**



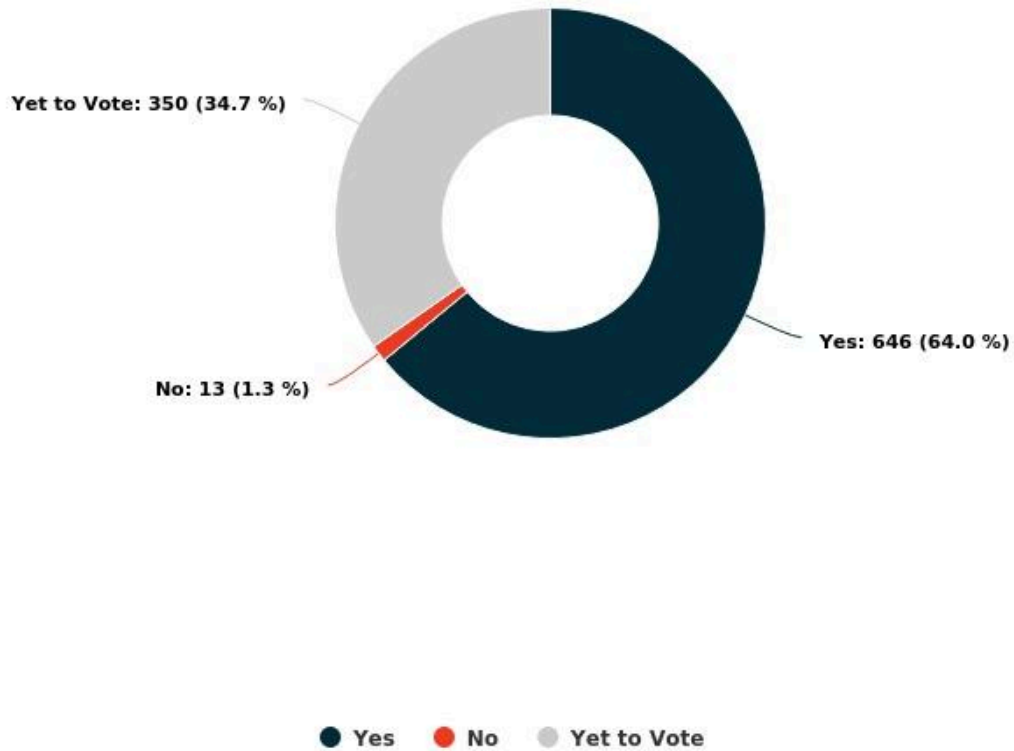
28. An unlimited number of indefinite and/or periodic bans on communicating with people who are not Sydney Trains direct hire employees for the purposes of performing work duties,



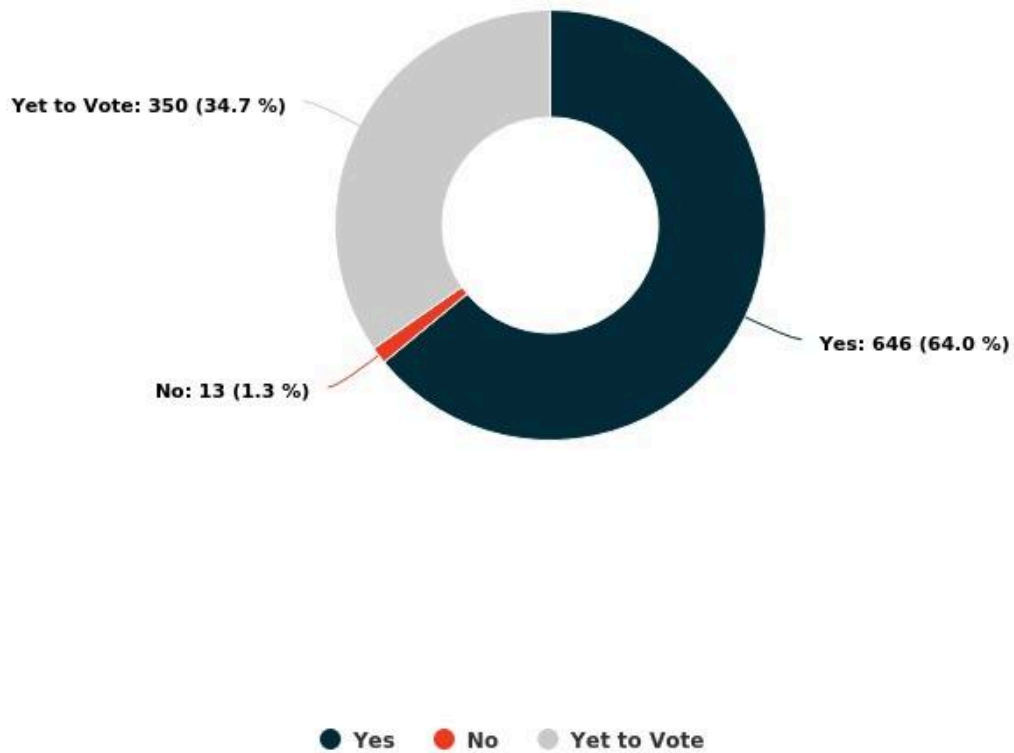
29. An unlimited number of indefinite and/or periodic bans on working with people who are not Sydney Trains direct hire employees, except in emergencies to prevent imminent hazards to employees or the travelling public?



**30. An unlimited number of indefinite and/or periodic bans on working on systems, equipment or infrastructure maintained by contractors (third party service provider,**

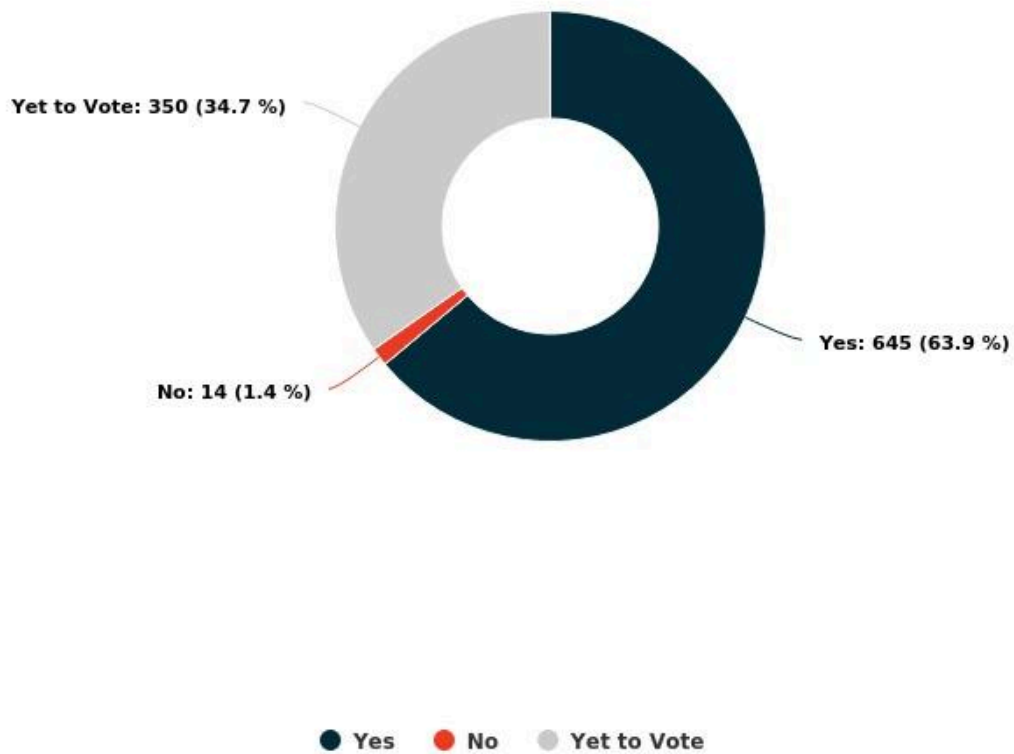


31. An unlimited number of indefinite or periodic bans on work in rectification of contractor error, except in emergencies to prevent immanent hazards to employees or the travelling public?

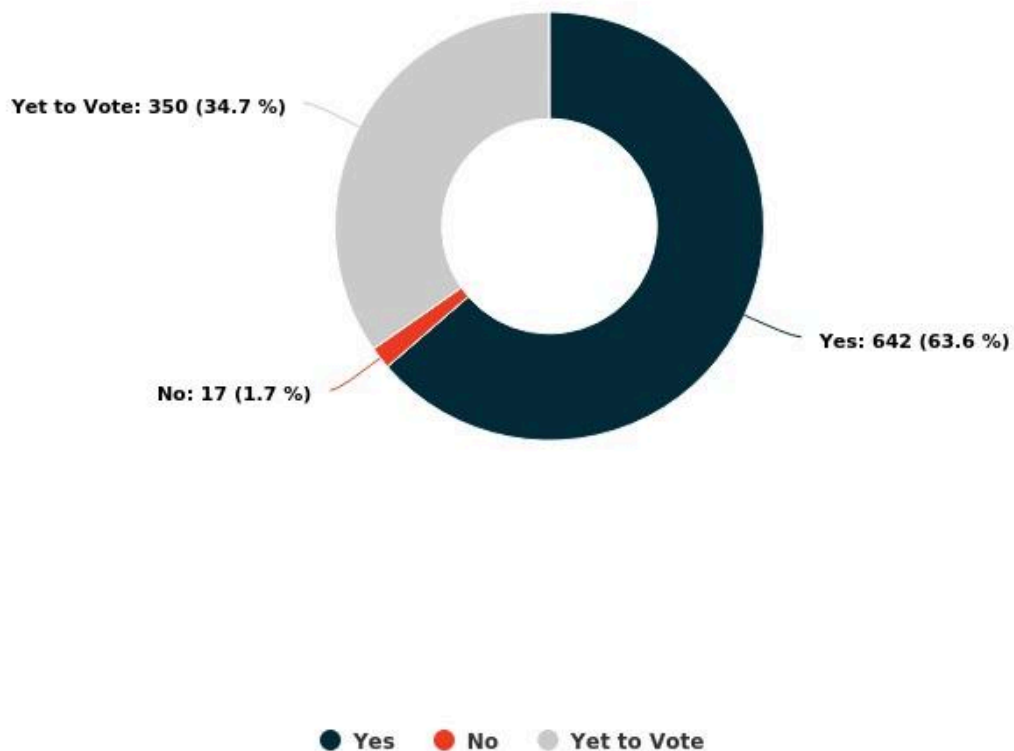




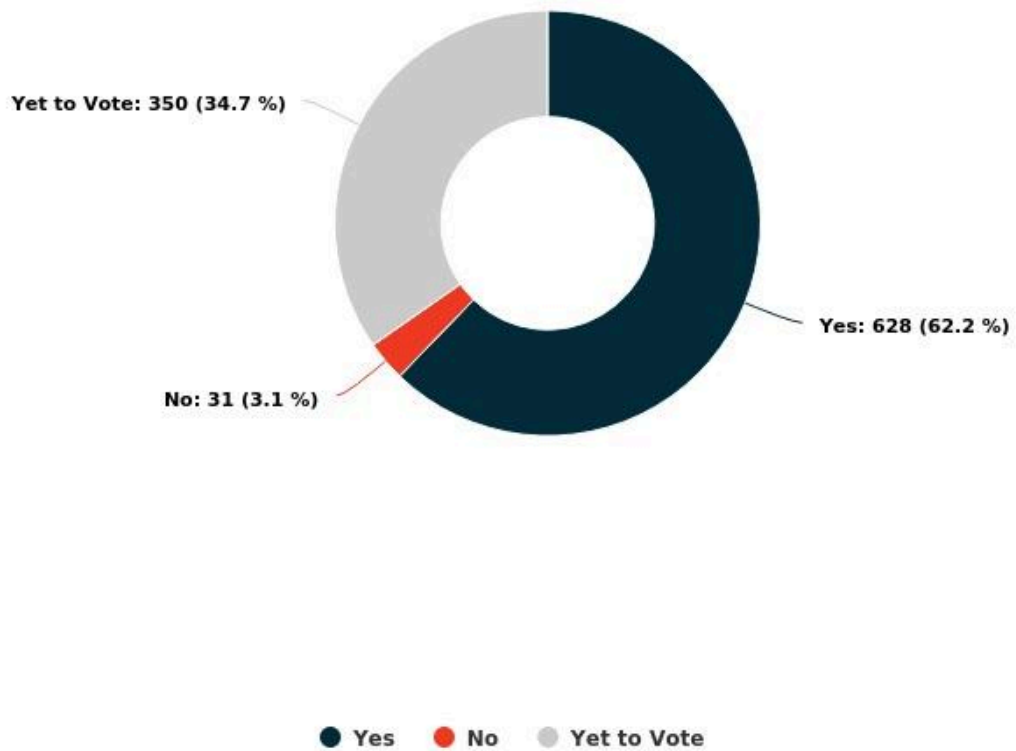
32. An unlimited number of periodic or indefinite bans on carrying out work for another agency or organization, except in emergencies to prevent imminent hazards to employees or the travelling public?



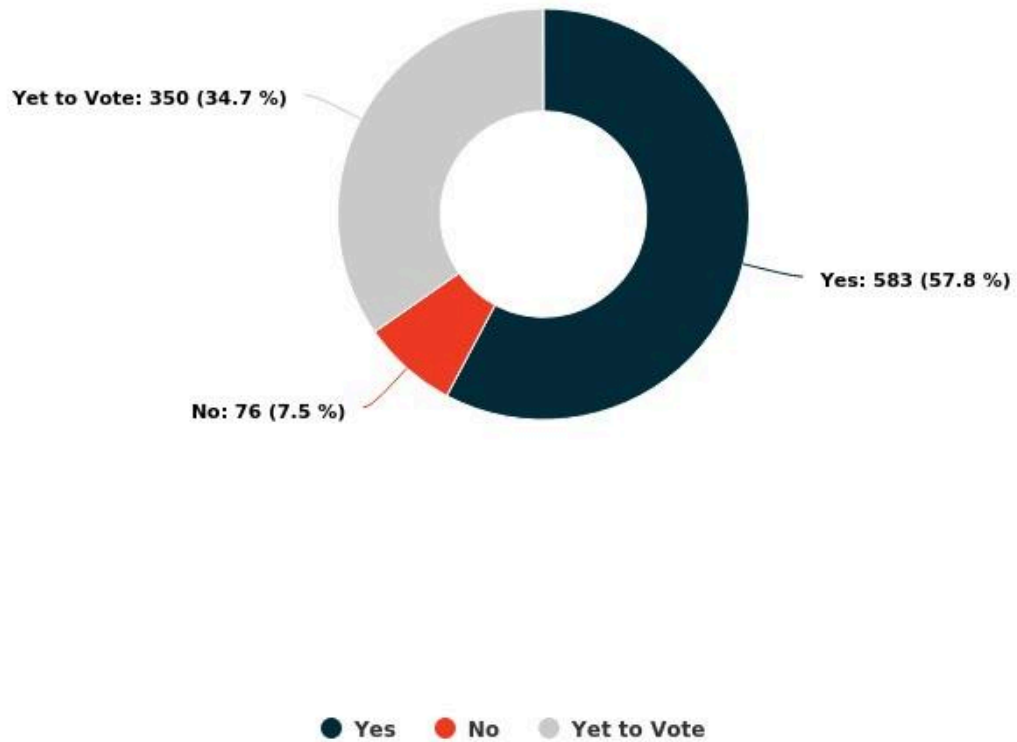
**33. An unlimited number of indefinite and/or periodic bans on work at sites that do not have adequate amenities for both employees to have meal breaks, including handwashing, food hygiene, and respite from weather,**



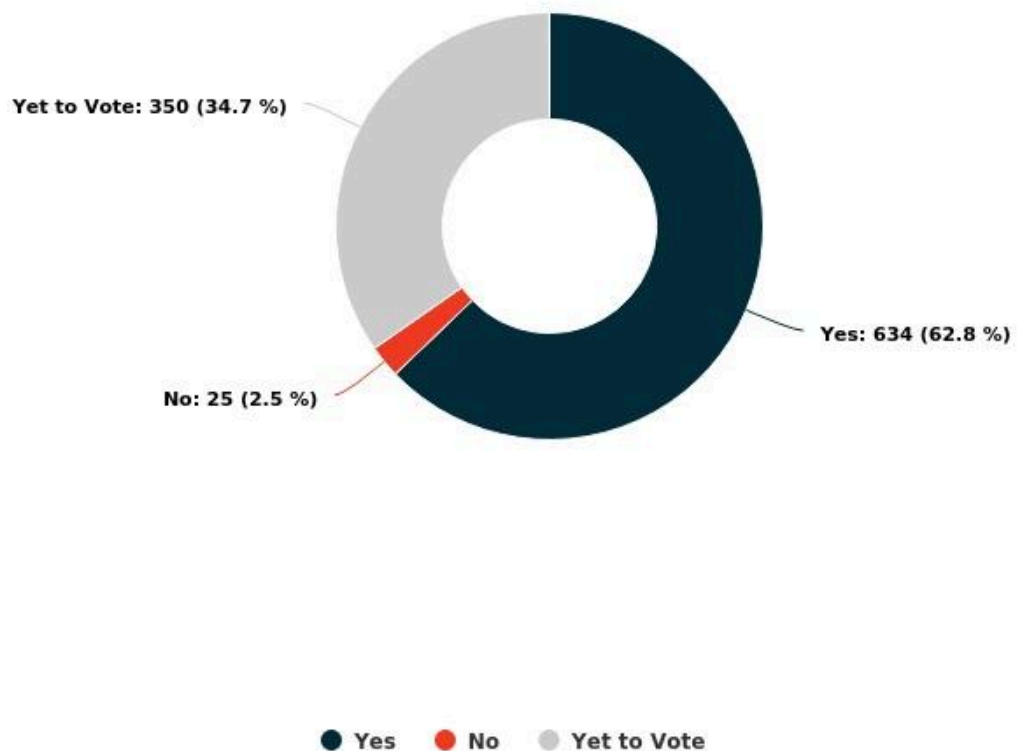
**34. An unlimited number of indefinite and/or periodic bans on driving or using vehicles supplied by Sydney Trains (other than plant and equipment), subject to the Safety Commitment provided by the CEPU?**



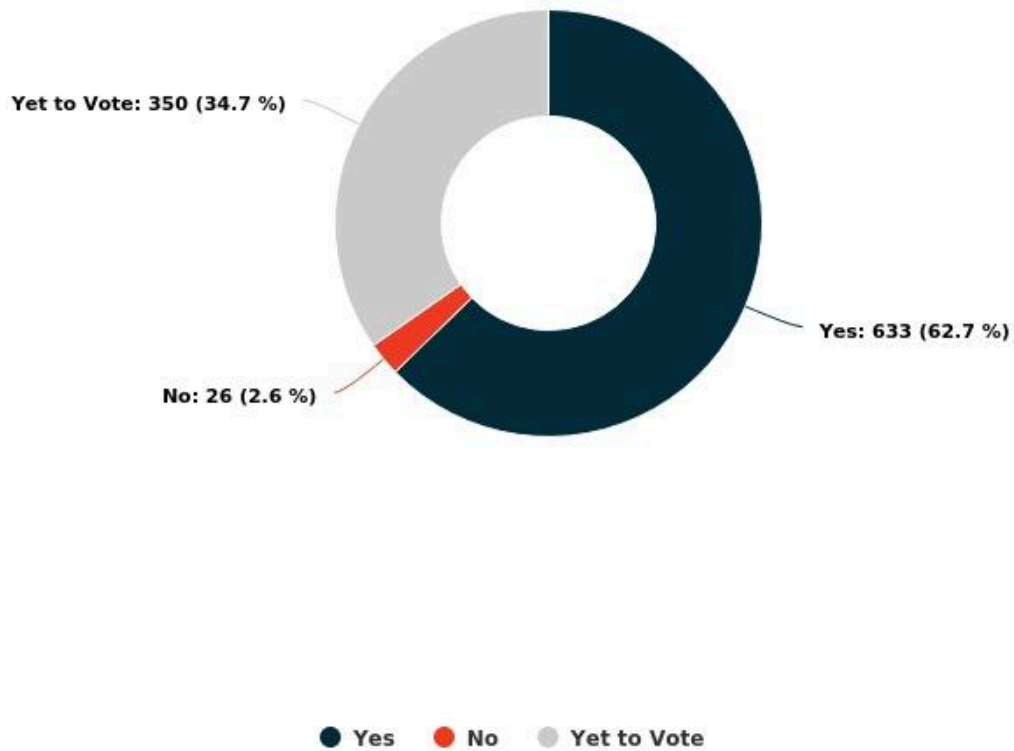
**35. An unlimited number of indefinite or periodic bans on performing overtime, except in emergencies to prevent imminent hazards to employees or the travelling public?**



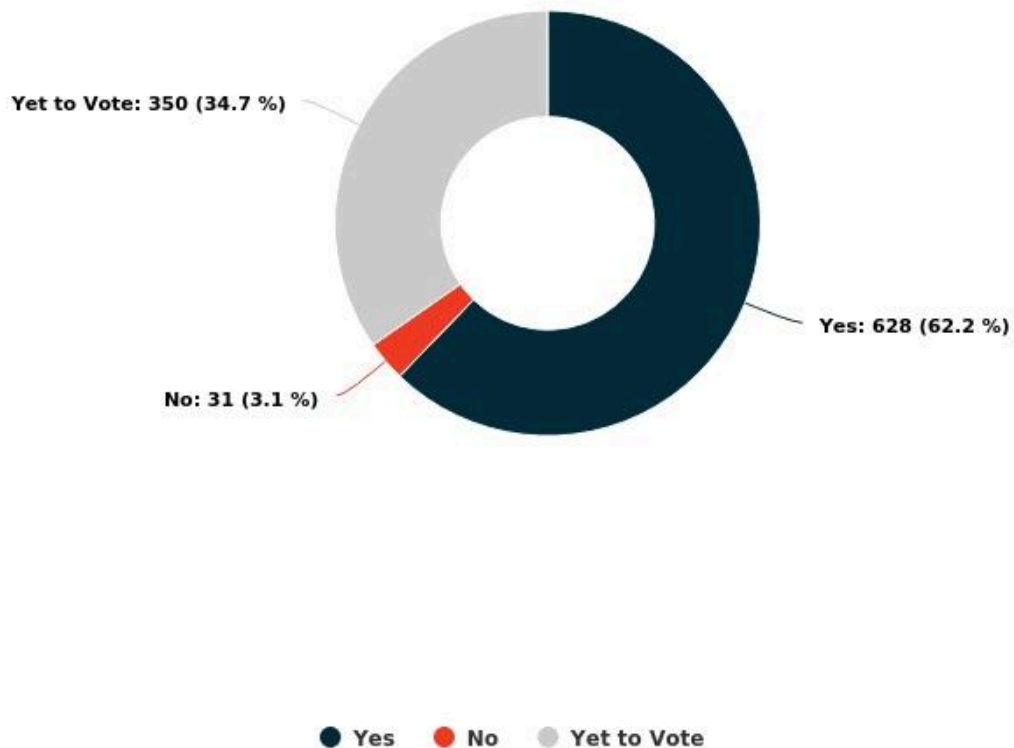
**36. An unlimited number of indefinite and/or periodic bans on the use of communications technology such as mobile phones, tablets and radios in the rail corridor, except in emergencies to prevent imminent hazards to employees or the travelling public?**



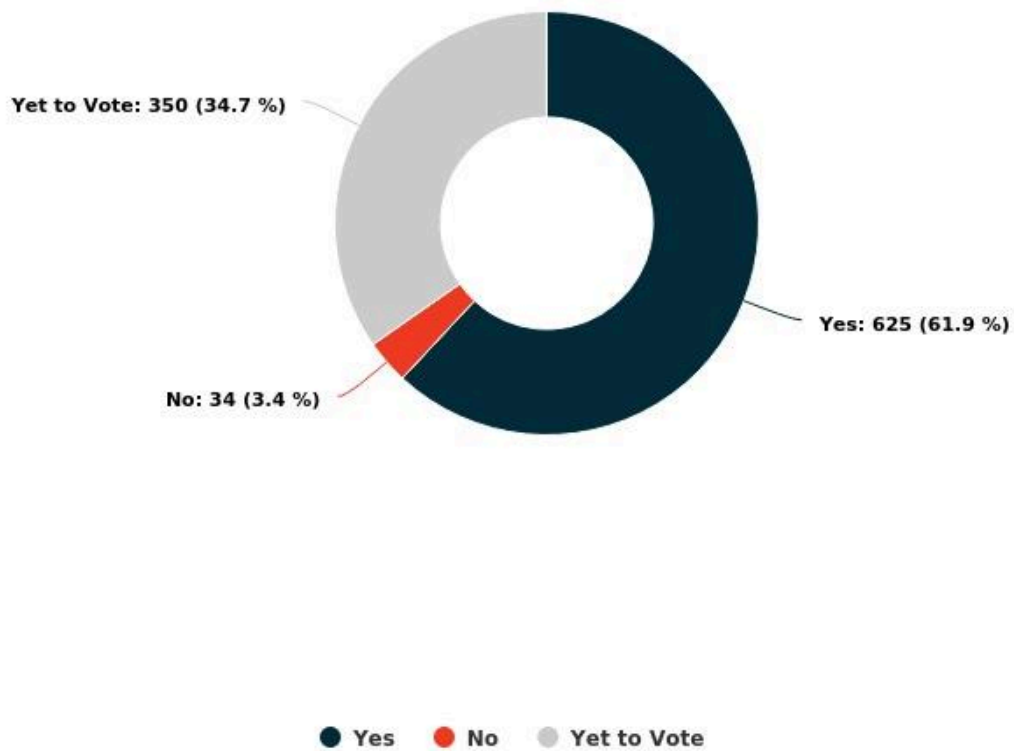
**37. An unlimited number of indefinite and/or periodic bans on the performance of computer and digital work in the nature of labour costing, rostering, reporting and data-logging;**



38. An unlimited number of indefinite and/or periodic bans of the use of Sydney Trains owned and contracted ICT devices, including but not limited to computers, laptops, mobile phones, tablets, printers, and touch screens,

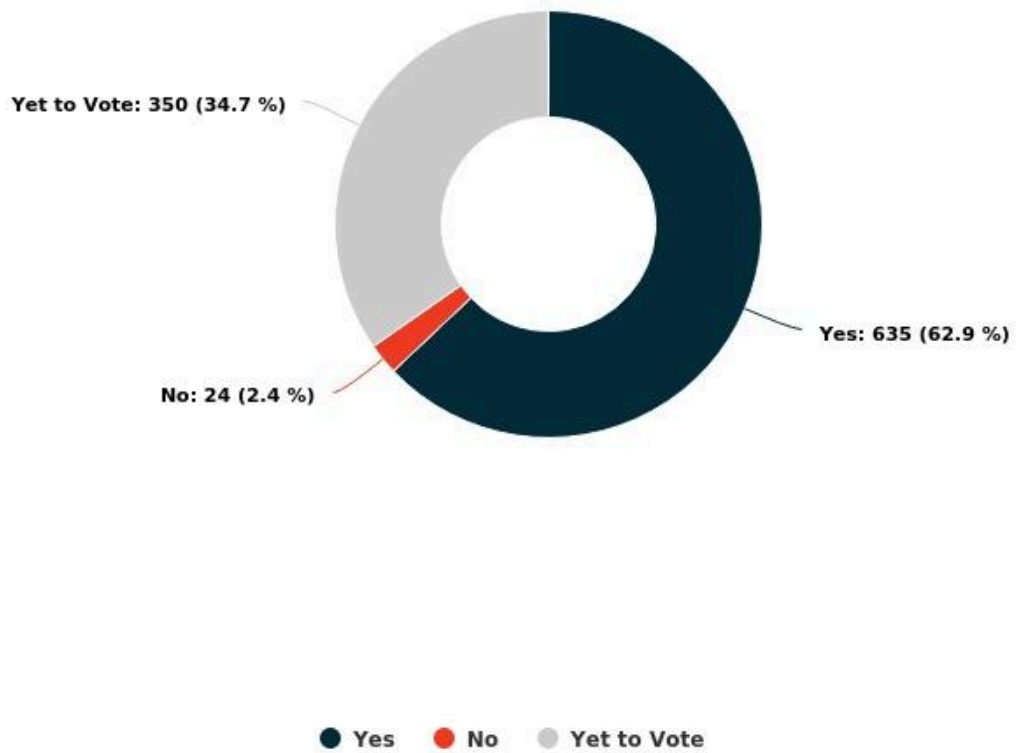


39. An unlimited number of indefinite and/or periodic bans on using two factor authentication tokens on personal mobile devices, except in emergencies to prevent imminent hazards to employees or the travelling public?

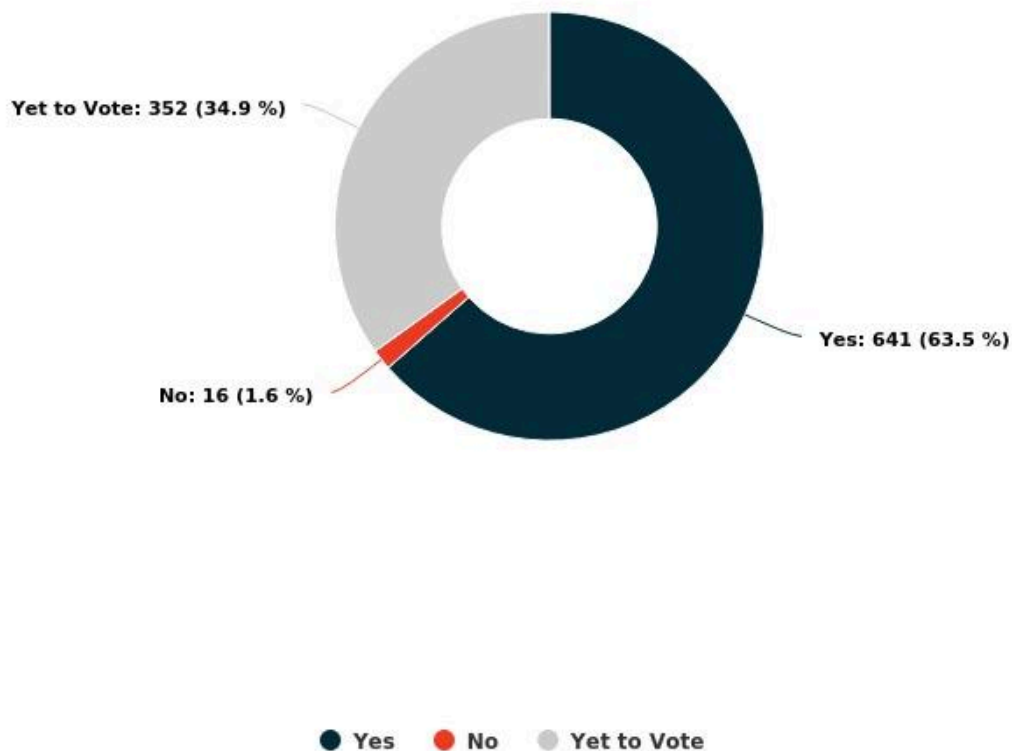




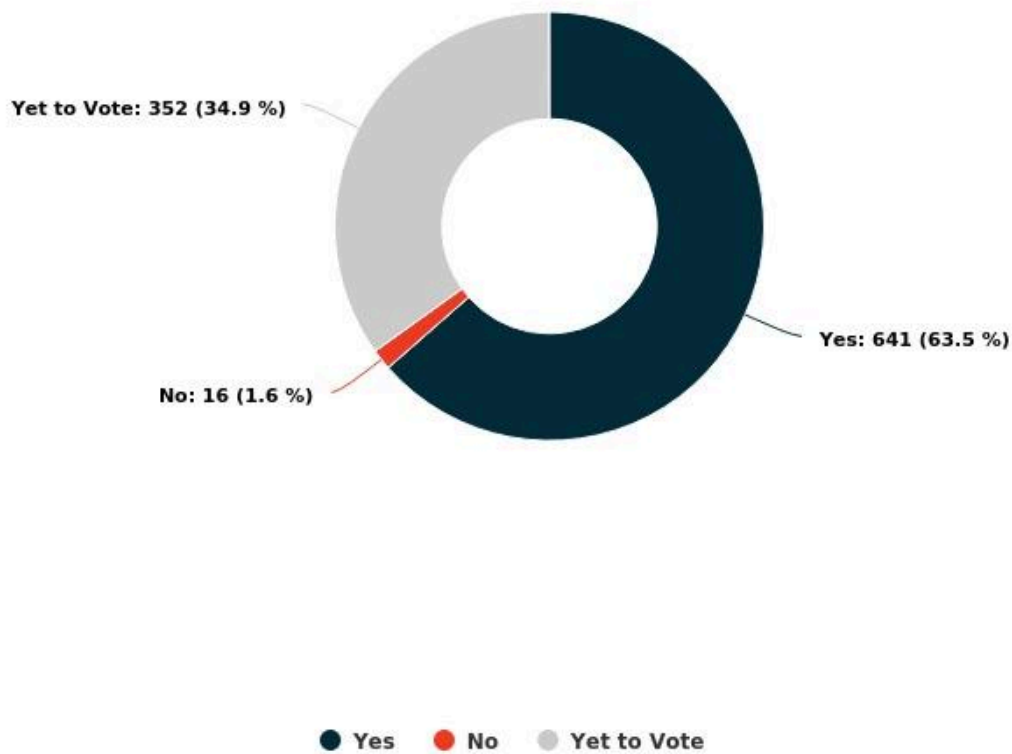
40. An unlimited number of indefinite and/or periodic bans on using SAP and EAM applications?



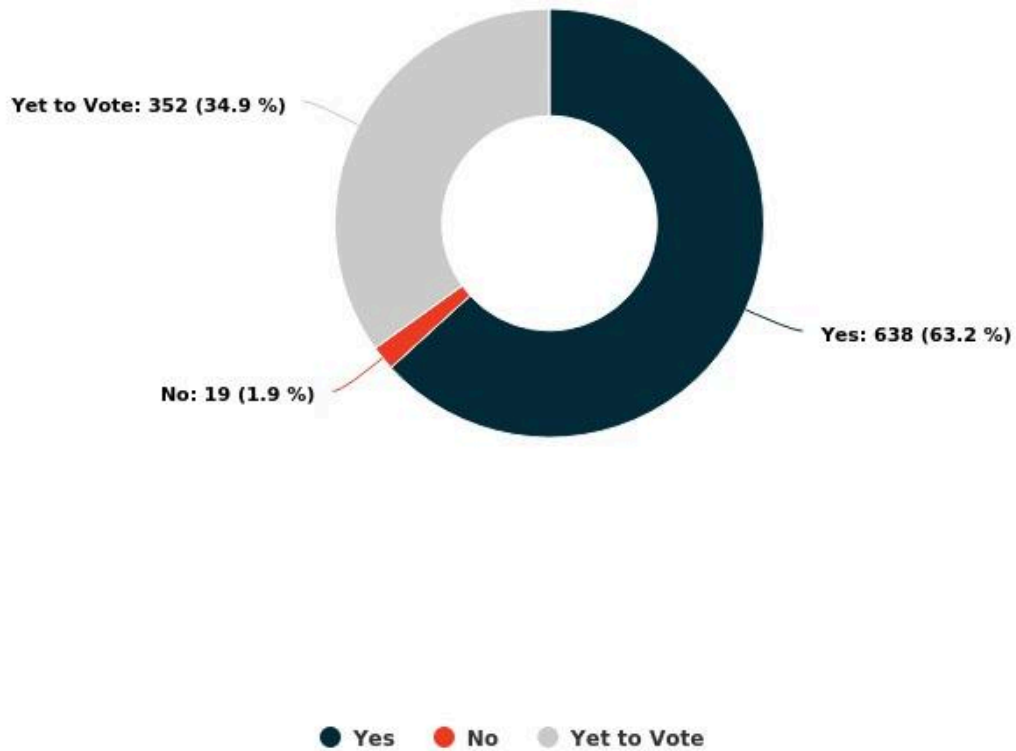
41. An unlimited number of indefinite and/or periodic bans on using any equipment or cabling that is not ACMA RCM tick or AS/NZ S009 certified, except in emergencies to prevent imminent hazards to employees or the travelling public?



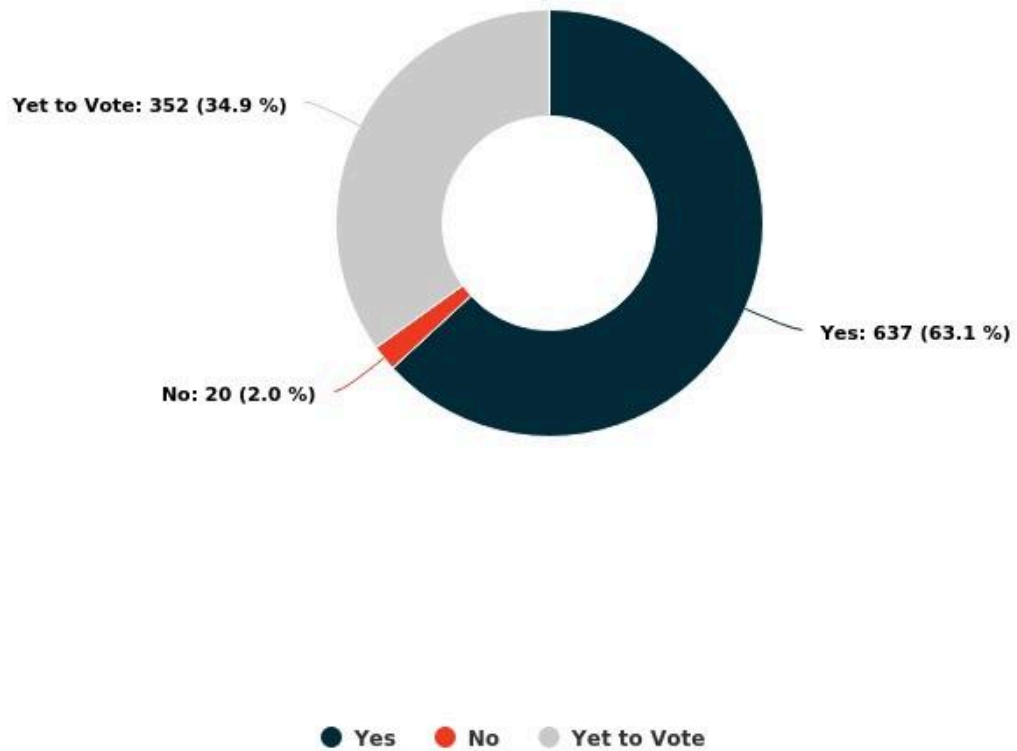
42. An unlimited amount of indefinite and/or periodic bans on performing in service inspections on diesel and electric trains, except in emergencies to prevent imminent hazards to employees or the travelling public?



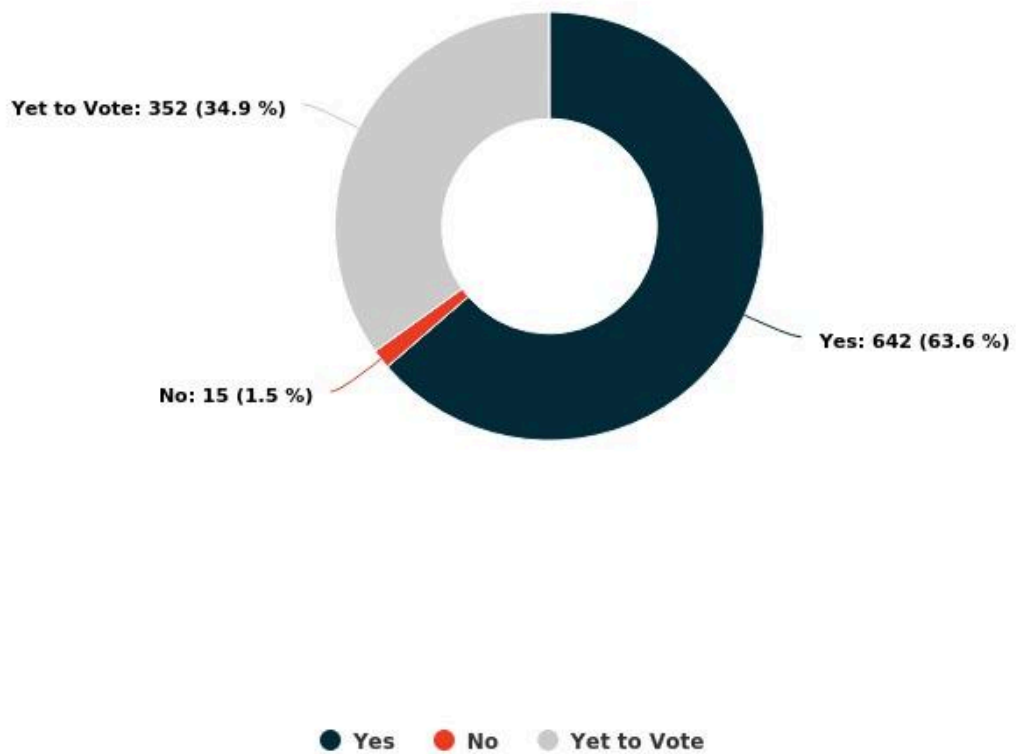
**43. An unlimited number of indefinite and/or periodic bans on reclamation of parts from rolling stock?**



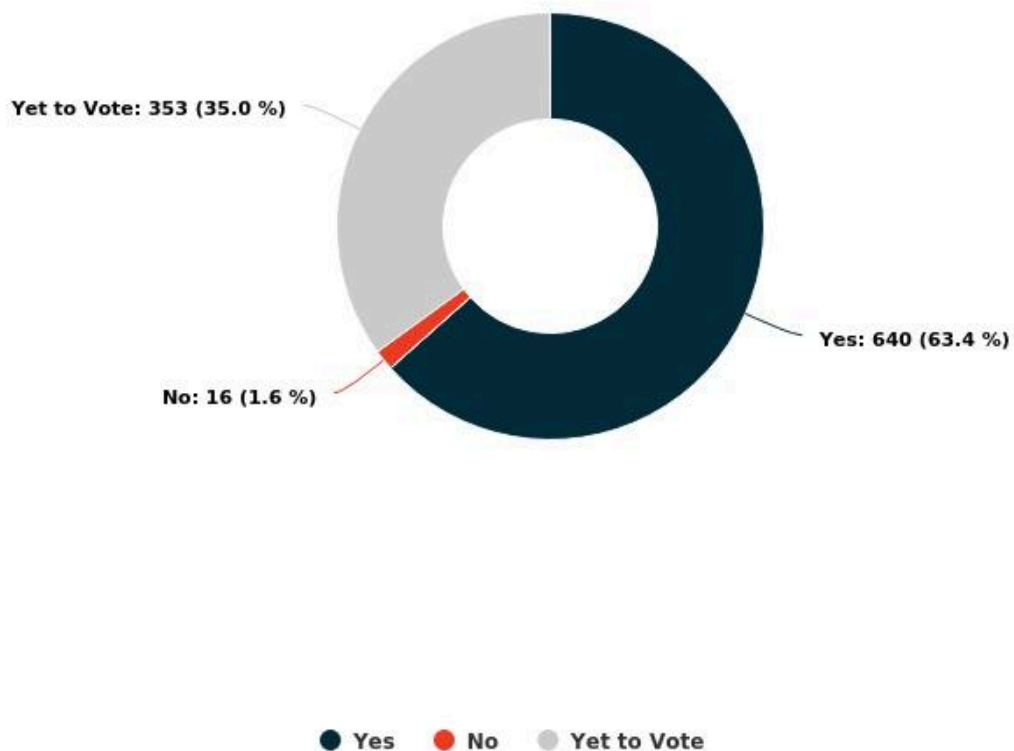
**44. An unlimited number of indefinite and/or periodic bans on the installation of reclaimed parts in rolling stock?**



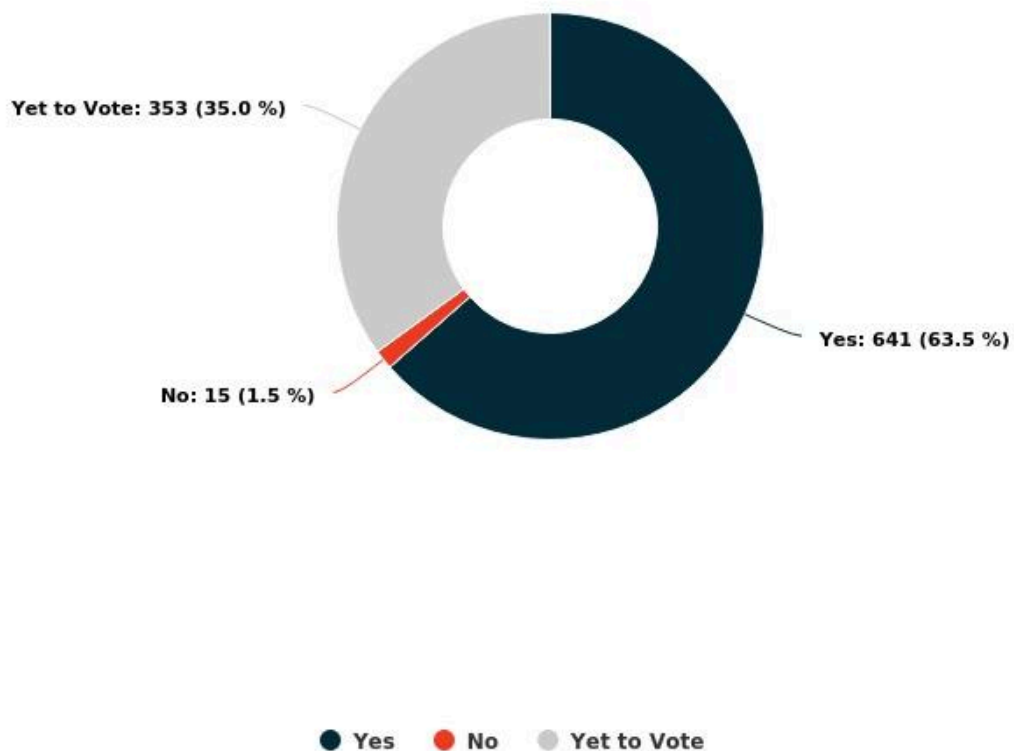
45. An unlimited number of indefinite and/or periodic bans on the performance of work that falls outside of the scope of trade qualification, except in emergencies to prevent imminent hazards to employees or the travelling public?



46. An unlimited number of indefinite and/or periodic bans on attending call outs at locations outside of the usual place of work for fleet employees except for emergencies to prevent imminent danger to employees and the travelling public?

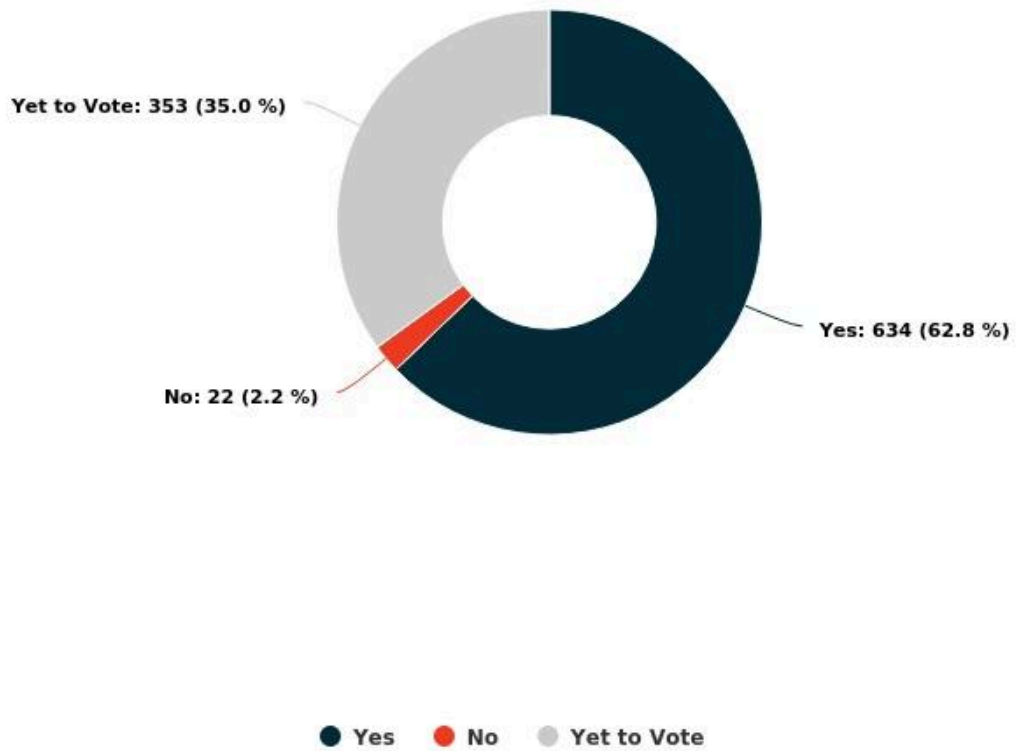


47. An unlimited number of indefinite and/or periodic bans on performing work on trains where the train already has a red flag displayed, except in emergencies to prevent imminent hazards to employees or the travelling public?

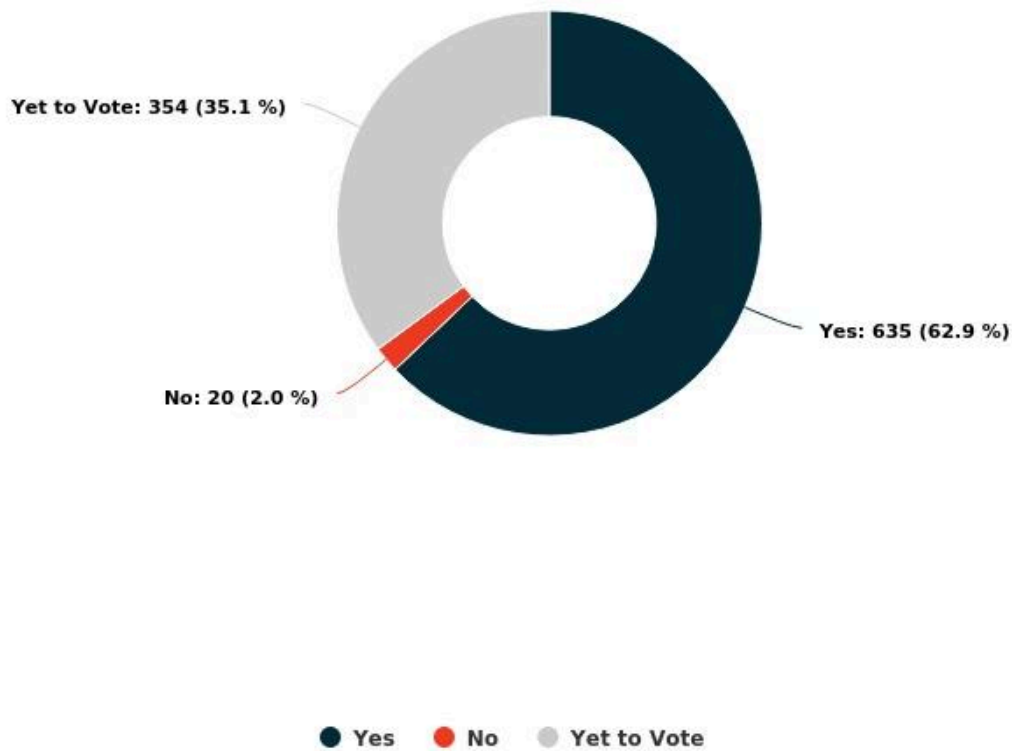




48. An unlimited number of indefinite and/or periodic bans on writing train technician reports?



49. An unlimited number of indefinite and/or periodic bans on attending to in-service rolling stock defects, except in emergencies to prevent imminent hazard to workers or the travelling public?



## 2. Vero Voting Independence Declaration

CEPU v Sydney Trains and NSW Trains (PAB B2024/1409) vote has been managed and declared independent of CEPU, Sydney Trains and NSW Trains, and Fair Work.

No individual vote has been disclosed to CEPU, Sydney Trains and NSW Trains or Fair Work.

The Protected Action Ballot vote result has been audited and the declared result is assured.

Regards,



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Greg Mitchell  
**Director,**

**Vero Engagement and Voting Solutions Pty Ltd**

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