



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**

**Compass Group (Australia) Pty Ltd and Compass Group
Remote Hospitality Services Pty Ltd
(B2023/1041)**

23 October 2023

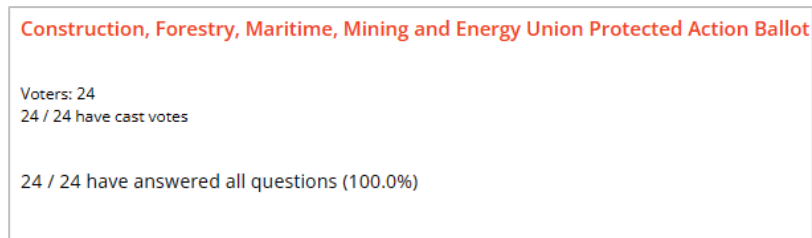
1. Ballot Result

Total Eligible Voters: 24
Total Participated: 24

24 out of 24 have answered all questions 100%

Final Ballot Audit: Monday, 23 October 2023 at 2.05 pm 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

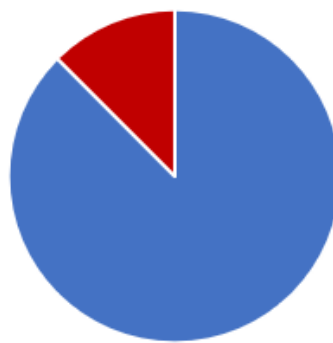
3. Questions and Results

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 Compass Group - ESS, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work of 1 hour duration?

- Yes - 21 (88%)
- No - 3 (12%)

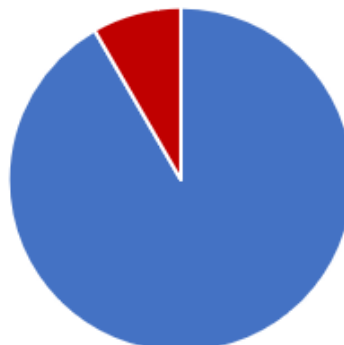


Question 2

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 Compass Group - ESS, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work of 2 hours duration?

- Yes - 22 (92%)
- No - 2 (8%)



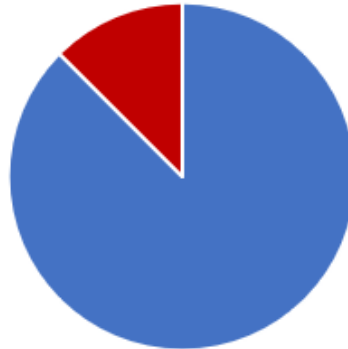
Question 3

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 Compass Group - ESS, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

3. An unlimited number of bans on the preparation of hot meals?

■ Yes - 21 (88%)

■ No - 3 (12%)



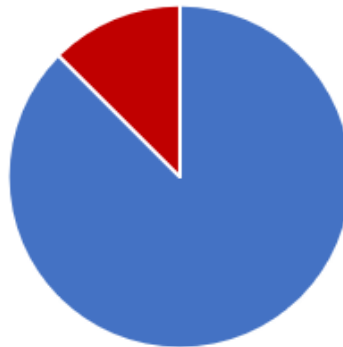
Question 4

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 Compass Group - ESS, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

4. An unlimited number of bans on the folding of personal laundered items?

■ Yes - 21 (88%)

■ No - 3 (12%)

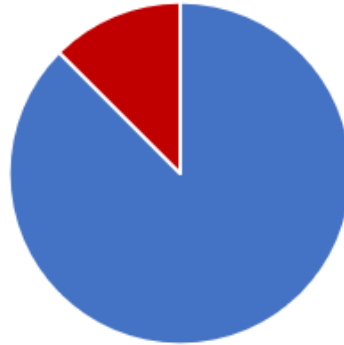


Question 5

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 Compass Group - ESS, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

5. An unlimited number of bans on the preparation of any meals other than vegetarian meals?

- Yes - 21 (88%)
- No - 3 (12%)

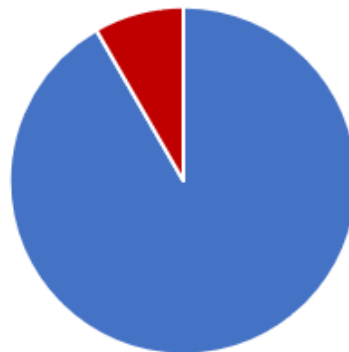


Question 6

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 Compass Group - ESS, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

6. An unlimited number of bans on the preparation and service of food and drinks for consumption at morning tea / afternoon tea / smoko (howsoever described)?

- Yes - 22 (92%)
- No - 2 (8%)

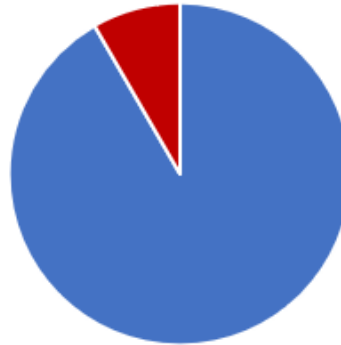


Question 7

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 Compass Group - ESS, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

7. An unlimited number of bans on the preparation and/or serving of birthday cakes and any other special occasion cakes?

- Yes - 22 (92%)
- No - 2 (8%)

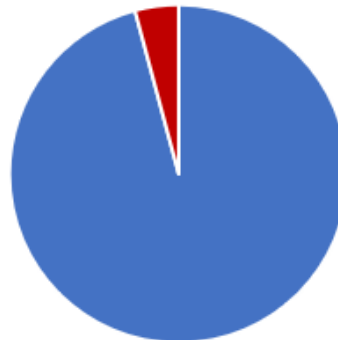


Question 8

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 Compass Group - ESS, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

8. An unlimited number of bans on the preparation for and/or participation in theme nights?

- Yes - 23 (96%)
- No - 1 (4%)

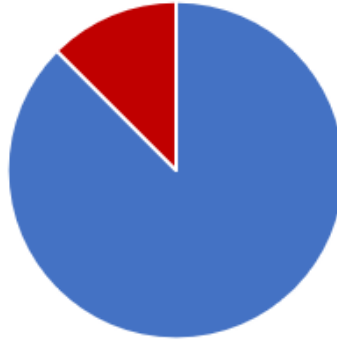


Question 9

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 Compass Group - ESS, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

9. An unlimited number of bans on the provision of crockery and cutlery other than paper plates and plastic cutlery?

- Yes - 21 (88%)
- No - 3 (12%)

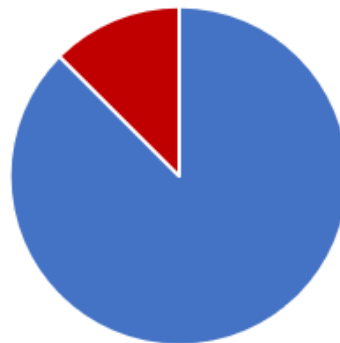


Question 10

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 Compass Group - ESS, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

10. An unlimited number of bans on cooking any food to order for dinner service (this includes but is not limited to banning cooking to order of steak, chicken and fish)?

- Yes - 21 (88%)
- No - 3 (12%)

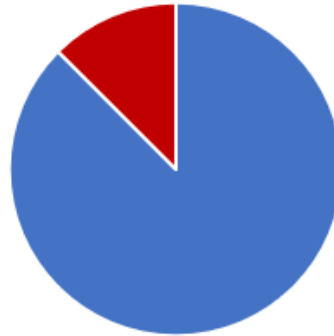


Question 11

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 Compass Group - ESS, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

11. An unlimited number of bans on fresh towel drops (noting that this would not prevent laundering (washing and drying) of towels)?

- Yes - 21 (88%)
- No - 3 (12%)

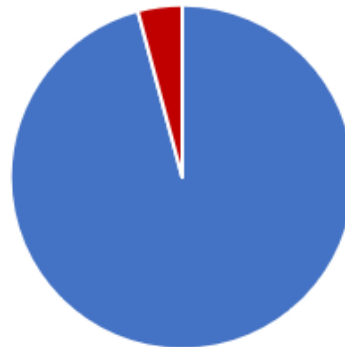


Question 12

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 Compass Group - ESS, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

12. An unlimited number of bans on baking cakes?

- Yes - 23 (96%)
- No - 1 (4%)

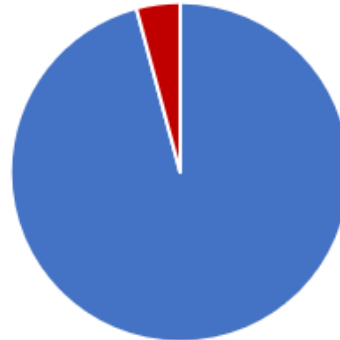


Question 13

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 Compass Group - ESS, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

13. An unlimited number of bans on baking bread?

- Yes - 23 (96%)
- No - 1 (4%)

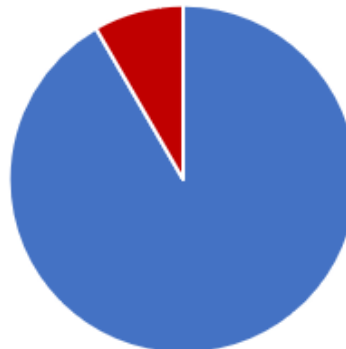


Question 14

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 Compass Group - ESS, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

14. An unlimited number of bans on the collection and delivery of laundry (noting that this would not prevent laundering (washing and drying) of laundry)?

- Yes - 22 (92%)
- No - 2 (8%)



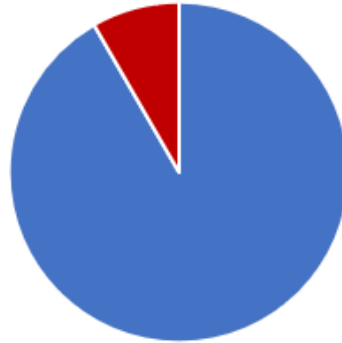
Question 15

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 Compass Group - ESS, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

15. An unlimited number of bans on the handling of all stock in the Bond Store?

■ Yes - 22 (92%)

■ No - 2 (8%)





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