



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Institute of Marine & Power Engineers

v

Serco Defence Services Pty Limited T/A Serco

(B2023/1411)

19 January 2024

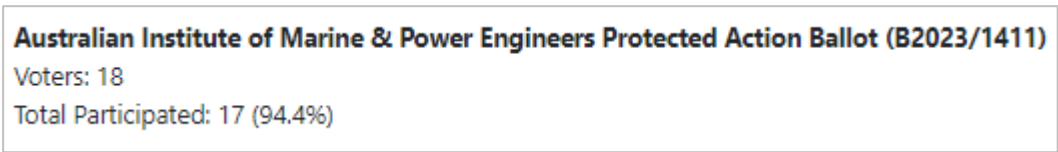
1. Ballot Result

Total Eligible Voters: 18
Total Participated: 17

17 out of 18 have answered all questions 94.4%

Final Ballot Audit: Friday, 19 January 2024 at 11.10am AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Australian Institute of Marine & Power Engineers Protected Action Ballot (B2023/1411) has been managed and declared independent of all other parties.

The Australian Institute of Marine & Power Engineers Protected Action Ballot (B2023/1411) 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 purpose of advancing claims in the negotiation of an Enterprise Agreement to govern the terms and conditions of your employment with Serco on the Nuyina, provided that the safety of the vessel, crew, passengers, Port and environment are not compromised, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

1. Periodic Stoppages - An unlimited number of stoppages of work of 1 hour duration which may be organised or arranged in consecutive periods?

- Yes - 17 (100%)
- No - 0 (0%)



Question 2

Do you, for the purpose of advancing claims in the negotiation of an Enterprise Agreement to govern the terms and conditions of your employment with Serco on the Nuyina, provided that the safety of the vessel, crew, passengers, Port and environment are not compromised, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

2. Periodic Stoppages - An unlimited number of stoppages of work of 4 hours duration which may be organised or arranged in consecutive periods?

- Yes - 17 (100%)
- No - 0 (0%)



Question 3

Do you, for the purpose of advancing claims in the negotiation of an Enterprise Agreement to govern the terms and conditions of your employment with Serco on the Nuyina, provided that the safety of the vessel, crew, passengers, Port and environment are not compromised, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

3. Periodic Stoppages - An unlimited number of stoppages of work of 8 hours duration which may be organised or arranged in consecutive periods?

■ Yes - 17 (100%)

■ No - 0 (0%)



Question 4

Do you, for the purpose of advancing claims in the negotiation of an Enterprise Agreement to govern the terms and conditions of your employment with Serco on the Nuyina, provided that the safety of the vessel, crew, passengers, Port and environment are not compromised, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

4. Periodic Stoppages - An unlimited number of stoppages of work of 12 hours duration which may be organised or arranged in consecutive periods?

■ Yes - 17 (100%)

■ No - 0 (0%)



Question 5

Do you, for the purpose of advancing claims in the negotiation of an Enterprise Agreement to govern the terms and conditions of your employment with Serco on the Nuyina, provided that the safety of the vessel, crew, passengers, Port and environment are not compromised, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

5. Periodic Stoppages - An unlimited number of stoppages of work of 24 hours duration which may be organised or arranged in consecutive periods?

- Yes - 17 (100%)
- No - 0 (0%)



Question 6

Do you, for the purpose of advancing claims in the negotiation of an Enterprise Agreement to govern the terms and conditions of your employment with Serco on the Nuyina, provided that the safety of the vessel, crew, passengers, Port and environment are not compromised, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

6. Periodic Stoppages - An unlimited number of stoppages of work of 48 hours duration which may be organised or arranged in consecutive periods?

- Yes - 17 (100%)
- No - 0 (0%)



Question 7

Do you, for the purpose of advancing claims in the negotiation of an Enterprise Agreement to govern the terms and conditions of your employment with Serco on the Nuyina, provided that the safety of the vessel, crew, passengers, Port and environment are not compromised, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

7. Work Ban - An unlimited number of bans or limitations on the performance of work beyond 8 hours whilst the vessel is in Port?

- Yes - 17 (100%)
- No - 0 (0%)



Question 8

Do you, for the purpose of advancing claims in the negotiation of an Enterprise Agreement to govern the terms and conditions of your employment with Serco on the Nuyina, provided that the safety of the vessel, crew, passengers, Port and environment are not compromised, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

8. Work Ban - An unlimited number of bans or limitations on the use of Contractors, such as approving and signing off Contractor's work permits for any work Contractors may perform onboard the vessel?

- Yes - 17 (100%)
- No - 0 (0%)



Question 9

Do you, for the purpose of advancing claims in the negotiation of an Enterprise Agreement to govern the terms and conditions of your employment with Serco on the Nuyina, provided that the safety of the vessel, crew, passengers, Port and environment are not compromised, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

9. Work Ban - An unlimited number of bans or limitations on the use of Contractors, such as limiting a Contractor's hours of work for any work Contractors may perform onboard the vessel?

- Yes - 17 (100%)
- No - 0 (0%)



Question 10

Do you, for the purpose of advancing claims in the negotiation of an Enterprise Agreement to govern the terms and conditions of your employment with Serco on the Nuyina, provided that the safety of the vessel, crew, passengers, Port and environment are not compromised, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

10. Work Ban - An unlimited number of bans or limitations on the starting and operation of the main engines?

- Yes - 15 (88.2%)
- No - 2 (11.8%)

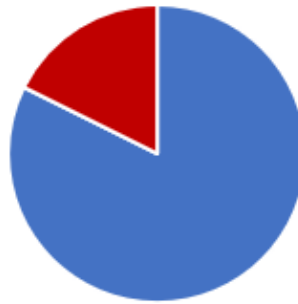


Question 11

Do you, for the purpose of advancing claims in the negotiation of an Enterprise Agreement to govern the terms and conditions of your employment with Serco on the Nuyina, provided that the safety of the vessel, crew, passengers, Port and environment are not compromised, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

11. Work Ban – An unlimited number of bans or limitations on the taking of Bunkers?

- Yes - 14 (82.4%)
- No - 3 (17.6%)

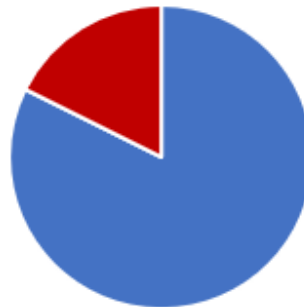


Question 12

Do you, for the purpose of advancing claims in the negotiation of an Enterprise Agreement to govern the terms and conditions of your employment with Serco on the Nuyina, provided that the safety of the vessel, crew, passengers, Port and environment are not compromised, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

12. Work Ban – An unlimited number of bans or limitations on the loading of cargo, including fuel cargo on the vessel?

- Yes - 14 (82.4%)
- No - 3 (17.6%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

