



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**The Australian Maritime Officers' Union**

**v**

**Southern Ports Authority T/A Southern Ports**

**B2024/1226**

**10 October 2024**

# 1. Ballot Result

Total Eligible Voters: 15  
Total Participated: 11

11 out of 15 have answered all questions 73.3%

Final Ballot Audit: Thursday, 10 October 2024 at 2.10pm AWST

*Diagram 1: Final Vote Participation*



# 2. CiVS Independence Declaration

The Australian Maritime Officers' Union Protected Action Ballot has been managed and declared independent of all other parties.

The Australian Maritime Officers' Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,



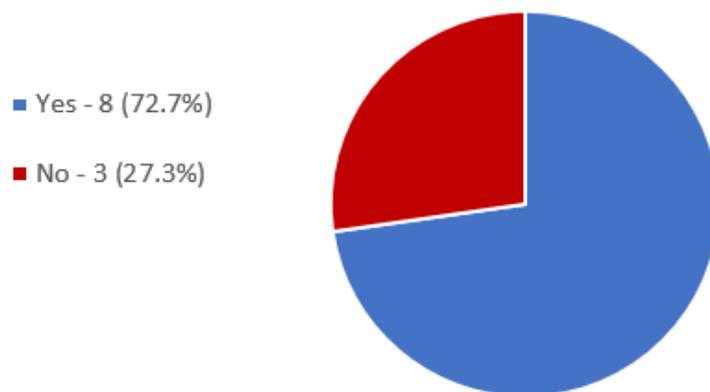
Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

#### Question 1

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Southern Ports Authority authorise protected industrial action in the form of:

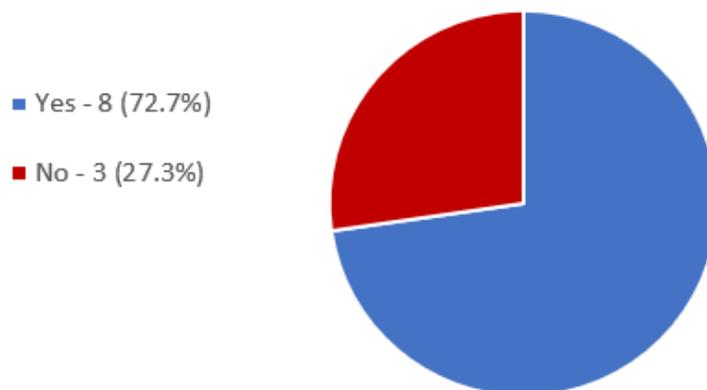
1. An unlimited number of stoppages of the performance of work for the duration of 30 minutes?



#### Question 2

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Southern Ports Authority authorise protected industrial action in the form of:

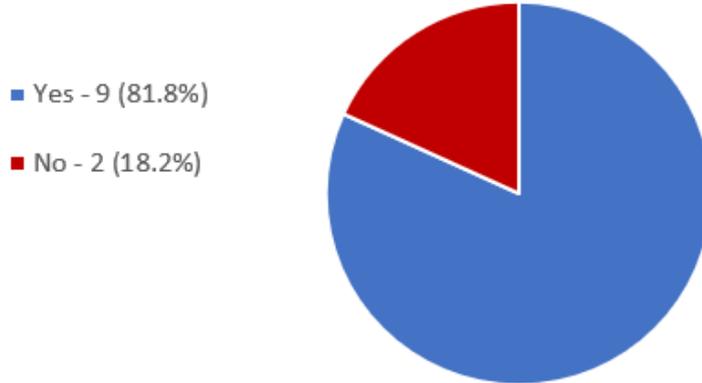
2. An unlimited number of stoppages of the performance of work for the duration of 2 hours?



### Question 3

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Southern Ports Authority authorise protected industrial action in the form of:

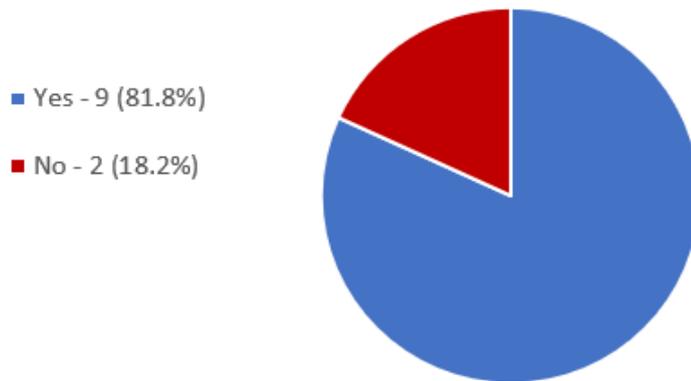
3. An unlimited number of stoppages of the performance of work for the duration of 4 hours?



### Question 4

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Southern Ports Authority authorise protected industrial action in the form of:

4. An unlimited number of stoppages of the performance of work for the duration of 8 hours?



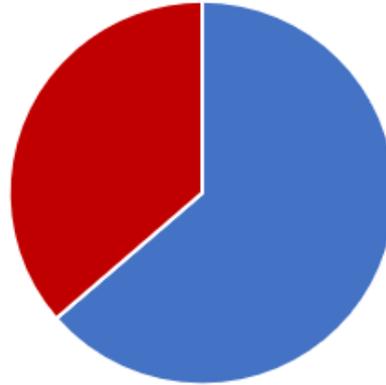
## Question 5

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Southern Ports Authority authorise protected industrial action in the form of:

5. An unlimited number of stoppages of the performance of work for the duration of 12 hours?

■ Yes - 7 (63.6%)

■ No - 4 (36.4%)



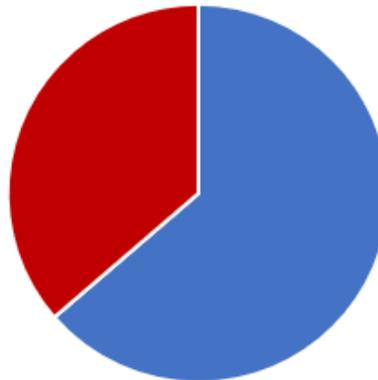
## Question 6

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Southern Ports Authority authorise protected industrial action in the form of:

6. An unlimited number of stoppages of the performance of work for the duration of 24 hours?

■ Yes - 7 (63.6%)

■ No - 4 (36.4%)

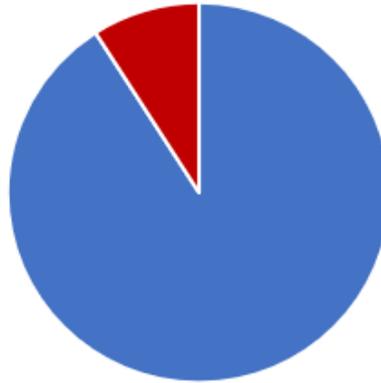


## Question 7

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Southern Ports Authority authorise protected industrial action in the form of:

7. An unlimited number of bans for an indefinite period on supervision duties which may be organised or arranged in consecutive periods?

- Yes - 10 (90.9%)
- No - 1 (9.1%)

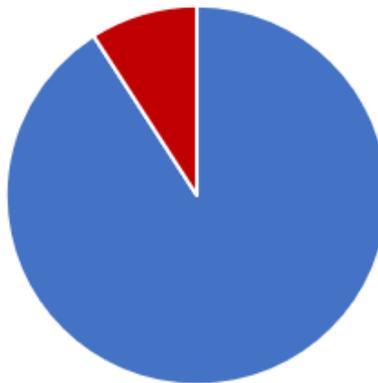


## Question 8

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Southern Ports Authority authorise protected industrial action in the form of:

8. A complete ban on working supplementary shifts and working additional hours beyond ordinary/rostered hours unless imminent health and safety risk?

- Yes - 10 (90.9%)
- No - 1 (9.1%)

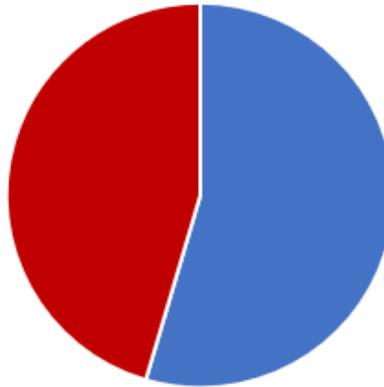


## Question 9

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Southern Ports Authority authorise protected industrial action in the form of:

9. Employee start/finish times restricted to the Port of Esperance Office Hours Monday to Friday 0800-1600.

- Yes - 6 (54.5%)
- No - 5 (45.5%)

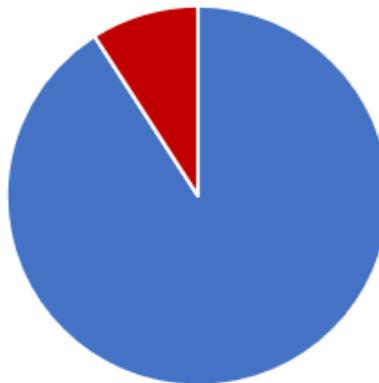


## Question 10

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Southern Ports Authority authorise protected industrial action in the form of:

10. An unlimited number of bans for an indefinite period on supervision duties which may be organised or arranged in consecutive periods?

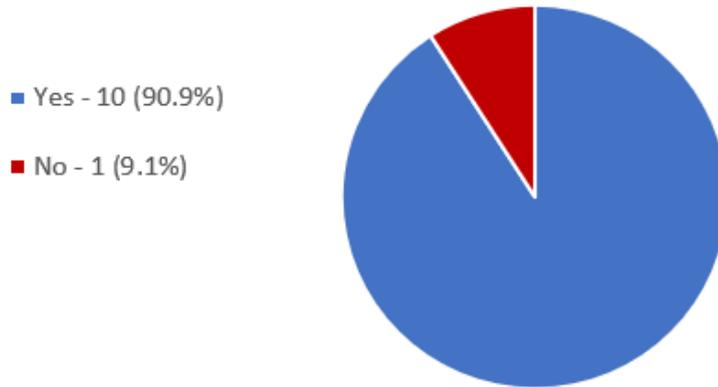
- Yes - 10 (90.9%)
- No - 1 (9.1%)



## Question 11

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Southern Ports Authority authorise protected industrial action in the form of:

11. An unlimited number of bans for an indefinite period on attending employer events after hours which may be organised or arranged in consecutive periods?



## Question



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