



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

**The Construction, Forestry and Maritime Employees Union,
the Australian Institute of Marine and Power Engineers and the
Australian Maritime Officers' Union**

v

**DMS Maritime Pty Ltd Trading as Serco Defence
(B2024/713)**

18 June 2024

1. Ballot Result

Total Eligible Voters: 34
Total Participated: 28

28 out of 34 have answered all questions 82.4%

Final Ballot Audit: Tuesday, 18 June 2024 at 12.05pm AWST

Diagram 1: Final Vote Participation

The Construction, Forestry and Maritime Employees Union, the Australian Institute of Marine and Power Engineers and the Australian Maritime Officers' Union Protected Action Ballot (B2024/713)

Voters: 34

Total Participated: 28 (82.4%)

2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union, the Australian Institute of Marine and Power Engineers and the Australian Maritime Officers' Union Protected Action Ballot (B2024/713) has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union, the Australian Institute of Marine and Power Engineers and the Australian Maritime Officers' Union Protected Action Ballot (B2024/713) result has been audited and the declared result is assured.

Yours Sincerely,



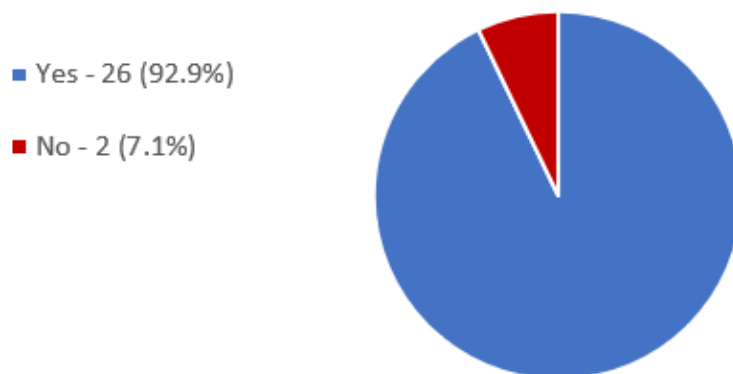
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

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 Serco Defence, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

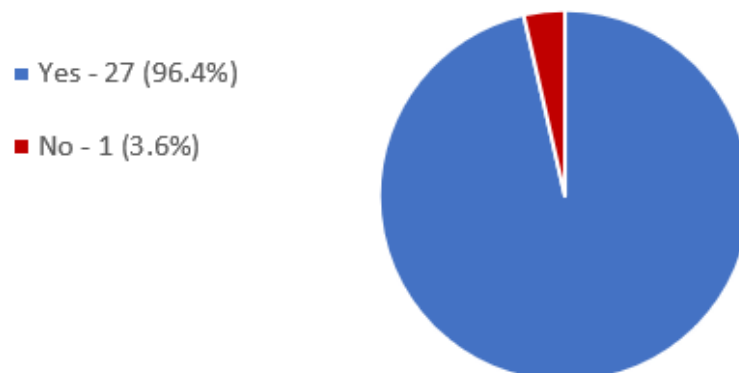
1. An unlimited number of stoppages of work of four hours duration?



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 Serco Defence, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

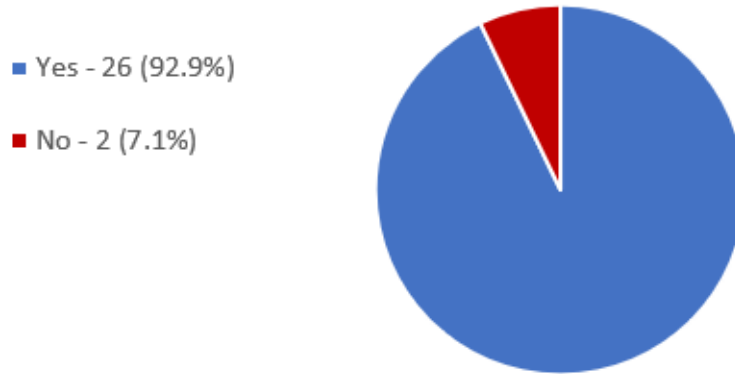
2. An unlimited number of stoppages of work of eight hours duration?



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 Serco Defence, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

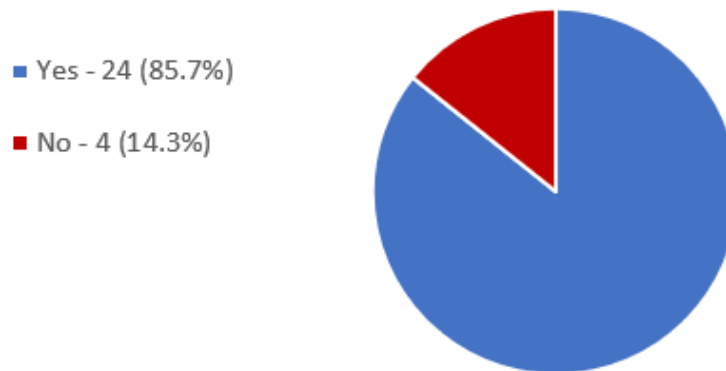
3. An unlimited number of stoppages of work of 24 hours duration?



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 Serco Defence, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

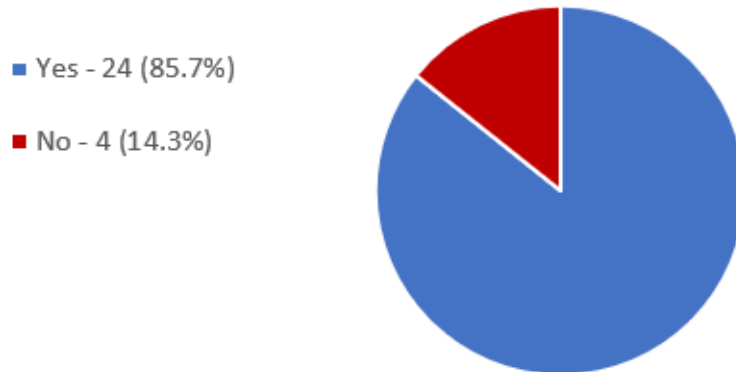
4. An unlimited number of stoppages of work of 7 days duration?



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 Serco Defence, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

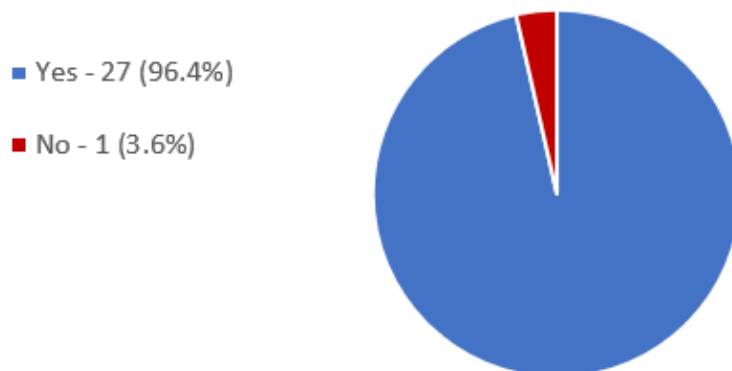
5. An unlimited number of stoppages of work of 28 days duration?



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 Serco Defence, 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 answering of personal mobile phones for work purposes for an indefinite period?

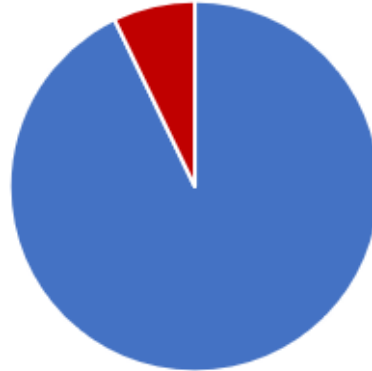


Question 7

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 Serco Defence, 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 performance of overtime for an indefinite period?

- Yes - 26 (92.9%)
- No - 2 (7.1%)





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