



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Australian Maritime Officers' Union, The  
v  
Serco Defence Services Pty Limited T/A Serco  
(B2024/1)**

**19 January 2024**

# 1. Ballot Result

Total Eligible Voters: 11  
Total Participated: 11

11 out of 11 have answered all questions 100.0%

Final Ballot Audit: Friday, 19 January 2024 at 11.05am AWST

*Diagram 1: Final Vote Participation*

**The Australian Maritime Officers' Union Protected Action Ballot (B2024/1)**  
Voters: 11  
Total Participated: 11 (100.0%)

## 2. CiVS Independence Declaration

The Australian Maritime Officers' Union Protected Action Ballot (B2024/1) has been managed and declared independent of all other parties.

The Australian Maritime Officers' Union Protected Action Ballot (B2024/1) 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 Serco Defence Services Pty Limited authorise protected industrial action 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 - 11 (100%)

■ No - 0 (0%)



#### 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 Serco Defence Services Pty Limited authorise protected industrial action 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 - 11 (100%)

■ No - 0 (0%)



### 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 Serco Defence Services Pty Limited authorise protected industrial action 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 - 11 (100%)

■ No - 0 (0%)



### 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 Serco Defence Services Pty Limited authorise protected industrial action 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 - 11 (100%)

■ No - 0 (0%)



## 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 Serco Defence Services Pty Limited authorise protected industrial action 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 - 11 (100%)

■ No - 0 (0%)



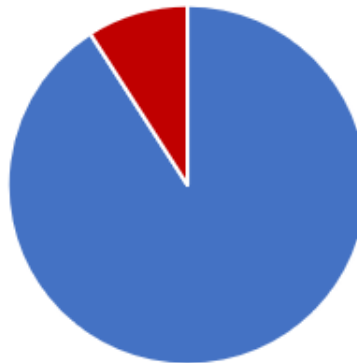
## Question 6

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Serco Defence Services Pty Limited authorise protected industrial action 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 - 10 (90.9%)

■ No - 1 (9.1%)



## 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 Serco Defence Services Pty Limited authorise protected industrial action 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 - 11 (100%)

■ No - 0 (0%)



## 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 Serco Defence Services Pty Limited authorise protected industrial action 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 - 11 (100%)

■ No - 0 (0%)



## 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 Serco Defence Services Pty Limited authorise protected industrial action 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 - 11 (100%)

■ No - 0 (0%)



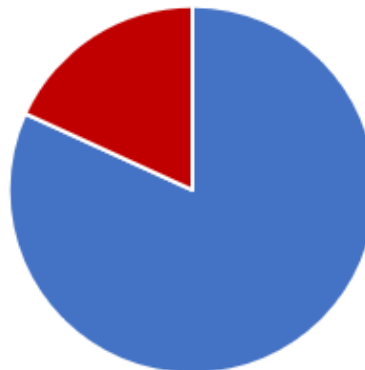
## Question 10

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Serco Defence Services Pty Limited authorise protected industrial action in the form of:

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

■ Yes - 9 (81.8%)

■ No - 2 (18.2%)



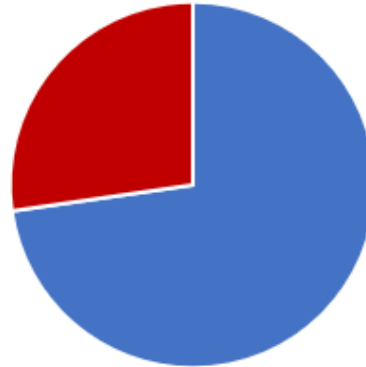
## Question 11

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Serco Defence Services Pty Limited authorise protected industrial action in the form of:

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

■ Yes - 8 (72.7%)

■ No - 3 (27.3%)



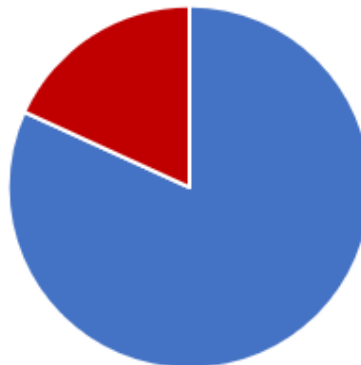
## Question 12

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Serco Defence Services Pty Limited authorise protected industrial action 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 - 9 (81.8%)

■ No - 2 (18.2%)







(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

