



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Australian Workers' Union**

**v**

**Applus Pty Ltd**

**B2025/1246**

**21 August 2025**

# 1. Ballot Result

Total Eligible Voters: 14

Total Participated: 14

14 out of 14 have answered all questions 100%

Final Ballot Audit: Thursday, 21 August 2025 at 1.25pm AWST

*Diagram 1: Final Vote Participation*

**Australian Workers' Union Protected Action Ballot (B2025/1246)**

Voters: 14

Total Participated: 14 (100.0%)

## 2. CiVS Independence Declaration

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

The Australian Workers' 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

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages on the performance of work for a duration of 1 hour?

■ Yes - 14 (100%)

■ No - 0 (0%)



#### Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

2. An unlimited number of stoppages on the performance of work for a duration of 24 hours?

■ Yes - 14 (100%)

■ No - 0 (0%)



## Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

3. An unlimited number of bans on creating or submitting test records (TTR's) to Applus or Client?

■ Yes - 14 (100%)

■ No - 0 (0%)



## Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

4. An unlimited number of bans on submitting draft reports to Applus or Client?

■ Yes - 14 (100%)

■ No - 0 (0%)



## Question 5

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

5. An unlimited number of bans on uploading or providing data for upload into Argonaut?

- Yes - 14 (100%)
- No - 0 (0%)



## Question 6

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of bans on uploading or providing data for upload into IMS (wIMS)?

- Yes - 14 (100%)
- No - 0 (0%)



## Question 7

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of bans on using SAP for data relating to final time confirmations?

■ Yes - 14 (100%)

■ No - 0 (0%)



## Question 8

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of bans on using SAP for data relating to QM modules?

■ Yes - 14 (100%)

■ No - 0 (0%)



## Question 9

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of bans on creating or signing rope access rescue plans?

■ Yes - 14 (100%)

■ No - 0 (0%)



## Question 10

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

10. An unlimited number of bans on entering a confined or restricted space for a duration of 3 days?

■ Yes - 14 (100%)

■ No - 0 (0%)



## Question 11

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

11. An unlimited number of bans on entering a confined or restricted space for a duration of 5 days?

- Yes - 14 (100%)
- No - 0 (0%)



## Question 12

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

12. An unlimited number of bans for an indefinite period on witnessing pressure tests?

- Yes - 14 (100%)
- No - 0 (0%)





## Question 13

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

13. An unlimited number of bans for an indefinite period on witnessing RV trevi tests?

- Yes - 14 (100%)
- No - 0 (0%)



## Question 14

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

14. An unlimited number of bans for an indefinite period on performing find and fix coating repairs?

- Yes - 14 (100%)
- No - 0 (0%)



## Question 15

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

15. An unlimited number of bans on performing pos-id/pre inspections or post inspections for coating or insulation work for a duration of 3 days?

■ Yes - 14 (100%)

■ No - 0 (0%)



## Question 16

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

16. An unlimited number of bans on performing pos-id/pre inspections or post inspections for coating or insulation work for a duration of 7 days?

■ Yes - 14 (100%)

■ No - 0 (0%)



## Question 17

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

17. An unlimited number of bans on signing/authorising permits between 6:00-8:00 & 18:00-20:00?

- Yes - 14 (100%)
- No - 0 (0%)



## Question 18

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

18. An unlimited number of bans for an indefinite period on contributing to remote meetings/calls over teams/zoom?

- Yes - 14 (100%)
- No - 0 (0%)



## Question 19

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

19. An unlimited number of bans for an indefinite period on providing written or verbal inspection results or findings?

- Yes - 14 (100%)
- No - 0 (0%)



## Question 20

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

20. An unlimited number of bans for an indefinite period on carrying equipment or tools to or from the facility?

- Yes - 14 (100%)
- No - 0 (0%)





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