



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Independent Education Union of Australia

v

Strathcona Baptist Girls Grammar School Limited

B2025/420

26 March 2025

1. Ballot Result

Total Eligible Voters: 61
Total Participated: 57

57 out of 61 have answered all questions 93.4%

Final Ballot Audit: Wednesday, 26 March 2025 at 11.30am AWST

Diagram 1: Final Vote Participation

Independent Education Union of Australia Protected Action Ballot (B2025/420)
Voters: 61
Total Participated: 57 (93.4%)

2. CiVS Independence Declaration

The Independent Education Union of Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Independent Education Union of Australia Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

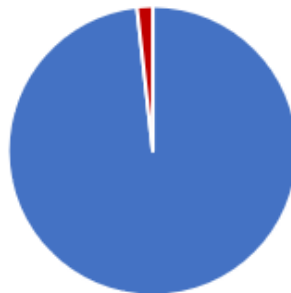
3. Questions and Results

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 bans on attendance at meetings or professional learning adjacent to the school day?

- Yes - 56 (98.2%)
- No - 1 (1.8%)

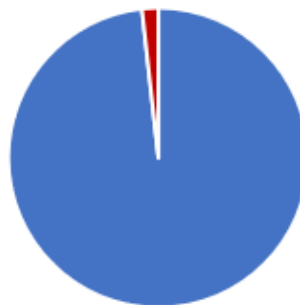


Question 2

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 bans on attending assemblies?

- Yes - 56 (98.2%)
- No - 1 (1.8%)



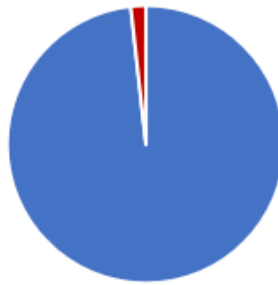
Question 3

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 stoppages or interruptions of work for 10 minutes to prepare to wear campaign material and/or badges?

■ Yes - 56 (98.2%)

■ No - 1 (1.8%)



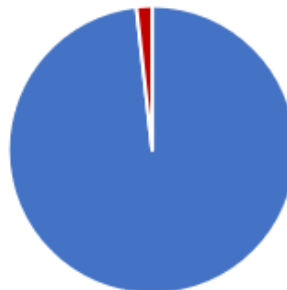
Question 4

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 adherence to the employer's dress code policy?

■ Yes - 56 (98.2%)

■ No - 1 (1.8%)

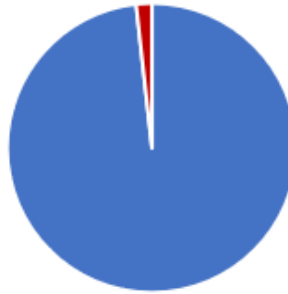


Question 5

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 stoppages or interruptions of work for 30 minutes to display enterprise agreement campaign material in cars parked on school property and/or on workstations?

- Yes - 56 (98.2%)
- No - 1 (1.8%)

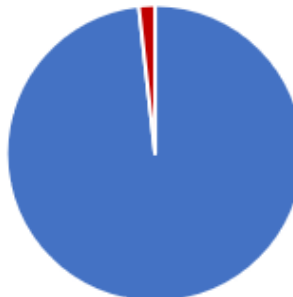


Question 6

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. Indefinite or periodic industrial action in the form of non-attendance at before, during and after school Co-Curricular events?

- Yes - 56 (98.2%)
- No - 1 (1.8%)

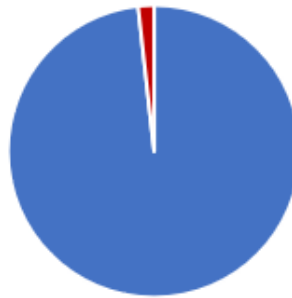


Question 7

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. Indefinite or periodic bans on performing work after hours, or outside of the school day?

- Yes - 56 (98.2%)
- No - 1 (1.8%)

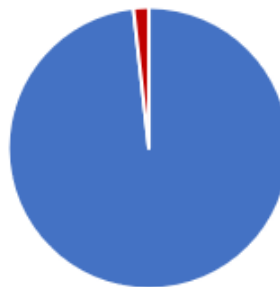


Question 8

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 stoppages or interruptions of work for 20 minutes to distribute information to the school community about the campaign?

- Yes - 56 (98.2%)
- No - 1 (1.8%)



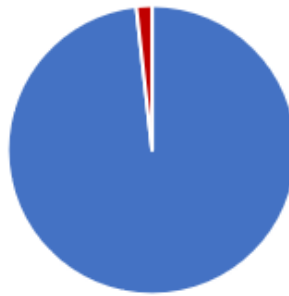
Question 9

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 stoppages or interruptions of work for 10 minutes to insert a typed statement at the footer of each email:

“The following message is authorised protected industrial action under the Fair Work Act 2009: I am taking protected industrial action for fair pay and fair workloads for Strathcona Teachers and Teaching Assistants?”

- Yes - 56 (98.2%)
- No - 1 (1.8%)

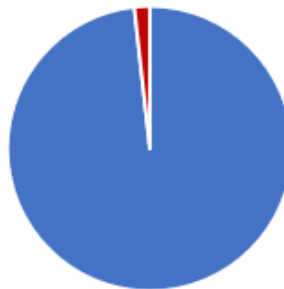


Question 10

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 stoppages or interruptions of work for 10 minutes to change employee email contact profile image to enterprise agreement bargaining campaign image?

- Yes - 56 (98.2%)
- No - 1 (1.8%)

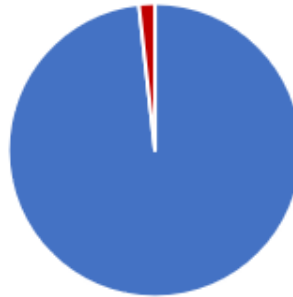


Question 11

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. Indefinite or periodic bans on attendance at after hour events?

- Yes - 56 (98.2%)
- No - 1 (1.8%)

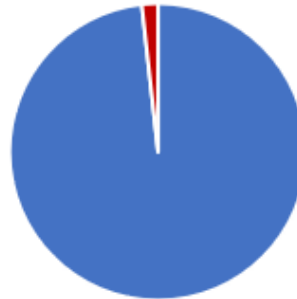


Question 12

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. Indefinite or periodic ban on writing student reports?

- Yes - 56 (98.2%)
- No - 1 (1.8%)

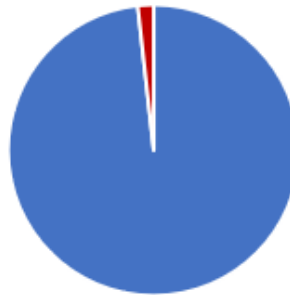


Question 13

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. Indefinite or periodic bans on answering telephone calls?

- Yes - 56 (98.2%)
- No - 1 (1.8%)

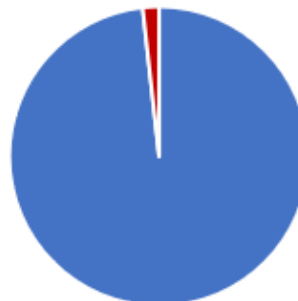


Question 14

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. Indefinite or periodic bans on opening or reading emails?

- Yes - 56 (98.2%)
- No - 1 (1.8%)

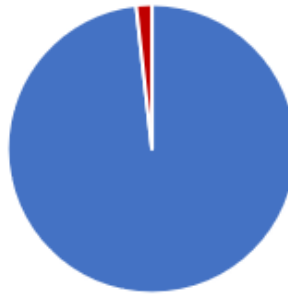


Question 15

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 attending morning yard duty?

- Yes - 56 (98.2%)
- No - 1 (1.8%)

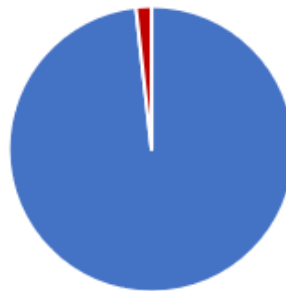


Question 16

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 attending recess yard duty and/or lunch yard duty?

- Yes - 56 (98.2%)
- No - 1 (1.8%)

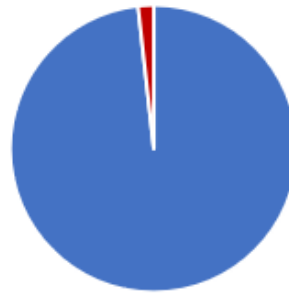


Question 17

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 stoppages of work for the duration of one hour (1) hour?

- Yes - 56 (98.2%)
- No - 1 (1.8%)

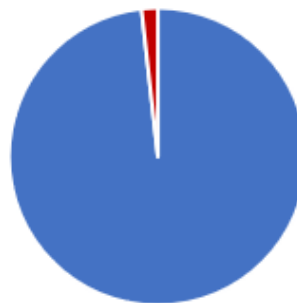


Question 18

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 stoppages of work for a 'walk off' at the start of Lunch time for four (4) hours duration?

- Yes - 56 (98.2%)
- No - 1 (1.8%)

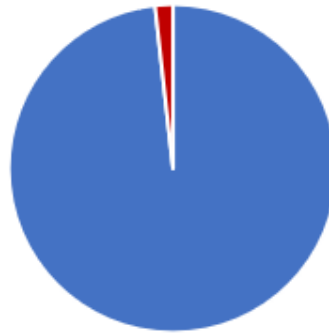


Question 19

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 stoppages of work for the duration of 24 hours?

- Yes - 56 (98.2%)
- No - 1 (1.8%)



CiVS

