

**WITNESS STATEMENT OF DENIZ KIRDAR TRUE**

I, Deniz Kirdar True, General Manager - Harbour Towage East, c/- Level 1/7 Cooper St, Balmain in the State of New South Wales say as follows:

**My Background**

1. I am the General Manager - Harbour Towage East for Svitzer Australia Pty Ltd (**Svitzer**). I am a member of Svitzer's Australian leadership team. I report to Nicolaj Noes, Svitzer's Managing Director.
2. I have been employed by Svitzer since September 2020 in my current role. There are 17 ports (**Relevant Ports**) where Svitzer operates and which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016 (Agreement)*.
3. As the title of my role suggests, I have profit and loss responsibilities for those 13 of the Relevant Ports located on the East Coast, being Adelaide, Brisbane, Cairns, Eden, Lucinda, Melbourne, Mourilyan, Newcastle, Port Kembla, Spencer Gulf (Port Pirie), Sydney (Port Jackson), Sydney (Port Botany) and Westernport. In my role, I am also familiar with the operation of the 4 Relevant Ports on the West Coast, being Albany, Fremantle, Geraldton and Kwinana.
4. There are teams who run each of the East Coast ports and they report into me. There is also an operations centre in Newcastle which reports to me.
5. Prior to joining Svitzer, I was employed by Svitzer A/S (a Danish Svitzer entity) from April 2014 to September 2020 in the following roles:
  - (a) Chief Operating Officer Europe (April 2014 to February 2018); and
  - (b) Head of Operational Excellence (March 2018 to September 2020).
6. Prior to that, I was employed by Maersk from July 2003 to March 2014 in the following roles:
  - (a) Export Customer Service Agent, Key Clients (July 2003 to March 2007);

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- (b) Lean Six Sigma Green Belt, Process Excellence (April 2007 to January 2009);
  - (c) Lean Six Sigma Black Belt, Process Excellence (February 2009 to September 2010);  
and
  - (d) Diversity and Inclusion Manager, Group Human Resources (October 2010 to March 2014).
7. As a result of my extensive experience working for these companies, I am very familiar with the towage industry and Svitzer's operations both in Australia and globally. I am also familiar with Maersk's operations.

### **About Svitzer**

8. Svitzer is a marine towage business which commenced its Australian operations in 2007 and has grown over the years via the acquisition of a number of operations. Svitzer's business involved the provision of marine towage services across Australia and Papua New Guinea. Svitzer provides towage through the use of tugboats to all manner of commercial vessels described below.
9. Svitzer provides its marine towage services at the Relevant Ports and other ports throughout Australia. The main types of facilities that operate at the Relevant Ports are:
- (a) Container Terminals, where container ships berth. There are five ports in Australia that have container terminals (Sydney, Melbourne, Brisbane, Adelaide and Fremantle) and Svitzer services all of them. Container ships make up approximately 25% of the vessels towed by Svitzer. The contents of the containers being carried can vary. Imports typically include consumable goods and other manufactured items (textiles and apparel, appliances and electrical equipment, kitchenware, plastic and rubber and pharmaceuticals). Exports typically include paper, metals and primary goods such as grains, meat, food and fruit and vegetables. In some cases, containers have perishable goods in them and are refrigerated and time sensitive. Based on my experience at Maersk, approximately 9% of imports and 13% of exports on Maersk operated container ships (which has approximately 20% of the shipping capacity in Australia) are in refrigerated containers. I expect this to be roughly representative of other shipping lines. The majority of containerised import cargo at this time of year is in preparation for the busy Christmas period.
  - (b) Liquid Bulk Terminals, where tankers berth. Tankers serviced by Svitzer mostly transport refined fuel (including petrol and diesel) and crude oil, mainly for import into Australia.

- (c) Dry Bulk Terminals, where dry bulk carriers berth. Dry bulk carriers transport dry commodities. Commodities transported by dry bulk carriers serviced by Svitzer include coal, grain, timber, sugar for export. Some of the Dry Bulk Terminals serviced by Svitzer are very large. For example, Newcastle is the world's busiest coal terminal.
  - (d) Roll on/Roll off (RoRo) Cargo Terminals, where RoRo vessels berth. RoRo vessels transport vehicles that are driven on and off the vessel under their own power. Vehicles transported by Roro vessels serviced by Svitzer include passenger cars, mining and construction equipment, farming equipment and defence equipment for import into Australia.
  - (e) Cruise Terminals, where cruise ships berth.
  - (f) Naval Bases, where naval vessels berth. Svitzer provides towage to both the Royal Australian Navy and visiting foreign naval vessels.
10. The majority of Relevant Ports service a mix of vessels (for example Port Botany has tankers and container ships and Port of Brisbane has all types of vessels including cruise ships). Svitzer serves all ports regardless of what they specialise in. Svitzer provides the service for a fee to its customers which operate the vessels towed by Svitzer tugboats.
11. Over 90% of the vessels calling into the Relevant Ports need one or more tugboats to move in and out of the port. The tugboats which Svitzer operates are therefore essential to the arrival and departure of these vessels into the Relevant Ports. In other words, without the assistance of tugboats these vessels cannot move in or out of the Relevant Ports.
12. Each tugboat requires a crew. Svitzer most commonly provides the tugboats manned by a crew comprising of Svitzer employees.
13. A crew is made up of a master, an engineer and a rating:
- (a) The master is the commander of the tugboat.
  - (b) Engineers undertake tugboat maintenance and repair work, including emergency repair work. They are responsible for, among other things, signing off maintenance work when it is completed.
  - (c) Ratings on tugboats undertake deck and general purpose duties, including connecting the tow line from the tugboat to the vessel being towed, and some maintenance.
14. Where one of these members of these crew is unavailable, the tugboat is unable to be crewed and unable to operate based on current operational and safety requirements.

15. Svitzer has no realistic options to outsource its crewing to a contractor in the short term. Based on my experience, I expect it would take a minimum of 3 months to set up an operation from scratch per port to find resources given current labour shortages, train up crew and have them up and running:
- (a) Due to the specialised skill set of a master, it is extremely difficult for them to be replaced, and this cannot be done at short notice. A master with appropriate qualification is trained to sail ships. However, they need further training to operate tugboats and then need to be familiarised with operating Svitzer's tugboats specifically. In addition, masters are required by the port authorities to have local knowledge certificates to operate in a particular port which also requires specific training.
  - (b) An engineer with appropriate qualifications is trained to maintain and repair ships. In addition to this, they need further training to be familiarised with maintaining and repairing Svitzer's tugboats specifically. Due to the specialised skill set of an engineer, it is difficult for them to be replaced, and this cannot be done at short notice.
  - (c) Ratings are required to undergo further training to operate tugboats, and then need to be familiarised with operating Svitzer's tugboats specifically. Accordingly, they cannot be replaced at short notice.

### **Bargaining for the Proposed Agreement**

16. The Agreement covers all masters, engineers and ratings who are employed by Svitzer to perform marine towage services across the Relevant Ports.
17. The Agreement reached its nominal expiry date on 31 December 2019.
18. On 9 September 2019, Svitzer issued a Notice of Employee Representational Rights (**NERR**) to all employees who were covered by the Agreement.
19. On 12 September 2019, Svitzer commenced bargaining for a replacement agreement to the Agreement (**Proposed Agreement**). The Proposed Agreement will cover the Relevant Ports.
20. Bargaining for the Proposed Agreement has involved:
- (a) the Construction, Forestry, Maritime, Mining and Energy Union (**CFMMEU**), and specifically its Maritime Union of Australia Division (**MUA**) which represents the ratings covered by the Proposed Agreement;
  - (b) the Australian Maritime Officers Union (**AMOU**) which represents the masters covered by the Proposed Agreement; and

(c) the Australian Institute of Marine and Power Engineers (**AIMPE**) which represents the engineers covered by the Proposed Agreement,

(together, the **Unions**).

21. The Unions have at all times been the bargaining representatives for all employees covered by the Proposed Agreement and represented the employees in bargaining.
22. Bargaining for the Proposed Agreement has now been ongoing for more than 3 years.
23. Since 12 September 2019, there have been 75 bargaining and drafting meetings between Svitzer and the Unions. I have been involved in all bargaining meetings since 30 September 2020. Bargaining meetings have generally been held between the company and the three Unions together. In addition Svitzer has had a number of separate meetings with individual unions over this period.
24. Svitzer has seen a sizeable impact on its operations over the period 2018 to 2021 in the ports its competitors have entered resulting in more than 130 jobs lost in the space of 12 months and a loss of market share due to the following:
  - (a) in 2019, Svitzer's operations in Geelong became loss-making due to loss of port share to Engage and Svitzer exited the port in December 2020;
  - (b) in April 2021 Svitzer (through its joint venture Bowen Towage Services Pty Limited) lost a competitive tender to Engage Marine in the port of Bowen, resulting in Svitzer exiting that port in September 2021;
  - (c) in September 2021, Svitzer lost a competitive tender to Engage Marine in Whyalla resulting in Svitzer exiting that port; and
  - (d) in 2019 and 2020, Svitzer lost substantial market share in Port Jackson due to its inability to effectively compete with Engage.
25. This has informed Svitzer's bargaining position since September 2020 when Svitzer issued a new log of claims. These claims were focused on making changes to the enterprise agreement to ensure improved productivity and competitiveness due to the disruption in the Australian market from competitors who see us as easy to compete with because we have outdated and costly ways of working.
26. In November 2021, a version of the Proposed Agreement was put to a vote of employees by Svitzer without the endorsement of the Unions. This vote was unsuccessful with 92% of employees voting against the agreement.

27. The parties have also sought the assistance of third parties during the negotiations, including intervention from the Fair Work Commission (**FWC**), as follows:
- (a) On 18 February 2021, Svitzer made an application to the FWC under section 240 of the *Fair Work Act 2009*, seeking the assistance of the Fair Work Commission with bargaining (proceedings number B2021/95). A conciliation conference was held on 16 March 2021 before Deputy President Bull but no progress was made to bring the parties closer to an agreement.
  - (b) On 29 October 2021 the MUA made an application to the FWC under section 240 of the *Fair Work Act 2009* (Cth) seeking the assistance of the FWC with bargaining (proceedings number B2021/1051). A conciliation conference was held on 11 November 2021 before Deputy President Bull but as Svitzer had put a proposed agreement out to a vote of employees, no progress was made to bring the parties closer to an agreement.
  - (c) On 15 December 2021 Paul Garrett of the MUA wrote to Deputy President Bull's Chambers requesting that the matter (proceedings number B2021/1051) be relisted for further conciliation. The matter was relisted for 2 February 2022 before Deputy President Bull and at that listing the parties agreed to meet again in March 2022.
  - (d) On 18 January 2022, Svitzer made an application to the FWC under section 225 of the Fair Work Act 2009 to terminate the Agreement (proceedings number AG2022/123) (**Termination Application**). The Termination Application was originally listed for hearing on 23-25 May. Hearing dates of 15-17 June and 8-12 August 2022 were subsequently added (**Mid-year Hearing Dates**). This application is currently listed for hearing from 8-14 December 2022 and 6-24 February 2023.
  - (e) On 14 February 2022, Svitzer made an application to the FWC under s.424 of the Fair Work Act which resulted in orders made by Deputy President Easton on 18 February 2022 suspending the protected industrial action by members of the AMOU employed by Svitzer until 6 March 2022, as reflected in the decision which followed in *Svitzer Australia Pty Ltd v The Australian Maritime Officers' Union* [2022] FWC 493 (**First s.424 Application**).
  - (f) Since making the Termination Application (and the First s.424 Application), Svitzer and the Unions bargained by way of a private conciliation process overseen by Brian Lacy a former Senior Deputy President of the FWC. This included 11 bargaining meetings on the following dates: 15 March 2022; 22 March 2022, 23 March 2022, 29 March 2022, 30 March 2022, 12 April 2022, 13 April 2022, 14 April 2022, 23 May 2022 and 25 May 2022 (the **Lacy Conciliation Process**).

- (g) On around 23 March 2022, in recognition of the progress being made, Svitzer agreed to a request from the Unions to adjourn the 23-25 May Mid-year Hearing Dates.
  - (h) In April 2022, Svitzer understood there was an in-principle agreement reached following mediation by former Senior Deputy President Lacy (**Lacy deal**) and accordingly, agreed to adjourn the 15-17 June Mid-year Hearing Dates for the Termination Application and keep in place the 8-12 August Mid-year Hearing Dates. However, by around mid-June, it became apparent that the Unions had walked away from the Lacy deal. I believe the in-principle agreement was a ruse in order to get the 15-17 June Mid-year Hearing Dates adjourned to later in the year.
  - (i) In early August 2022, the Unions applied for, and were granted, an adjournment of the 8-12 August 2022 hearing dates. At that time, as part of the Termination Application (and because the 8-12 August Mid-year Hearing Dates had been adjourned), at the initiative of the FWC, Svitzer and the Unions returned to the bargaining table and engaged in 8 further conciliation conferences before Commissioner Riordan of the FWC on 11 August 2022, 18 August 2022, 19 August 2022, 30 August 2022, 31 August 2022, 1 September 2022, 6 September 2022 and 7 September 2022. There were further discussions with an exchange of without prejudice positions. Despite the considerable involvement of Commissioner Riordan, no resolution was reached.
28. Following these conferences, there were six further bargaining meetings held directly between Svitzer (including the involvement of Svitzer's Managing Director Nicolaj Noes) and the Unions from 28 September 2022 to 20 October 2022. On 20 October 2022, a without prejudice offer was made by Svitzer following three days of bargaining from 18-20 October 2022 and an acknowledgement from the parties that this was the window of opportunity to agree on a deal before everyone started putting resources into preparing for the Termination Application hearing in December. The 20 October offer was formally rejected by the Unions on that day. There has been no counter-proposal. The deluge of notices of protected industrial action which I describe below started on this day as a result.
29. On 25 October 2022, Svitzer made a second application under s.424 of the Fair Work Act which resulted in the AMOU withdrawing the notices of protected industrial action which were the subject of the application on the same day the application was filed (the **Second s.424 Application**).

30. Svitzer's last offer including a draft enterprise agreement was put to the Unions on 26 October 2022 and no counter-offer was received from the Unions. Rather, on 8 November 2022, Svitzer received a letter from Mr Jarrod Moran, Senior Industrial Officer of the AMOU. Annexed and marked "DKT-1" is a copy of that letter. In that letter, amongst other things, Mr Moran stated:

*"Right now we are as far apart as we have been during this long saga".*

31. By letter dated 11 November 2022, Svitzer responded to Mr Moran's letter agreeing *"that we seem "as far apart as we have been in this long saga" and despite the many meetings and assistance of the FWC"*. Annexed and marked "DKT-2" is a copy of that letter.

32. On Friday 11 November 2022, Mr Noes sent separate correspondence to all Unions. Annexed and marked "DKT-3" is a copy of that letter. This summarises developments since 20 October 2022.

33. On Tuesday, 15 November 2022, Svitzer participated in a further (a 9th) conciliation before Commissioner Riordan.

34. Over the 3-year history of the bargaining, and especially the last year (involving one failed vote, one Termination Application, two s.424 applications, 4 sessions with Deputy President Bull (as he then was), 11 meetings with former Senior Deputy President Lacy, 8 (and including last Tuesday now 9) conciliation conferences with Commissioner Riordan and 6 intensive bargaining meetings with the Unions - the last of which was just a month ago), the following seems very clear to me:

- (a) Svitzer faces the prospect of new well-resourced competitors entering the market unconstrained by Svitzer's outdated industrial arrangements;
- (b) The Unions have no interest in assisting Svitzer to develop industrial arrangements that accommodate this new and growing commercial reality;
- (c) Rather, the Unions through the 3 years of negotiations have done everything they can to maintain and protect what they see as time-honoured conditions - conditions that in my view might have been appropriate decades ago but are positively damaging to Svitzer's business now. There is little prospect of the Unions altering this attitude;
- (d) Indeed, up until the involvement of former Senior Deputy President Lacy and Commissioner Riordan, the Unions refused to recognise the need for changes to the Agreement to respond to changes in our commercial environment;
- (e) I found this particularly odd as at the very time these negotiations were occurring, Svitzer (as I've explained above) was losing business at port after port, yet this had no impact upon the Union's position. The Unions did start to accommodate Svitzer's

concerns during the Lacy Conciliation Process but, as I've explained above, as soon as the 15-17 June Mid-year Hearing Dates had been adjourned, they backed away from the in-principle deal and despite the efforts of Commissioner Riordan, in my view the Unions maintained the attitude that "*hard-won condition[s]*" could not be negotiated away;

- (f) Svitzer cannot abandon its key bargaining claims, nor accede to the claims put forward by the Unions without jeopardising the ongoing viability of the business and, in light of the bargaining history detailed above and how far apart the parties are, it seems, in my experience, that an agreement which meets Svitzer's modern commercial needs is very unlikely to ever be achieved.

35. I've never been through such a frustrating and time-consuming process in my 20 years' experience in the maritime industry globally and continue to be amazed that a company's need to change can be blocked by the stubbornness of the Unions.

### **Protected Industrial Action notified by the Unions and taken by employees during bargaining**

#### *Protected Action Ballot Orders*

36. Each of the Unions, as bargaining representatives for the Proposed Agreement, has applied for one or more protected action ballot orders as follows:
- (a) **MUA:** On 28 August 2020, the MUA obtained a protected action ballot order from the Fair Work Commission (B2020/442, PR722196). Pursuant to the protected action ballot order, a protected action ballot was conducted by the Australian Electoral Commission and results were declared on 8 October 2020. Attached and marked "**DKT-4**" is a copy of the declaration of ballot results.
  - (b) **AIMPE:** On 16 July 2021, the AIMPE obtained a protected action ballot order from the Fair Work Commission (B2021/528, PR731775). Pursuant to the protected action ballot order, a protected action ballot was conducted by the Australian Electoral Commission and results were declared on 30 August 2021. Attached and marked "**DKT-5**" is a copy of the declaration of ballot results.
  - (c) **AMOU:** On 17 December 2021, the AMOU obtained the protected action ballot order from the Fair Work Commission (B2021/1247, PR736881). Pursuant to the protected action ballot order, a protected action ballot was conducted by the Australian Electoral Commission and results were declared on 10 February 2022. Attached and marked "**DKT-6**" is a copy of the declaration of ballot results.
  - (d) **AMOU:** On 20 September 2022, the AMOU obtained a further protected action ballot order from the FWC (B2022/1381) (**Second PABO**). Pursuant to the Second PABO, a protected action ballot was conducted by the Confidential & Independent Voting &

Surveys (CiVS) and results were declared on 12 October 2022. Attached and marked “**DKT-7**” is a copy of the declaration of ballot results.

*Employee claim action*

37. Since October 2020, there has been a long history of protected industrial action (**Protected Action**) notified by the Unions and taken by employees - collectively the Unions have notified over 1,000 instances of industrial action nationally.
38. Between 20 October 2022 and 13 November 2022 inclusive, to the best of my knowledge the Unions have collectively issued 52 notices of Protected Action (which were not withdrawn or defective) notifying more than 300 instances of protected industrial action. Annexed as “**DKT-8**” is a bundle of those notices. Svitzer has been receiving new notices of Protected Action almost every day in this period and the action appears to be escalating.
39. Those notices notified Protected Action commencing on and from 26 October 2022 as set out in **Schedule 1** to this statement.
40. Between 26 October 2022 and 14 November 2022 inclusive, Svitzer has experienced:
- some kind of industrial action almost daily; and
  - some type of protected action in each port.
41. The Protected Action has comprised various bans on the performance of work and complete stoppages of work. The complete stoppages of work have comprised 24 hour, 8 hour, 4 hour and 1 hour stoppages.
42. The stoppages, whether 24 hour, 8 hour, 4 hour or 1 hour, have occurred in each Relevant Port.
43. By port, the stoppages have occurred on the following days:

<b>Port</b>	<b>Date</b>
Adelaide	26-Oct-22
Albany	26-Oct-22
	03-Nov-22
	10-Nov-22
	11-Nov-22
Brisbane	26-Oct-22
	05-Nov-22
	08-Nov-22
	09-Nov-22
	12-Nov-22
	13-Nov-22

<b>Port</b>	<b>Date</b>
Cairns	26-Oct-22
	01-Nov-22
	02-Nov-22
	04-Nov-22
	09-Nov-22
Eden	26-Oct-22
Fremantle	26-Oct-22
	03-Nov-22
	04-Nov-22
	10-Nov-22
	11-Nov-22
Geraldton	26-Oct-22
	03-Nov-22
	09-Nov-22
	10-Nov-22
Kwinana	26-Oct-22
	03-Nov-22
	04-Nov-22
	05-Nov-22
	10-Nov-22
	11-Nov-22
Lucinda	26-Oct-22
	01-Nov-22
	02-Nov-22
Melbourne Mourilyan	26-Oct-22
	26-Oct-22
	01-Nov-22
	02-Nov-22
	04-Nov-22
	09-Nov-22
Newcastle	26-Oct-22
	03-Nov-22
	04-Nov-22
Sydney (Port Jackson and Port Botany)	26-Oct-22
	05-Nov-22
	04-Nov-22
	06-Nov-22
	10-Nov-22
	12-Nov-22
	13-Nov-22
Port Kembla	26-Oct-22
	04-Nov-22
Spencer Gulf (Port Pirie)	26-Oct-22
Westernport	26-Oct-22

44. There have been over 300 employees who have engaged in these stoppages at all 17 Relevant Ports. This does not include employees who have engaged in various bans.
45. For completeness, the history of PIA notified by the Unions in the period October 2020 to 19 October 2022 is set out in **Schedule 2** to this statement.

**Lockout by Svitzer**

46. The ongoing and sustained employee Protected Action has had, and is having, a severe impact on Svitzer’s operations. This is causing ongoing instability in our operations and great uncertainty for our customers and other participants in the supply chain, with no end in sight.
47. Over the past few weeks, we have been unable to service numerous vessels.
48. In response to the Protected Action by the employees, on 14 November 2022, Svitzer gave notice of a lockout of all employees who will be covered by the Proposed Agreement, to the employees and to the Unions as their bargaining representatives. Annexed as “**DKT-9**” is a copy of the lockout notice dated 14 November 2022.
49. The lockout will apply to all employees covered by the Proposed Agreement, with effect from 12:00pm AEDT on 18 November 2022, and will continue indefinitely.

**Impact of the lockout**

50. Svitzer is the largest employer of Australian seafarers, employing approximately 580 masters, engineers and ratings at the Relevant Ports to operate 52 tugboats.
51. The main types of vessels that Svitzer tows in the Relevant Ports are as follows:

<b>Port</b>	<b>Main Vessel Types</b>
Adelaide	Container ships, dry bulk carriers, tankers, RoRo vessels, cruise ships
Albany	Dry bulk carriers
Brisbane	Container ships, dry bulk carriers, tankers, RoRo vessels, cruise ships
Cairns	Dry bulk carriers, tankers, cruise ships
Eden	Dry bulk carriers, cruise ships
Fremantle	Container ships, dry bulk carriers, tankers, RoRo vessels, cruise ships

<b>Port</b>	<b>Main Vessel Types</b>
Geraldton	Dry bulk carriers, tankers
Kwinana	Dry bulk carriers, tankers
Lucinda	Dry bulk carriers
Melbourne	Container ships, dry bulk carriers, tankers, RoRo vessels, cruise ships
Mourilyan	Dry bulk carriers
Newcastle	Dry bulk carriers, tankers, some RoRo vessels, cruise ships
Port Kembla	Dry bulk carriers, tankers, RoRo vessels
Spencer Gulf (Port Pirie)	Dry bulk carriers, tankers
Sydney (Port Jackson)	Dry bulk carriers, tankers, cruise ships
Sydney (Port Botany)	Container ships, tankers
Westernport	Dry bulk carriers, tankers

52. Svitzer's operating market share in each of the Relevant Ports is as follows:

<b>Port</b>	<b>Port Share</b>
Adelaide	100%
Albany	100%
Brisbane	100%, with 73% directly contracted to Svitzer, the rest contracted to a competitor and then subcontracted to Svitzer which provides the service using Svitzer's tugboats and crew.
Cairns	100%
Eden	67%

Port	Port Share
Fremantle	100%
Geraldton	100%
Kwinana	100%
Lucinda	100%
Melbourne	100%, with 77% directly contracted to Svitzer, the rest contracted to a competitor and then subcontracted to Svitzer which provides the service using Svitzer's tugboats and crew.
Mourilyan	100%
Newcastle	100%, with 75% directly contracted to Svitzer, the rest contracted to a competitor and then subcontracted to Svitzer which provides the service using Svitzer's tugboats and crew.
Port Kembla	100%
Spencer Gulf (Port Pirie)	100%
Sydney (Port Botany)	69%
Sydney (Port Jackson)	59%
Westernport	100%

53. Out of the 17 Relevant Ports, there are no other tugboat operators at (or nearby to) the ports of Adelaide, Albany, Brisbane, Cairns, Fremantle, Geraldton, Kwinana, Lucinda, Melbourne, Mourilyan, Newcastle, Port Kembla, Spencer Gulf (Port Pirie) and Westernport that would have spare capacity and would be able to replace Svitzer's tugboats.
54. This leaves the two Sydney ports and Eden as the only Relevant Ports where an alternative towage provider is available.

55. Eden is a very small port. Pacific Tug has two tugboats in Eden and is likely to have capacity to service all or most of the port's volume during a lockout of Svitzer crew.
56. In Sydney, Svitzer's competitor Engage has four tugboats across the two ports, Port Botany and Port Jackson. In comparison, Svitzer has eight tugboats in Sydney with six currently in Service. Given Engage's likely existing workload, the fact that it only has four tugboats and some vessels require more than two tugboats, in my view it is unlikely that Engage would have capacity to substitute for the majority Svitzer's towage jobs in Sydney.
57. Further, I understand that Engage currently has an issue with its licence in those ports. If this is the case they may have further limitation on their ability to take on any of Svitzer's work.
58. Hence, the effect of the lockout is that over 90% of vessel movements at Relevant Ports other than the two Sydney ports and Eden, and a substantial proportion of the vessel movements at the two Sydney Ports, will cease indefinitely.

**Deniz Kirdar True**  
17 November 2022

Nicolaj Noes  
Managing Director - Svitzer Australia Pty Ltd  
7 Cooper Street, Balmain NSW 2041

8 November 2022

VIA EMAIL: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com)

Dear *Nicolaj* Nicolaj

### SVITZER TUGS 2020 EBA

You are well aware that AMOU members employed by Svitzer overwhelmingly endorsed taking protected industrial action.

In the Protected Action Ballot declared on 12 October 2022, votes were cast by 80% of eligible members and 9 out of 10 votes were in favour of all 17 proposed actions.

15 of the 17 available actions have been enlivened over the past fortnight.

I told you during our private session with Cmr Riordan that your workforce was angry with you and you and your management team needed to start to repair that relationship.

The only direct communication I have had from you since our last bargaining session on 20 October and after you were first notified of protected action has been a snotty email about the progressiveness and constructiveness of the AMOU.

Right now we are as far apart as we have been during this long saga. I think the only common issue we have is that we both want industrial stability. This could be achieved immediately with an offer from you of an EBA roll-over and CPI wage increase.

Let's take 12 months to explore how we can modify your employment arrangements without the threat of EA termination or industrial action. This time would also allow you to sit down with members in all ports and start to rebuild some rapport.

Although our members want to press on with all forms of protected action available to us, I'm willing to recommend that industrial action is suspended for a period to allow us to return to the bargaining table.

This battle of attrition must end and I hope that what I have suggested here is taken up.

Yours sincerely



Jarrod Moran

Senior Industrial Officer

Jarrold Moran  
Senior Industrial Officer  
Australian Maritime Officers Union  
Level 1, 52 Buckingham Street  
SURRY HILLS NSW 2010

(At: Jarrold Moran)

11 November 2022

## SVITZER TUGS 2020 EBA

I refer to the letter you emailed to me on 8 November 2022 requesting an offer from Svitzer to roll-over the enterprise agreement with CPI wage increases.

On multiple occasions since 2020, the Australian Maritime Officers Union (the AMOU) has suggested that we agree to a roll-over. As we have communicated previously, this is not something that we can agree to.

As you know, we have lost more than 130 jobs, three ports and significant market share. The threats to our business are not only due to Engage – but the market in Australia is ripe for disruption; competitors see us as easy to compete with because we have old and costly ways of working.

This threat to the viability of our business is real, significant and will not go away. We need to make changes to the enterprise agreement to deal with this – changes that cannot be achieved through just rolling-over the enterprise agreement and with CPI wage increases.

Our workforce will not thank us if a roll over leads to further job losses.

I understand that you'd like to take the next 12 months to explore how we can modify our employment arrangements without the threat of EA termination or industrial action.

Yet after 75 meetings, including with the assistance of the Fair Work Commission, we have been unable to agree to the changes Svitzer needs. For this reason, I am not confident that we will agree to any modifications to employment arrangements that will secure Svitzer's future in the market outside of the bargaining process.

Further, as you know, the Consumer Price Index (the CPI), is the highest it has been since 1990 – over the twelve months to the September 2022 quarter, the CPI rose

7.3%. We cannot agree to CPI wage increases without anything in return without further compromising the viability of our business.

Although we seem to be very far apart, we continue to be committed to trying to reach an agreement with the unions.

In any event, we don't understand how the AMOU's position squares with the other unions with whom you have been relatively aligned.

I agree that we seem "as far apart as we have been in this long saga" and despite the many meetings and assistance of the FWC.

But I ask that you consider the enterprise agreement I emailed to you on 26 October 2022 that reflects our current without prejudice offer. As stated previously, I feel that the best way forward is that the unions revert with a united and comprehensive response to it.

I thank you for the suggestion, but a roll over plus CPI presents too much risk for the business.

Best regards



**Nicolaj Noes**

Managing Director

0437 236 566

Nicolaj.noes@svitzer.com

Jarrod Moran  
Senior Industrial Officer  
Australian Maritime Officers Union  
Level 1, 52 Buckingham Street  
SURRY HILLS NSW 2010

Greg Yates  
Senior National Organiser  
Australian Institute of Marine and  
Power Engineers  
Unit 14 "Rockton" 40 Brookes Street  
BOWEN HILLS, QLD, 4006

Paul Garrett  
Deputy Secretary/Branch Presiding  
Officer  
Maritime Union of Australia (Sydney  
Branch)  
365 Sussex Street  
SYDNEY NSW 2000

*Att. Jarrod Moran, Greg Yates, and Paul Garrett*

11 November 2022

## NATIONAL TOWAGE EA

### Resolution to ongoing EA negotiations

I understand from Paul Garrett's email of 8 November 2022, that employees have been asking the union when we are 'going to sit down next and work out a resolution to these ongoing EBA negotiations'. I will communicate directly to our employees about this.

But I want to re-iterate what I have said many times before – we remain committed to reaching an agreement. However, we are not prepared to meet for the sake of it.

I don't need to repeat the long history of this negotiation, now three years old. But back in April 2022 Svitzer understood we had an in-principle agreement following the mediation involving Brian Lacy (the Lacy deal).

By around mid-June, it became apparent that you had walked away from the Lacy deal.

In August and early-September 2022, we returned to the table at the initiative of, and with the assistance of, the Fair Work Commission.

There were further discussions in late-September with an exchange of without prejudice positions.

More recently on **20 October 2022** a without prejudice offer was made by Svitzer.

The offer followed three days of bargaining from **18-20 October 2022** and an acknowledgement from the parties that this was the window of opportunity to agree on a deal before everyone started putting resources into preparing for the hearing in December. The 20 October offer was formally rejected.

On 25 October 2022, I explained Svitzer's preference to revert to the Lacy deal (other than the wage increase ) and set out the issues in respect of which Svitzer believed we are apart. This followed the realisation that no meaningful compromise would be made by the unions and in light of our commercial reality, including the impact of the Smit sale.

On 26 October 2022, I followed with a summary of the key claims with an attached EA (to make clear our position ) for your respective consideration. There has been no response from you to the offer, other than to complain about it, further notices of industrial action, and action taken.

As to the union claims, I have communicated on a number of occasions, most recently in my email dated 2 November 2022, that several of the union claims are things that we simply cannot agree to, no matter how many bargaining sessions we have. These claims include those re-introduced by you following, or effectively confirming, the end of the Lacy deal.

We are of course willing to meet and will do so if all three unions confirm in writing that you are prepared to drop the following claims:

1. Restriction on subcontracting in all ports;
2. Re-entry to Geelong which requires us to breach an existing agreement we have with our contractor; and
3. Recruitment of Integrated Ratings in key ports.

Some of these claims seem driven by a union-only agenda. We fail to see how they are widely and deeply felt by all the crew covered by the enterprise agreement.

Even if those claims are dropped, there are a number of Svitzer's key claims where we remain apart in circumstances where a mere roll-over is not going to meet Svitzer's needs.

I will continue to make myself available by phone or email and will consider any constructive proposals to progress the bargaining.

I can only repeat that we need an agreement that improves our competitive position. The current EA won't achieve this so a 'roll-over' will not suffice. Nor will an agreement with your claims.

### **Concerns regarding the spread of misinformation**

Further, I am concerned that you are spreading misinformation about Svitzer's position.

This includes further commentary, just this week, repeating misleading claims that Svitzer pays nearly no tax in Australia, wants to slash Australian tug crews pay by 47%, intends to casualise its workforce and is undermining safety.

As you know, Svitzer provided the Fair Work Commission with a written undertaking to maintain base salaries and the superannuation rate indefinitely. Further, Svitzer provided a written undertaking to maintain the current port operating procedures and rosters, with any changes being made following consultation.

Svitzer pays a significant amount of corporate and other taxes, does not intend to casualise and the claims about safety are untrue – and as you well know, governed by relevant safety laws and legislation.

Before writing to you more formally about this, I invite you to correct the record on these points with your members.

This would help build a bridge of trust which is desperately needed here.

Best regards



**Nicolaj Noes**

Managing Director

0437 236 566

Nicolaj.noes@svitzer.com





Reference: 2020/7912

The General Manager  
Fair Work Commission  
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Paul Garrett  
Construction, Forestry, Maritime, Mining and Energy Union  
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Katie Davis  
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### Declaration of results – PAB Order: B2020/442

Pursuant to the Protected Action Ballot Order B2020/442 issued by the Fair Work Commission, the AEC has conducted the protected action ballot and the declaration of the result is provided below.

Preliminary scrutiny	
Number of employees on the Roll of Voters (Voters)	240
Postal votes returned by voters	196
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	195
Percentage of postal votes returned*	81.6%

\*This is the number of postal votes admitted to further scrutiny as a percentage of the number of employees on the Roll of Voters (the number of voters who voted).

The further scrutiny has been conducted. The table below provides the results for each question.

Do you, for the purpose of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Svitzer Australia Pty Ltd, authorise protected industrial action, separately, concurrently and/or consecutively in the form of:

	Question	Yes	No	Informal
1	An unlimited number of stoppages of work of 4 hours duration which may be organised or arranged in consecutive periods?	192	3	0
2	An unlimited number of stoppages of work of 24 hours duration which may be organised or arranged in consecutive periods?	190	5	0

<b>3</b>	An unlimited number of bans or limitations on the performance of overtime, including recalls from leave, for an indefinite period?	191	4	0
<b>4</b>	An unlimited number of bans or limitations on the use of the "Sertica" maintenance system for an indefinite period?	191	4	0
<b>5</b>	An unlimited number of bans or limitations on the use of Svitzer Australia online training courses for an indefinite period?	191	4	0
<b>6</b>	An unlimited number of bans on the performance of work on any nominated vessel/s or shipping line/s for an indefinite period?	190	5	0
<b>7</b>	An unlimited number of bans on the performance of work on Maersk shipping line vessels for an indefinite period?	189	6	0
<b>8</b>	An unlimited number of bans or limitations on the performance of any work from 8 hours after the shift commencement time?	192	3	0
<b>9</b>	An unlimited number of bans or limitations on the performance of any work from 10 hours after the shift commencement time?	192	3	0
<b>10</b>	An unlimited number of bans or limitations on the performance of any work from 12 hours after the shift commencement time?	192	3	0
<b>11</b>	An unlimited number of bans or limitations on staying onboard a tug for longer than 16 hours without returning to the Bowen wharf for a 10-hour break for an indefinite period?	192	3	0
<b>12</b>	An indefinite number of bans on working from the Abbott point moorings for live on board towage arrangements for an indefinite period?	191	4	0
<b>13</b>	An unlimited number of bans or limitations on "ship-to-ship" jobs for an indefinite period?	190	5	0
<b>14</b>	An unlimited number of bans or limitations on captive shifts for an indefinite period?	191	4	0
<b>15</b>	An unlimited number of bans for a period of 12 hours on casuals working in Westernport or Geelong for an indefinite period?	191	4	0

16	An unlimited number of bans for a period of 24 hours on casuals working in Westernport or Geelong for an indefinite period?	191	4	0
17	An unlimited number of bans for a period of 48 hours on casuals working in Westernport or Geelong for an indefinite period?	191	4	0
18	An unlimited number of bans in Victoria for periods of 12 hours, 24 hours and 48 hours 'captivity' for N1, N2, D1, D2, M3 and M4 for an indefinite period?	190	5	0
19	An unlimited number of bans on breaks being taken away from the ordinary Svitzer Australia tug berth, including temporary mooring at berth other than the ordinary Svitzer Australia tug berth, for an indefinite period?	191	4	0
20	An unlimited number of bans on the performance of work on any ship arriving or departing from any nominated berth / wharf for an indefinite period?	191	3	1

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was achieved.
- The majority of voters who cast a valid vote were in favour of the action set out in question(s) 1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19 and 20.
- The majority of voters who cast a valid vote were against the action set out in question(s) - None.



Noopur Madan  
 Returning Officer  
 Delegate of the Ballot Agent  
 Australian Electoral Commission

08/10/2020



Reference: 2021/3916

The General Manager  
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 nicolaj.noes@svitzer.com

**Declaration of results - PAB Order: B2021/528**

Pursuant to the Protected Action Ballot Order B2021/528 issued by the Fair Work Commission, the AEC has conducted the protected action ballot and the declaration of the result is provided below.

Preliminary scrutiny	
Number of employees on the Roll of Voters (Voters)	169
Postal votes returned by voters	124
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	123
Percentage of postal votes returned*	72.78%

This is the number of postal votes admitted to further scrutiny as a percentage of the number of employees on the Roll of Voters (the number of voters who voted).

The further scrutiny has been conducted. The table below provides the results for each question.

Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tug boats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Geelong, Melbourne, Adelaide, Spencer Gulf (incorporating Whyalla and Port Pirie), Albany, Kwinana, Fremantle and Geraldton,

in the following form of stoppages and a work ban:

	Question	Yes	No	Informal
1	(a) an unlimited number of stoppages of 1 hours duration;	107	14	2
2	(b) an unlimited number of stoppages of 4 hours duration;	112	9	2
3	(c) an unlimited number of stoppages of 8 hours duration;	104	15	4
4	(d) an unlimited number of stoppages of 12 hours duration;	106	13	4
5	(e) an unlimited number of stoppages of 24 hours duration;	104	16	3
6	(f) an unlimited number of stoppages of 48 hours duration;	92	26	5
7	(g) an unlimited number of stoppages of 7 days duration;	86	32	5
8	(h) A ban on performing work during a period of leave (including recalls and relief work) in one or more ports covered by this order for a limited or unlimited duration.	114	9	0

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was achieved.
- The majority of voters who cast a valid vote were in favour of the action set out in question(s) 1, 2, 3, 4, 5, 6, 7, 8.
- The majority of voters who cast a valid vote were against the action set out in question(s). Nil

Catherine Budrodeen  
 Returning Officer  
 Delegate of the Ballot Agent  
 Australian Electoral Commission

30/08/2021

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Reference: 2021/6976

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Chris NEIBERDING  
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Nicolaj NOES  
 Svitzer Australia  
 nicolaj.noes@svitzer.com

#### **Declaration of results - PAB Order: B2021/1247**

Pursuant to the Protected Action Ballot Order B2021/1247 issued by the Fair Work Commission, the AEC has conducted the protected action ballot and the declaration of the result is provided below.

<b>Preliminary scrutiny</b>	
Number of employees on the Roll of Voters (Voters)	150
Postal votes returned by voters	85
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	84
Percentage of postal votes returned*	56.00

\*This is the number of postal votes admitted to further scrutiny as a percentage of the number of employees on the Roll of Voters (the number of voters who voted).

The further scrutiny has been conducted. The table below provides the results for each question.

Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited, approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla,

Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

	Question	Yes	No	Informal
1	an unlimited number of stoppages of 1 hours duration;	66	15	3
2	an unlimited number of stoppages of 4 hours duration;	72	9	3
3	an unlimited number of stoppages of 8 hours duration;	66	15	3
4	an unlimited number of stoppages of 12 hours duration;	67	14	3
5	an unlimited number of stoppages of 24 hours duration;	64	18	2
6	an unlimited number of stoppages of 48 hours duration;	62	19	3
7	an unlimited number of stoppages of 7 Days duration;	58	22	4
8	a ban on performing work during a period of leave (including recalls and relief work) in one or more ports covered by this order for a limited or unlimited duration.	75	5	4

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was achieved.
- The majority of voters who cast a valid vote were in favour of the action set out in question(s) 1, 2, 3, 4, 5, 6, 7, 8.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Catherine Budrodeen  
Returning Officer  
Delegate of the Ballot Agent  
Australian Electoral Commission

10/02/2022

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**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**The Australian Maritime Officers' Union**

**v**

**Svitzer Australia Pty Limited**

**B2022/1381**

**12 October 2022**

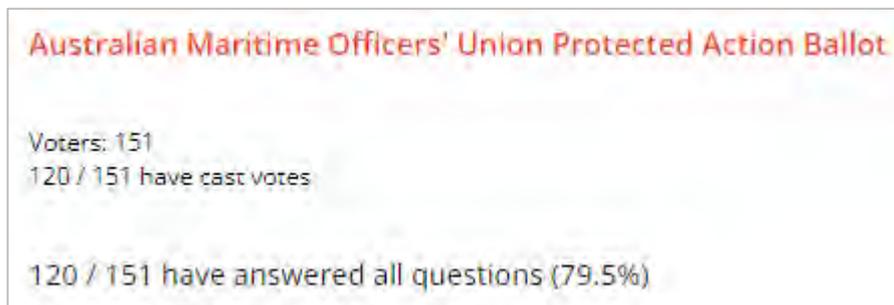
## 1. Ballot Result

Total Eligible Voters: 151  
Total Participated: 120

120 out of 151 have answered all questions 79.5%

Final Ballot Audit: Wednesday, 12 October 2022 at 11.05am 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

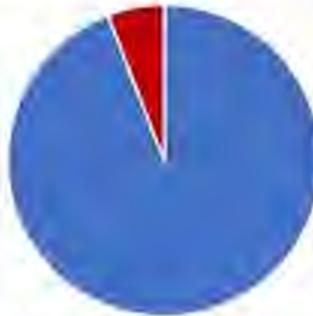
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pine), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

1. an unlimited number of stoppages of 4 hours duration;

• Yes - 113 (94%)

• No - 7 (6%)



#### Question 2

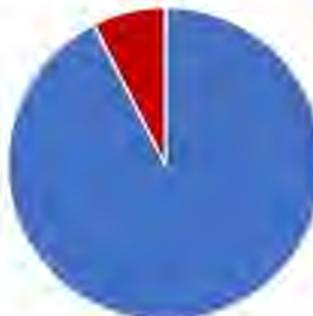
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Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pine), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

2. an unlimited number of stoppages of 8 hours duration;

• Yes - 111 (93%)

• No - 9 (8%)



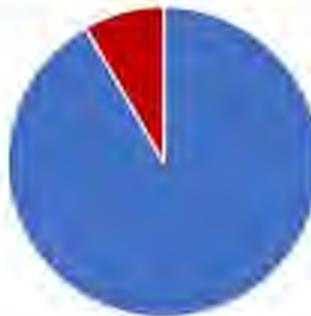
### Question 3

Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Switzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

3. an unlimited number of stoppages of 12 hours duration:

- Yes - 110 (92%)
- No - 10 (8%)



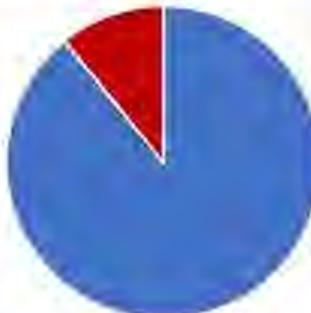
### Question 4

Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Switzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

4. an unlimited number of stoppages of 24 hours duration:

- Yes - 107 (89%)
- No - 13 (11%)



## Question 5

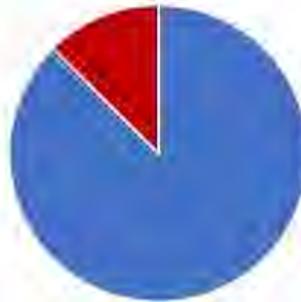
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

5. an unlimited number of days where Casual Employees will not be available for duty;

• Yes - 105 (88%)

• No - 15 (13%)



## Question 6

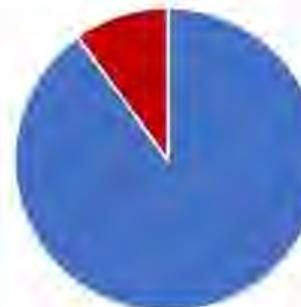
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

6. an unlimited number of days outside of rostered duty where Permanent Part Time Employees will not be available for duty:

• Yes - 108 (90%)

• No - 12 (10%)



## Question 7

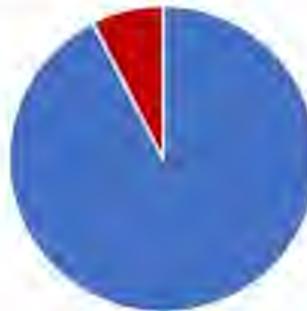
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eder, Port Kembla, Westport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

7. an unlimited number of days outside of rostered duty where Fixed Term Employees will not be available for duty;

■ Yes - 111 (93%)

■ No - 9 (8%)



## Question 8

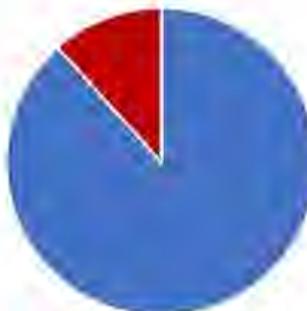
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eder, Port Kembla, Westport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

8. an unlimited number of days where Permanent Part Time Employees will not be available for duty;

■ Yes - 106 (88%)

■ No - 14 (12%)



## Question 9

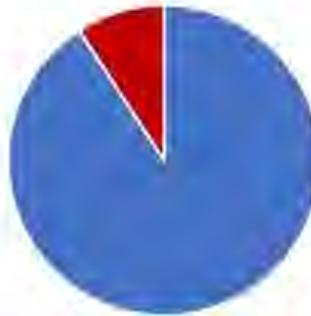
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

9. an unlimited number of days where Fixed Term Employees will not be available for duty:

■ Yes - 109 (91%)

■ No - 11 (9%)



## Question 10

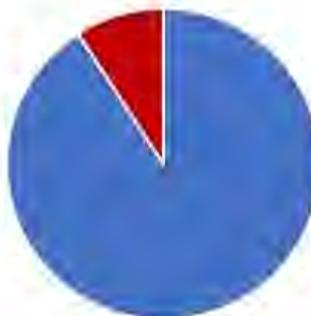
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

10. an indefinite ban on Employees beginning a job that will take them past the 12th hour of continuous duty:

■ Yes - 109 (91%)

■ No - 11 (9%)



## Question 11

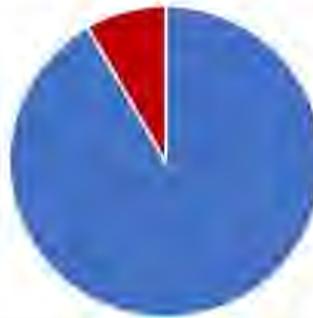
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eder, Port Kembla, Westport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

11. an indefinite ban on continuous operation of any vessel or vessels for a period in excess of 5 hours without a 30 minute rest break;

• Yes - 110 (92%)

• No - 10 (8%)



## Question 12

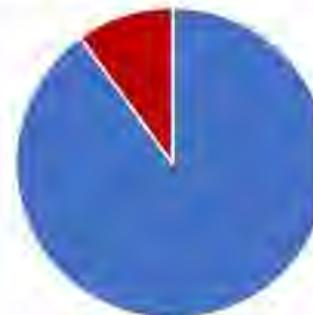
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eder, Port Kembla, Westport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

12. an indefinite ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels;

• Yes - 108 (90%)

• No - 12 (10%)



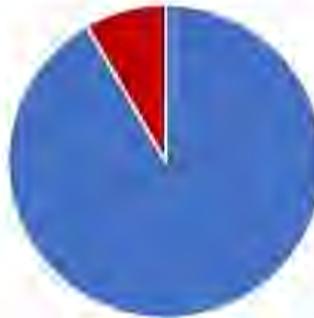
## Question 13

Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

13. an unlimited number of 12 hour bans on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels:

- Yes - 110 (92%)
- No - 10 (8%)



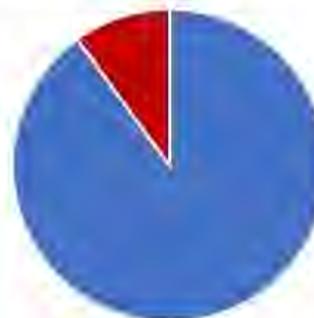
## Question 14

Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

14. an unlimited number of 24 hour bans on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels:

- Yes - 108 (90%)
- No - 12 (10%)



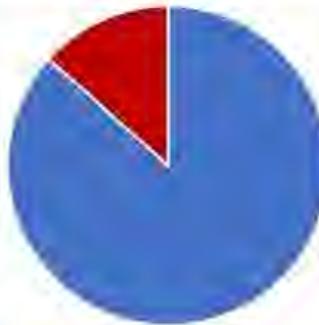
## Question 15

Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

15. an indefinite ban on entering data into HELM/Svitzer tug app:

- Yes - 104 (87%)
- No - 16 (13%)



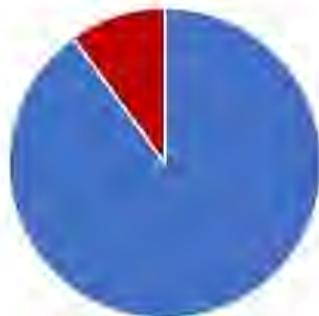
## Question 16

Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

16. an indefinite ban on training crew, including Masters, Engineers and Ratings, except for training relating to statutory drills and emergency preparedness:

- Yes - 108 (90%)
- No - 12 (10%)



## Question 17

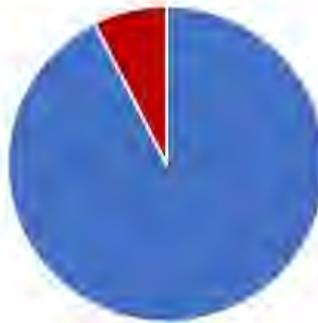
Do you, for the purpose of advancing claims and protecting existing conditions of employment in the negotiation of an Enterprise Agreement to govern the terms and conditions of employment with Svitzer Australia Pty Limited approve protected industrial action, separately, concurrently, and/or consecutively, on tugboats in or about one or more of the Ports of:

Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Jackson), Botany, Eden, Port Kembla, Westport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton, in the following form of stoppages and a work ban:

17. a ban on performing recall and/or relief work in one or more ports covered by this order for a limited or unlimited duration;

■ Yes - 111 (93%)

■ No - 9 (8%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>





Paddy Crumlin - National Secretary | Warren Smith - Deputy National Secretary

Adrian Evans & Jamie Newlyn - Assistant National Secretaries

Thursday, 20 October 2022

Nicolaj Noes  
Managing Director  
Svitzer Australia Pty Ltd  
7 Cooper Street  
Balmain NSW 2041  
VIA EMAIL: [NICOLAJ.NOES@SVITZER.COM](mailto:NICOLAJ.NOES@SVITZER.COM)

Dear Nicolaj,

**SVITZER TUGS – 2020 EBA: PROTECTED INDUSTRIAL ACTION -- NOTICE #46**

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The Maritime Union of Australia refers to the outcome of the Protected Action Ballot No B2020/442, the results of which were declared on 8 October 2020.

Pursuant to Section 414(2)(b) of the *Fair Work Act 2009 (Cth)*, I notify you as follows:

**Cairns / Lucinda / Mourilyan / Brisbane**

1. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 11:00am (local time) on Wednesday, 26 October 2022.

The Protected Industrial Action identified above in [1] shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Cairns / Lucinda / Mourilyan / Brisbane



**Newcastle / Port Jackson (Sydney) / Port Botany / Port Kembla / Eden**

2. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 12:00pm (local time) on Wednesday, 26 October 2022.

The Protected Industrial Action identified above in [2] shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Newcastle / Port Jackson (Sydney) / Port Botany / Port Kembla / Eden

**Melbourne / Westernport / Geelong**

3. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 12:00pm (local time) on Wednesday, 26 October 2022.

The Protected Industrial Action identified above in [3] shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Melbourne / Westernport / Geelong

**Adelaide / Port Pirie**

4. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 11:30am (local time) on Wednesday, 26 October 2022.

The Protected Industrial Action identified in [4] above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Adelaide / Port Pirie

**Albany / Kwinana / Fremantle / Geraldton**

5. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 9:00am (local time) on Wednesday, 26 October 2022.

The Protected Industrial Action identified above in [5] shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Albany / Kwinana / Fremantle / Geraldton

\* \* \*

The Employee Claim Action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours Sincerely,

A handwritten signature in blue ink, appearing to read 'Paul Garrett', with a stylized flourish at the end.

**Paul Garrett**  
**Deputy Secretary (Sydney Branch)**



**Paddy Crumlin** - National Secretary | **Warren Smith** - Deputy National Secretary

**Adrian Evans & Jamie Newlyn** - Assistant National Secretaries

Wednesday, 26 October 2022

Nicolaj Noes  
Managing Director  
Svitzer Australia Pty Ltd  
7 Cooper Street  
Balmain NSW 2041  
**VIA EMAIL: [NICOLAJ.NOES@SVITZER.COM](mailto:NICOLAJ.NOES@SVITZER.COM)**

Dear Nicolaj,

**SVITZER TUGS – 2020 EBA: PROTECTED INDUSTRIAL ACTION -- NOTICE #47**

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The Maritime Union of Australia refers to the outcome of the Protected Action Ballot No B2020/442, the results of which were declared on 8 October 2020.

Pursuant to Section 414(2)(b) of the *Fair Work Act 2009 (Cth)*, I notify you as follows:

1. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 24 hours duration commencing at 00:01am (local time) on Tuesday 1 November 2022.
2. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 24 hours duration commencing at 00:01am (local time) on Wednesday 2 November 2022.

The Protected Industrial Action identified above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*:

- Cairns
- Lucinda
- Mourilyan



The Employee Claim Action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours Sincerely,

A handwritten signature in blue ink, appearing to read 'Paul Garrett', with a stylized flourish at the end.

**Paul Garrett**  
**Deputy Secretary (Sydney Branch)**



**Paddy Crumlin** - National Secretary | **Warren Smith** - Deputy National Secretary

**Adrian Evans & Jamie Newlyn** - Assistant National Secretaries

Friday, 28 October 2022

Nicolaj Noes  
Managing Director  
Svitzer Australia Pty Ltd  
7 Cooper Street  
Balmain NSW 2041  
**VIA EMAIL: [NICOLAJ.NOES@SVITZER.COM](mailto:NICOLAJ.NOES@SVITZER.COM)**

Dear Nicolaj,

**SVITZER TUGS – 2020 EBA: PROTECTED INDUSTRIAL ACTION -- NOTICE #49**

---

The Maritime Union of Australia refers to the outcome of the Protected Action Ballot No B2020/442, the results of which were declared on 8 October 2020.

Pursuant to Section 414(2)(b) of the *Fair Work Act 2009 (Cth)*, I notify you as follows:

1. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in bans on the use of the "Sertica" maintenance system from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022.
2. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in bans on the use of Svitzer Australia online training courses from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022.
3. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in bans on the performance of work on Maersk shipping line vessels from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022.



The Protected Industrial Action identified above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*:

- Adelaide
- Albany
- Brisbane
- Cairns
- Eden
- Fremantle
- Geelong
- Geraldton
- Kwinana
- Melbourne
- Mourilyan
- Newcastle
- Port Kembla
- Port Pirie
- Sydney (Port Jackson & Port Botany)
- Westernport

The Employee Claim Action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours Sincerely,



**Paul Garrett**  
**Deputy Secretary (Sydney Branch)**



**Paddy Crumlin** - National Secretary | **Warren Smith** - Deputy National Secretary

**Adrian Evans & Jamie Newlyn** - Assistant National Secretaries

Friday, 28 October 2022

Nicolaj Noes  
Managing Director  
Svitzer Australia Pty Ltd  
7 Cooper Street  
Balmain NSW 2041  
**VIA EMAIL: [NICOLAJ.NOES@SVITZER.COM](mailto:NICOLAJ.NOES@SVITZER.COM)**

Dear Nicolaj,

**SVITZER TUGS – 2020 EBA: PROTECTED INDUSTRIAL ACTION -- NOTICE #48**

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The Maritime Union of Australia refers to the outcome of the Protected Action Ballot No B2020/442, the results of which were declared on 8 October 2020.

Pursuant to Section 414(2)(b) of the *Fair Work Act 2009 (Cth)*, I notify you as follows:

1. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in bans on the performance of overtime, including recalls from leave, from 12:01am Friday 4 November 2022 through to 11:59pm Sunday 6 November 2022.

The Protected Industrial Action identified above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*:

- Geelong
- Melbourne
- Westernport



The Employee Claim Action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours Sincerely,

A handwritten signature in blue ink, appearing to read 'Paul Garrett', with a stylized flourish at the end.

**Paul Garrett**  
**Deputy Secretary (Sydney Branch)**



**Paddy Crumlin** - National Secretary | **Warren Smith** - Deputy National Secretary  
**Adrian Evans & Jamie Newlyn** - Assistant National Secretaries

Monday, 31 October 2022

Nicolaj Noes  
Managing Director  
Svitzer Australia Pty Ltd  
7 Cooper Street  
Balmain NSW 2041  
**VIA EMAIL: [NICOLAJ.NOES@SVITZER.COM](mailto:NICOLAJ.NOES@SVITZER.COM)**

Dear Nicolaj,

**SVITZER TUGS – 2020 EBA: PROTECTED INDUSTRIAL ACTION -- NOTICE #50**

---

The Maritime Union of Australia refers to the outcome of the Protected Action Ballot No B2020/442, the results of which were declared on 8 October 2020.

Pursuant to Section 414(2)(b) of the *Fair Work Act 2009 (Cth)*, I notify you as follows:

1. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 1:00pm (local time) on Friday 4 November 2022.
2. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 11:00pm (local time) on Friday 4 November 2022.

The Protected Industrial Action identified above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*:

- Fremantle



3. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 02:00pm (local time) on Friday 4 November 2022.
4. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 02:00am (local time) on Saturday 5 November 2022.

The Protected Industrial Action identified above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*:

- Kwinana

The Employee Claim Action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours Sincerely,



**Paul Garrett**  
**Deputy Secretary (Sydney Branch)**



**Paddy Crumlin** - National Secretary | **Warren Smith** - Deputy National Secretary  
**Adrian Evans & Jamie Newlyn** - Assistant National Secretaries

Friday, 4 November 2022

Nicolaj Noes  
Managing Director  
Svitzer Australia Pty Ltd  
7 Cooper Street  
Balmain NSW 2041  
VIA EMAIL: [NICOLAJ.NOES@SVITZER.COM](mailto:NICOLAJ.NOES@SVITZER.COM)

Dear Nicolaj,

**SVITZER TUGS – 2020 EBA: PROTECTED INDUSTRIAL ACTION -- NOTICE #51**

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The Maritime Union of Australia refers to the outcome of the Protected Action Ballot No B2020/442, the results of which were declared on 8 October 2020.

Pursuant to Section 414(2)(b) of the *Fair Work Act 2009 (Cth)*, I notify you as follows:

1. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 8:00am (local time) on Thursday 10 November 2022.
2. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 12:00pm (local time) on Thursday 10 November 2022.
3. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 4:00pm (local time) on Thursday 10 November 2022.



The Protected Industrial Action identified in [1]-[3] above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Kwinana

4. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 7:00am (local time) on Thursday 10 November 2022.
5. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 11:00am (local time) on Thursday 10 November 2022.
6. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 3:00pm (local time) on Thursday 10 November 2022.

The Protected Industrial Action identified in [4]-[6] above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Fremantle

7. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 7:00am (local time) on Thursday 10 November 2022.
8. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 11:00am (local time) on Thursday 10 November 2022.
9. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 3:00pm (local time) on Thursday 10 November 2022.

The Protected Industrial Action identified in [7]-[9] above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Albany

10. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 8:00pm (local time) on Thursday 10 November 2022.

The Protected Industrial Action identified in [10] above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Geraldton

The Employee Claim Action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours Sincerely,

A handwritten signature in blue ink, appearing to read 'Paul Garrett', with a stylized flourish at the end.

**Paul Garrett**  
**Deputy Secretary (Sydney Branch)**



Paddy Crumlin - National Secretary | Warren Smith - Deputy National Secretary

Adrian Evans & Jamie Newlyn - Assistant National Secretaries

Monday, 7 November 2022

Nicolaj Noes  
Managing Director  
Svitzer Australia Pty Ltd  
7 Cooper Street  
Balmain NSW 2041  
VIA EMAIL: [NICOLAJ.NOES@SVITZER.COM](mailto:NICOLAJ.NOES@SVITZER.COM)

Dear Nicolaj,

**SVITZER TUGS – 2020 EBA: PROTECTED INDUSTRIAL ACTION -- NOTICE #53**

---

The Maritime Union of Australia refers to the outcome of the Protected Action Ballot No B2020/442, the results of which were declared on 8 October 2020.

Pursuant to Section 414(2)(b) of the *Fair Work Act 2009 (Cth)*, I notify you as follows:

1. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in bans on the performance of overtime, including recalls from leave, from 12:01am Friday 11 November 2022 through to 11:59pm Sunday 13 November 2022.

The Protected Industrial Action identified above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*:

- Geelong
- Melbourne
- Westernport



The Employee Claim Action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours Sincerely,

A handwritten signature in blue ink, appearing to read "Paul Garrett", with a stylized flourish at the end.

**Paul Garrett**  
**Deputy Secretary (Sydney Branch)**



**Paddy Crumlin** - National Secretary | **Warren Smith** - Deputy National Secretary  
**Adrian Evans & Jamie Newlyn** - Assistant National Secretaries

Monday, 7 November 2022

Nicolaj Noes  
Managing Director  
Svitzer Australia Pty Ltd  
7 Cooper Street  
Balmain NSW 2041  
**VIA EMAIL: [NICOLAJ.NOES@SVITZER.COM](mailto:NICOLAJ.NOES@SVITZER.COM)**

Dear Nicolaj,

**SVITZER TUGS – 2020 EBA: PROTECTED INDUSTRIAL ACTION -- NOTICE #52**

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The Maritime Union of Australia refers to the outcome of the Protected Action Ballot No B2020/442, the results of which were declared on 8 October 2020.

Pursuant to Section 414(2)(b) of the *Fair Work Act 2009 (Cth)*, I notify you as follows:

1. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 24 hours duration commencing at 10:00pm (local time) on Saturday 12 November 2022.

The Protected Industrial Action identified above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*:  
Brisbane

The Employee Claim Action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours Sincerely,

**Paul Garrett**  
**Deputy Secretary (Sydney Branch)**





Paddy Crumlin - National Secretary | Warren Smith - Deputy National Secretary

Adrian Evans & Jamie Newlyn - Assistant National Secretaries

Tuesday, 8 November 2022

Nicolaj Noes  
Managing Director  
Svitzer Australia Pty Ltd  
7 Cooper Street  
Balmain NSW 2041  
VIA EMAIL: [NICOLAJ.NOES@SVITZER.COM](mailto:NICOLAJ.NOES@SVITZER.COM)

Dear Nicolaj,

**SVITZER TUGS – 2020 EBA: PROTECTED INDUSTRIAL ACTION -- NOTICE #54**

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The Maritime Union of Australia refers to the outcome of the Protected Action Ballot No B2020/442, the results of which were declared on 8 October 2020.

Pursuant to Section 414(2)(b) of the *Fair Work Act 2009 (Cth)*, I notify you as follows:

1. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 00:01am (midnight) (local time) on Monday 14 November 2022.
2. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 04:00am (local time) on Monday 14 November 2022.

The Protected Industrial Action identified above in [1]-[2] shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towing Enterprise Agreement 2016*:

- Geelong
- Melbourne
- Westernport



The Employee Claim Action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours Sincerely,

A handwritten signature in blue ink, appearing to read "Paul Garrett", with a stylized flourish at the end.

**Paul Garrett**  
**Deputy Secretary (Sydney Branch)**



Paddy Crumlin - National Secretary | Warren Smith - Deputy National Secretary

Adrian Evans & Jamie Newlyn - Assistant National Secretaries

Wednesday, 9 November 2022

Nicolaj Noes  
Managing Director  
Svitzer Australia Pty Ltd  
7 Cooper Street  
Balmain NSW 2041  
VIA EMAIL: [NICOLAJ.NOES@SVITZER.COM](mailto:NICOLAJ.NOES@SVITZER.COM)

Dear Nicolaj,

**SVITZER TUGS – 2020 EBA: PROTECTED INDUSTRIAL ACTION -- NOTICE #56**

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The Maritime Union of Australia refers to the outcome of the Protected Action Ballot No B2020/442, the results of which were declared on 8 October 2020.

Pursuant to Section 414(2)(b) of the *Fair Work Act 2009 (Cth)*, I notify you as follows:

1. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 04:00am (local time) on Wednesday 16 November 2022.

The Protected Industrial Action identified above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Port Kembla

The Employee Claim Action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'Paul Garrett', is written over a light blue circular watermark of the Maritime Union of Australia logo.

**Paul Garrett**  
Deputy Secretary (Sydney Branch)





Paddy Crumlin - National Secretary | Warren Smith - Deputy National Secretary

Adrian Evans & Jamie Newlyn - Assistant National Secretaries

Wednesday, 9 November 2022

Nicolaj Noes  
Managing Director  
Svitzer Australia Pty Ltd  
7 Cooper Street  
Balmain NSW 2041  
VIA EMAIL: [NICOLAJ.NOES@SVITZER.COM](mailto:NICOLAJ.NOES@SVITZER.COM)

Dear Nicolaj,

**SVITZER TUGS – 2020 EBA: PROTECTED INDUSTRIAL ACTION -- NOTICE #55**

The Maritime Union of Australia refers to the outcome of the Protected Action Ballot No B2020/442, the results of which were declared on 8 October 2020.

Pursuant to Section 414(2)(b) of the *Fair Work Act 2009 (Cth)*, I notify you as follows:

1. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 08:00pm (local time) on Tuesday 15 November 2022.
2. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 00:01am (midnight) (local time) on Wednesday 16 November 2022.

The Protected Industrial Action identified above in [1]-[2] shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*:

- Sydney (Port Jackson)
- Port Botany



The Employee Claim Action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours Sincerely,

A handwritten signature in blue ink, appearing to read 'Paul Garrett', with a stylized flourish at the end.

**Paul Garrett**  
**Deputy Secretary (Sydney Branch)**



**Paddy Crumlin** - National Secretary | **Warren Smith** - Deputy National Secretary

**Adrian Evans & Jamie Newlyn** - Assistant National Secretaries

Thursday, 10 November 2022

Nicolaj Noes  
Managing Director  
Svitzer Australia Pty Ltd  
7 Cooper Street  
Balmain NSW 2041  
**VIA EMAIL: [NICOLAJ.NOES@SVITZER.COM](mailto:NICOLAJ.NOES@SVITZER.COM)**

Dear Nicolaj,

**SVITZER TUGS – 2020 EBA: PROTECTED INDUSTRIAL ACTION -- NOTICE #57**

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The Maritime Union of Australia refers to the outcome of the Protected Action Ballot No B2020/442, the results of which were declared on 8 October 2020.

Pursuant to Section 414(2)(b) of the *Fair Work Act 2009 (Cth)*, I notify you as follows:

1. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 12:00pm (local time) on Wednesday 16 November 2022.

The Protected Industrial Action identified above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*:  
Adelaide / Port Pirie / Spencer Gulf

The Employee Claim Action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours Sincerely,

**Paul Garrett**  
**Deputy Secretary (Sydney Branch)**





Paddy Crumlin - National Secretary | Warren Smith - Deputy National Secretary

Adrian Evans & Jamie Newlyn - Assistant National Secretaries

Friday, 11 November 2022

Nicolaj Noes  
Managing Director  
Svitzer Australia Pty Ltd  
7 Cooper Street  
Balmain NSW 2041  
VIA EMAIL: [NICOLAJ.NOES@SVITZER.COM](mailto:NICOLAJ.NOES@SVITZER.COM)

Dear Nicolaj,

**SVITZER TUGS – 2020 EBA: PROTECTED INDUSTRIAL ACTION -- NOTICE #59**

The Maritime Union of Australia refers to the outcome of the Protected Action Ballot No B2020/442, the results of which were declared on 8 October 2020.

Pursuant to Section 414(2)(b) of the *Fair Work Act 2009 (Cth)*, I notify you as follows:

1. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 24 hours duration commencing at 00:01am (midnight) (local time) on Thursday 17 November 2022.

The Protected Industrial Action identified above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*:  
Newcastle

The Employee Claim Action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours Sincerely,

**Paul Garrett**  
Deputy Secretary (Sydney Branch)





Paddy Crumlin - National Secretary | Warren Smith - Deputy National Secretary

Adrian Evans & Jamie Newlyn - Assistant National Secretaries

Friday, 11 November 2022

Nicolaj Noes  
Managing Director  
Svitzer Australia Pty Ltd  
7 Cooper Street  
Balmain NSW 2041  
VIA EMAIL: [NICOLAJ.NOES@SVITZER.COM](mailto:NICOLAJ.NOES@SVITZER.COM)

Dear Nicolaj,

**SVITZER TUGS – 2020 EBA: PROTECTED INDUSTRIAL ACTION -- NOTICE #58**

The Maritime Union of Australia refers to the outcome of the Protected Action Ballot No B2020/442, the results of which were declared on 8 October 2020.

Pursuant to Section 414(2)(b) of the *Fair Work Act 2009 (Cth)*, I notify you as follows:

1. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 00:01am (midnight) (local time) on Thursday 17 November 2022.

The Protected Industrial Action identified above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Adelaide / Port Pirie / Spencer Gulf

The Employee Claim Action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours Sincerely,

**Paul Garrett**  
Deputy Secretary (Sydney Branch)





Paddy Crumlin - National Secretary | Warren Smith - Deputy National Secretary

Adrian Evans & Jamie Newlyn - Assistant National Secretaries

Friday, 11 November 2022

Nicolaj Noes  
Managing Director  
Svitzer Australia Pty Ltd  
7 Cooper Street  
Balmain NSW 2041  
VIA EMAIL: [NICOLAJ.NOES@SVITZER.COM](mailto:NICOLAJ.NOES@SVITZER.COM)

Dear Nicolaj,

**SVITZER TUGS – 2020 EBA: PROTECTED INDUSTRIAL ACTION -- NOTICE #60**

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The Maritime Union of Australia refers to the outcome of the Protected Action Ballot No B2020/442, the results of which were declared on 8 October 2020.

Pursuant to Section 414(2)(b) of the *Fair Work Act 2009 (Cth)*, I notify you as follows:

1. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 07:00am (local time) on Thursday 17 November 2022.
2. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 11:00am (local time) on Thursday 17 November 2022.
3. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 03:00pm (local time) on Thursday 17 November 2022.



4. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in bans on the performance of overtime, including recalls from leave, from 7:00pm Thursday 17 November 2022 through to 11:59pm Sunday 20 November 2022.

The Protected Industrial Action identified in [1]-[4] above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Fremantle

The Employee Claim Action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours Sincerely,

A handwritten signature in blue ink, appearing to read 'Paul Garrett', is written over a light blue horizontal line.

**Paul Garrett**  
**Deputy Secretary (Sydney Branch)**



**Paddy Crumlin** - National Secretary | **Warren Smith** - Deputy National Secretary

**Adrian Evans & Jamie Newlyn** - Assistant National Secretaries

Friday, 11 November 2022

Nicolaj Noes  
Managing Director  
Svitzer Australia Pty Ltd  
7 Cooper Street  
Balmain NSW 2041  
VIA EMAIL: [NICOLAJ.NOES@SVITZER.COM](mailto:NICOLAJ.NOES@SVITZER.COM)

Dear Nicolaj,

**SVITZER TUGS – 2020 EBA: PROTECTED INDUSTRIAL ACTION -- NOTICE #61**

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The Maritime Union of Australia refers to the outcome of the Protected Action Ballot No B2020/442, the results of which were declared on 8 October 2020.

Pursuant to Section 414(2)(b) of the *Fair Work Act 2009 (Cth)*, I notify you as follows:

1. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 08:00am (local time) on Thursday 17 November 2022.
2. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 12:00pm (local time) on Thursday 17 November 2022.
3. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 04:00pm (local time) on Thursday 17 November 2022.



4. All members of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) employed by Svitzer Australia Pty Ltd shall engage in bans on the performance of overtime, including recalls from leave, from 8:00pm Thursday 17 November 2022 through to 01:00am Monday 21 November 2022.

The Protected Industrial Action identified in [1]-[4] above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Kwinana

The Employee Claim Action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours Sincerely,

A handwritten signature in blue ink, appearing to read 'Paul Garrett', with a stylized flourish at the end.

**Paul Garrett**  
**Deputy Secretary (Sydney Branch)**

Nicolaj Noes  
Managing Director - Svitzer Australia Pty Ltd  
7 Cooper Street, Balmain NSW 2041

20 October 2022

**VIA EMAIL: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com)**

Dear Nicolaj

### **SVITZER TUGS 2020 EBA: Protected Industrial Action Notice # 9**

The Australian Maritime Officers Union refers to the outcome of the Protected Action Ballot Order: B2022/1381, the results of which were declared on 12 October 2022.

Pursuant to Section 414(2)(b) of the Fair Work Act 2009 (Cth), I notify you that Members of the Australian Maritime Officers Union (AMOU) employed by Svitzer Australia Pty Ltd shall engage in a stoppage of work for 4 hours duration commencing at 1200 AEDT on 26 October 2022.

The Protected Industrial Action identified above shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Brisbane, Mourilyan, Cairns, Newcastle, Sydney, Port Kembla, Eden, Melbourne, Westernport, Adelaide, Spencer Gulf (Port Pirie), Fremantle, Kwinana, Albany and Geraldton.

In any industrial action taken in reliance on this notice the following will be exempt:

- a) An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy including stoppages which would result in breach of emergency response requirements in a licence with a Port Authority or as required by a regulator;
- b) Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AMOU representatives to ensure the required towage services are available;
- c) Any services impacting or potentially impacting the movement of an Australian Defence Force vessel or foreign Navy vessels;
- d) For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock; and,
- e) Any services impacting or potentially impacting the movement of a cruise ship.

The employee claim action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours sincerely



Jarrod Moran

Senior Industrial Officer

Nicolaj Noes  
Managing Director - Svitzer Australia Pty Ltd  
7 Cooper Street, Balmain NSW 2041

24 October 2022

**VIA EMAIL: nicolaj.noes@svitzer.com**

Dear Nicolaj

### **SVITZER TUGS 2020 EBA: Protected Industrial Action Notice # 11**

The Australian Maritime Officers Union refers to the outcome of the Protected Action Ballot Order: B2022/1381, the results of which were declared on 12 October 2022.

Pursuant to Section 414(2)(b) of the Fair Work Act 2009 (Cth), I notify you that Members of the Australian Maritime Officers Union (AMOU) employed by Svitzer Australia Pty Ltd shall engage in the following protected industrial action:

1. Casual employees will not be available for duty for an indefinite period from 0800 (local time) on 28 October 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Newcastle, Cairns and Mourilyan.
2. Permanent part time employees will not be available for duty outside of rostered duty for an indefinite period from 0800 (local time) on 28 October 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Newcastle, Cairns and Mourilyan.
3. Fixed term employees will not be available for duty outside of rostered duty for an indefinite period from 0800 (local time) on 28 October 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Newcastle, Cairns and Mourilyan.
4. An indefinite ban on beginning a job that will take employees past the 12<sup>th</sup> hour of continuous duty commencing at 0800 (local time) on 28 October 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Adelaide, Melbourne, Sydney, Newcastle, Cairns and Mourilyan.

5. An indefinite ban on continuous operation of vessel or vessels for a period in excess of 5 hours without a 30 minute rest break commencing at 0800 (local time) on 28 October 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney, Brisbane, Cairns and Mourilyan.
6. An indefinite ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0800 (local time) on 28 October 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
7. An unlimited number of 24 hour bans on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0800 (local time) on 28 October 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Melbourne.
8. An indefinite ban on entering data into HELM/Svitzer tug app commencing at 0800 (local time) on 28 October 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Melbourne, Sydney and Newcastle.
9. An indefinite ban on training crew, including Masters, Engineers and Ratings, except for training relating to statutory drills and emergency preparedness commencing at 0800 (local time) on 28 October 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Melbourne, Newcastle and Brisbane.
10. An unlimited ban on performing recall and/or relief work at 0800 (local time) on 28 October 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Melbourne, Sydney and Newcastle.

In any industrial action taken in reliance on this notice the following will be exempt:

- a) An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy including stoppages which would result in breach of emergency response requirements in a licence with a Port Authority or as required by a regulator;
- b) Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AMOU representatives to ensure the required towage services are available;
- c) Any services impacting or potentially impacting the movement of an Australian Defence Force vessel or foreign Navy vessels;
- d) For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock; and,
- e) Any services impacting or potentially impacting the movement of a cruise ship.

The employee claim action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours sincerely



Jarrod Morah  
Senior Industrial Officer

Nicolaj Noes  
Managing Director - Svitzer Australia Pty Ltd  
7 Cooper Street, Balmain NSW 2041

26 October 2022

**VIA EMAIL: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com)**

Dear Nicolaj

### **SVITZER TUGS 2020 EBA: Protected Industrial Action Notice # 13**

The Australian Maritime Officers Union refers to the outcome of the Protected Action Ballot Order: B2022/1381, the results of which were declared on 12 October 2022.

Pursuant to Section 414 of the Fair Work Act 2009 (Cth), I notify you that Members of the Australian Maritime Officers Union (AMOU) employed by Svitzer Australia Pty Ltd shall engage in the following protected industrial action:

1. A stoppage of work of 24 hours duration commencing at 0000 (local time) on 1 November 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Cairns and Mourilyan.
2. A stoppage of work of 24 hours duration commencing at 0000 (local time) on 2 November 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Cairns and Mourilyan.

In any industrial action taken in reliance on this notice the following will be exempt:

- a) An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy including stoppages which would result in breach of emergency response requirements in a licence with a Port Authority or as required by a regulator;
- b) Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AMOU representatives to ensure the required towage services are available;
- c) Any services impacting or potentially impacting the movement of an Australian Defence Force vessel or foreign Navy vessels;
- d) For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock; and,

e) Any services impacting or potentially impacting the movement of a cruise ship.

The employee claim action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours sincerely



Jarrod Morah

Senior Industrial Officer

Nicolaj Noes  
Managing Director - Svitzer Australia Pty Ltd  
7 Cooper Street, Balmain NSW 2041

26 October 2022

**VIA EMAIL: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com)**

Dear Nicolaj

### **SVITZER TUGS 2020 EBA: Protected Industrial Action Notice # 12**

The Australian Maritime Officers Union refers to the outcome of the Protected Action Ballot Order: B2022/1381, the results of which were declared on 12 October 2022.

Pursuant to Section 414 of the Fair Work Act 2009 (Cth), I notify you that Members of the Australian Maritime Officers Union (AMOU) employed by Svitzer Australia Pty Ltd shall engage in the following protected industrial action:

1. An indefinite ban on beginning a job that will take employees past the 12<sup>th</sup> hour of continuous duty commencing at 0800 (local time) on 1 November 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Fremantle, Kwinana, Geraldton, Albany and Port Kembla.
2. An indefinite ban on continuous operation of vessel or vessels for a period in excess of 5 hours without a 30 minute rest break commencing at 0800 (local time) on 1 November 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Kwinana and Albany.
3. An indefinite ban on entering data into HELM/Svitzer tug app commencing at 0800 (local time) on 1 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Port Kembla.
4. A 72 hour ban on training crew, including Masters, Engineers and Ratings, except for training relating to statutory drills and emergency preparedness commencing at 0800 (local time) on 1 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Brisbane.

5. A 24 hour ban on performing recall and/or relief work commencing at 0800 (local time) on 1 November 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Melbourne, Sydney, Newcastle and Port Kembla.

In any industrial action taken in reliance on this notice the following will be exempt:

- a) An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy including stoppages which would result in breach of emergency response requirements in a licence with a Port Authority or as required by a regulator;
- b) Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AMOU representatives to ensure the required towage services are available;
- c) Any services impacting or potentially impacting the movement of an Australian Defence Force vessel or foreign Navy vessels;
- d) For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock; and,
- e) Any services impacting or potentially impacting the movement of a cruise ship.

The employee claim action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours sincerely



Jarrod Morah

Senior Industrial Officer

Nicolaj Noes  
Managing Director - Svitzer Australia Pty Ltd  
7 Cooper Street, Balmain NSW 2041

27 October 2022

**VIA EMAIL: nicolaj.noes@svitzer.com**

Dear Nicolaj

### **SVITZER TUGS 2020 EBA: Protected Industrial Action Notice # 14**

The Australian Maritime Officers Union refers to the outcome of the Protected Action Ballot Order: B2022/1381, the results of which were declared on 12 October 2022.

Pursuant to Section 414 of the Fair Work Act 2009 (Cth), I notify you that Members of the Australian Maritime Officers Union (AMOU) employed by Svitzer Australia Pty Ltd shall engage in the following protected industrial action:

1. A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0000 (local time) on 2 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Fremantle.

In any industrial action taken in reliance on this notice the following will be exempt:

- a) An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy including stoppages which would result in breach of emergency response requirements in a licence with a Port Authority or as required by a regulator;
- b) Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AMOU representatives to ensure the required towage services are available;
- c) Any services impacting or potentially impacting the movement of an Australian Defence Force vessel or foreign Navy vessels;
- d) For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock; and,
- e) Any services impacting or potentially impacting the movement of a cruise ship.



The employee claim action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours sincerely

A handwritten signature in blue ink, appearing to read "Jarrod Moran", is written over a light blue horizontal line.

Jarrod Moran

Senior Industrial Officer

Nicolaj Noes  
Managing Director - Svitzer Australia Pty Ltd  
7 Cooper Street, Balmain NSW 2041

28 October 2022

**VIA EMAIL: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com)**

Dear Nicolaj

### **SVITZER TUGS 2020 EBA: Protected Industrial Action Notice # 15**

The Australian Maritime Officers Union refers to the outcome of the Protected Action Ballot Order: B2022/1381, the results of which were declared on 12 October 2022.

Pursuant to Section 414 of the Fair Work Act 2009 (Cth), I notify you that Members of the Australian Maritime Officers Union (AMOU) employed by Svitzer Australia Pty Ltd shall engage in the following protected industrial action:

1. A stoppage of work for 4 hours duration commencing at 1200 (local time) on 3 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Geraldton.
2. A stoppage of work for 24 hours duration commencing at 0700 (local time) on 3 November 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Fremantle and Albany.
3. A stoppage of work for 24 hours duration commencing at 0800 (local time) on 3 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Kwinana.
4. An indefinite ban on beginning a job that will take employees past the 12<sup>th</sup> hour of continuous duty commencing at 0800 (local time) on 3 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Brisbane.

5. Permanent Part Time Employees will not be available for duty for one day, commencing at 0800 (local time) on 3 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Newcastle.

In any industrial action taken in reliance on this notice the following will be exempt:

- a) An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy including stoppages which would result in breach of emergency response requirements in a licence with a Port Authority or as required by a regulator;
- b) Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AMOU representatives to ensure the required towage services are available;
- c) Any services impacting or potentially impacting the movement of an Australian Defence Force vessel or foreign Navy vessels;
- d) For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock; and,
- e) Any services impacting or potentially impacting the movement of a cruise ship.

The employee claim action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours sincerely



Jarrod Morah

Senior Industrial Officer

Nicolaj Noes  
Managing Director - Svitzer Australia Pty Ltd  
7 Cooper Street, Balmain NSW 2041

31 October 2022

**VIA EMAIL: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com)**

Dear Nicolaj

### **SVITZER TUGS 2020 EBA: Protected Industrial Action Notice # 16**

The Australian Maritime Officers Union refers to the outcome of the Protected Action Ballot Order: B2022/1381, the results of which were declared on 12 October 2022.

Pursuant to Section 414 of the Fair Work Act 2009 (Cth), I notify you that Members of the Australian Maritime Officers Union (AMOU) employed by Svitzer Australia Pty Ltd shall engage in the following protected industrial action:

1. A stoppage of work for 8 hours duration commencing at 2000 (local time) on 4 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
2. A day where casual employees will not be available for duty commencing at 0001 (local time) on 4 November 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Port Kembla, Newcastle, Cairns and Mourilyan.
3. A day where permanent part time employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 4 November 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Port Kembla, Newcastle, Cairns and Mourilyan.
4. A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 4 November 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney, Port Kembla, Newcastle, Cairns and Mourilyan.

5. A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0000 (local time) on 4 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
6. An indefinite ban on training crew, including Masters, Engineers and Ratings, except for training relating to statutory drills and emergency preparedness commencing at 0001 (local time) on 4 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Brisbane, Cairns and Mourilyan.
7. A 24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 4 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.

In any industrial action taken in reliance on this notice the following will be exempt:

- a) An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy including stoppages which would result in breach of emergency response requirements in a licence with a Port Authority or as required by a regulator;
- b) Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AMOU representatives to ensure the required towage services are available;
- c) Any services impacting or potentially impacting the movement of an Australian Defence Force vessel or foreign Navy vessels;
- d) For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock; and,
- e) Any services impacting or potentially impacting the movement of a cruise ship.

The employee claim action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours sincerely



**Jarrod Morah**

Senior Industrial Officer

Nicolaj Noes  
Managing Director - Svitzer Australia Pty Ltd  
7 Cooper Street, Balmain NSW 2041

1 November 2022

**VIA EMAIL: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com)**

Dear Nicolaj

### **SVITZER TUGS 2020 EBA: Protected Industrial Action Notice # 17**

The Australian Maritime Officers Union refers to the outcome of the Protected Action Ballot Order: B2022/1381, the results of which were declared on 12 October 2022.

Pursuant to Section 414 of the Fair Work Act 2009 (Cth), I notify you that Members of the Australian Maritime Officers Union (AMOU) employed by Svitzer Australia Pty Ltd shall engage in the following protected industrial action:

1. A stoppage of work for 8 hours duration commencing at 2000 (local time) on 5 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
2. A stoppage of work for 8 hours duration commencing at 2200 (local time) on 5 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Brisbane.
3. A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 5 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
4. 2 days where permanent part time employees will not be available for duty commencing at 0600 (local time) on 5 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Brisbane.
5. A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 5 November 2022. This Protected Industrial Action shall take place in the following port which is

covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.

6. A ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 5 November 2022 and ending 0001 (local time) on 12 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Melbourne.
7. An indefinite ban on training crew, including Masters, Engineers and Ratings, except for training relating to statutory drills and emergency preparedness commencing at 0001 (local time) on 4 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Newcastle.
8. A 24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 5 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
9. A ban on performing recall and/or relief work commencing at 0001 (local time) on 5 November 2022 and ending 0001 (local time) on 12 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Melbourne.

In any industrial action taken in reliance on this notice the following will be exempt:

- a) An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy including stoppages which would result in breach of emergency response requirements in a licence with a Port Authority or as required by a regulator;
- b) Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AMOU representatives to ensure the required towage services are available;
- c) Any services impacting or potentially impacting the movement of an Australian Defence Force vessel or foreign Navy vessels;

- d) For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock; and,
- e) Any services impacting or potentially impacting the movement of a cruise ship.

The employee claim action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours sincerely



**Jarrod Moran**

Senior Industrial Officer

Nicolaj Noes  
Managing Director - Svitzer Australia Pty Ltd  
7 Cooper Street, Balmain NSW 2041

2 November 2022

**VIA EMAIL: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com)**

Dear Nicolaj

### **SVITZER TUGS 2020 EBA: Protected Industrial Action Notice # 18**

The Australian Maritime Officers Union refers to the outcome of the Protected Action Ballot Order: B2022/1381, the results of which were declared on 12 October 2022.

Pursuant to Section 414 of the Fair Work Act 2009 (Cth), I notify you that Members of the Australian Maritime Officers Union (AMOU) employed by Svitzer Australia Pty Ltd shall engage in the following protected industrial action:

1. A day where casual employees will not be available for duty commencing at 0001 (local time) on 6 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
2. A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 6 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
3. A day where Fixed Term Employees will not be available for duty commencing at 0600 (local time) on 8 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Brisbane.
4. A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 6 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.

5. A 24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 6 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towing Enterprise Agreement 2016*: Sydney.

In any industrial action taken in reliance on this notice the following will be exempt:

- a) An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy including stoppages which would result in breach of emergency response requirements in a licence with a Port Authority or as required by a regulator;
- b) Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AMOU representatives to ensure the required towing services are available;
- c) Any services impacting or potentially impacting the movement of an Australian Defence Force vessel or foreign Navy vessels;
- d) For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock; and,
- e) Any services impacting or potentially impacting the movement of a cruise ship.

The employee claim action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours sincerely



Jarrod Morah

Senior Industrial Officer

Nicolaj Noes  
Managing Director - Svitzer Australia Pty Ltd  
7 Cooper Street, Balmain NSW 2041

3 November 2022

**VIA EMAIL: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com)**

Dear Nicolaj

### **SVITZER TUGS 2020 EBA: Protected Industrial Action Notice # 19**

The Australian Maritime Officers Union refers to the outcome of the Protected Action Ballot Order: B2022/1381, the results of which were declared on 12 October 2022.

Pursuant to Section 414 of the Fair Work Act 2009 (Cth), I notify you that Members of the Australian Maritime Officers Union (AMOU) employed by Svitzer Australia Pty Ltd shall engage in the following protected industrial action:

1. 2 days where Fixed Term Employees outside of rostered duty will not be available for duty. Commencing at 1200 (local time) on 9 November 2022 until 1200 (local time) on 11 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Brisbane.
2. 7 continuous days where Fixed Term Employees will not be available for duty commencing at 0001 (local time) on 9 November 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Cairns and Mourilyan.
3. A ban on performing recall and/or relief work commencing at 0001 (local time) on 9 November 2022 and ending at 2359 (local time) on 15 November 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Cairns and Mourilyan.

In any industrial action taken in reliance on this notice the following will be exempt:

- a) An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy including stoppages which would result in breach of emergency response requirements in a licence with a Port Authority or as required by a regulator;
- b) Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AMOU representatives to ensure the required towage services are available;
- c) Any services impacting or potentially impacting the movement of an Australian Defence Force vessel or foreign Navy vessels;
- d) For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock; and,
- e) Any services impacting or potentially impacting the movement of a cruise ship.

The employee claim action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours sincerely



Jarrod Moran

Senior Industrial Officer

Nicolaj Noes  
Managing Director - Svitzer Australia Pty Ltd  
7 Cooper Street, Balmain NSW 2041

6 November 2022

**VIA EMAIL: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com)**

Dear Nicolaj

### **SVITZER TUGS 2020 EBA: Protected Industrial Action Notice # 20**

The Australian Maritime Officers Union refers to the outcome of the Protected Action Ballot Order: B2022/1381, the results of which were declared on 12 October 2022.

Pursuant to Section 414 of the Fair Work Act 2009 (Cth), I notify you that Members of the Australian Maritime Officers Union (AMOU) employed by Svitzer Australia Pty Ltd shall engage in the following protected industrial action:

1. A stoppage of work for 4 hours duration commencing at 2000 (local time) on 10 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Geraldton.
2. A stoppage of work for 12 hours duration commencing at 0700 (local time) on 10 November 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Fremantle, Kwinana and Albany.
3. A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 10 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
4. A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 10 November 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Melbourne and Sydney.

5. A 24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 10 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
6. An indefinite ban on training crew, including Masters, Engineers and Ratings, except for training relating to statutory drills and emergency preparedness commencing at 0001 (local time) on 10 November 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Fremantle and Kwinana.

In any industrial action taken in reliance on this notice the following will be exempt:

- a) An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy including stoppages which would result in breach of emergency response requirements in a licence with a Port Authority or as required by a regulator;
- b) Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AMOU representatives to ensure the required towage services are available;
- c) Any services impacting or potentially impacting the movement of an Australian Defence Force vessel or foreign Navy vessels;
- d) For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock; and,
- e) Any services impacting or potentially impacting the movement of a cruise ship.

The employee claim action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours sincerely



Jarrod Moran

Senior Industrial Officer

Nicolaj Noes  
Managing Director - Svitzer Australia Pty Ltd  
7 Cooper Street, Balmain NSW 2041

7 November 2022

**VIA EMAIL: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com)**

Dear Nicolaj

### **SVITZER TUGS 2020 EBA: Protected Industrial Action Notice # 21**

The Australian Maritime Officers Union refers to the outcome of the Protected Action Ballot Order: B2022/1381, the results of which were declared on 12 October 2022.

Pursuant to Section 414 of the Fair Work Act 2009 (Cth), I notify you that Members of the Australian Maritime Officers Union (AMOU) employed by Svitzer Australia Pty Ltd shall engage in the following protected industrial action:

1. A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 11 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
2. A 24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 11 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.

In any industrial action taken in reliance on this notice the following will be exempt:

- a) An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy including stoppages which would result in breach of emergency response requirements in a licence with a Port Authority or as required by a regulator;
- b) Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AMOU representatives to ensure the required towage services are available;
- c) Any services impacting or potentially impacting the movement of an Australian Defence Force vessel or foreign Navy vessels;

- d) For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock; and,
- e) Any services impacting or potentially impacting the movement of a cruise ship.

The employee claim action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours sincerely



Jarrod Morah

Senior Industrial Officer

Nicolaj Noes  
Managing Director - Svitzer Australia Pty Ltd  
7 Cooper Street, Balmain NSW 2041

8 November 2022

**VIA EMAIL: nicolaj.noes@svitzer.com**

Dear Nicolaj

### **SVITZER TUGS 2020 EBA: Protected Industrial Action Notice # 22**

The Australian Maritime Officers Union refers to the outcome of the Protected Action Ballot Order: B2022/1381, the results of which were declared on 12 October 2022.

Pursuant to Section 414 of the Fair Work Act 2009 (Cth), I notify you that Members of the Australian Maritime Officers Union (AMOU) employed by Svitzer Australia Pty Ltd shall engage in the following protected industrial action:

1. A stoppage of work for 8 hours duration commencing at 00:01 (local time) on 14 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Melbourne
2. A stoppage of work for 8 hours duration commencing at 2200 (local time) on 12 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Brisbane.
3. A day where casual employees will not be available for duty commencing at 0001 (local time) on 12 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
4. A day where casual employees will not be available for duty commencing at 0001 (local time) on 13 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.

5. A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 12 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
6. A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 13 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
7. A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 12 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
8. A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 13 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
9. A 24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 12 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
10. A 24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 13 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.

In any industrial action taken in reliance on this notice the following will be exempt:

- a) An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy including stoppages which would result in breach of emergency response requirements in a licence with a Port Authority or as required by a regulator;
- b) Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AMOU representatives to ensure the required towage services are available;
- c) Any services impacting or potentially impacting the movement of an Australian Defence Force vessel or foreign Navy vessels;
- d) For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock; and,
- e) Any services impacting or potentially impacting the movement of a cruise ship.

The employee claim action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours sincerely



**Jarrod Moran**  
Senior Industrial Officer

Nicolaj Noes  
Managing Director - Svitzer Australia Pty Ltd  
7 Cooper Street, Balmain NSW 2041

9 November 2022

**VIA EMAIL: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com)**

Dear Nicolaj

### **SVITZER TUGS 2020 EBA: Protected Industrial Action Notice #23**

The Australian Maritime Officers Union refers to the outcome of the Protected Action Ballot Order: B2022/1381, the results of which were declared on 12 October 2022.

Pursuant to Section 414 of the Fair Work Act 2009 (Cth), I notify you that Members of the Australian Maritime Officers Union (AMOU) employed by Svitzer Australia Pty Ltd shall engage in the following protected industrial action:

1. A stoppage of work for 12 hours duration commencing at 1800 (local time) on 15 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.

In any industrial action taken in reliance on this notice the following will be exempt:

- a) An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy including stoppages which would result in breach of emergency response requirements in a licence with a Port Authority or as required by a regulator;
- b) Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AMOU representatives to ensure the required towage services are available;
- c) Any services impacting or potentially impacting the movement of an Australian Defence Force vessel or foreign Navy vessels;
- d) For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock; and,
- e) Any services impacting or potentially impacting the movement of a cruise ship.

The employee claim action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours sincerely



**Jarrod Morah**

Senior Industrial Officer

Nicolaj Noes  
Managing Director - Svitzer Australia Pty Ltd  
7 Cooper Street, Balmain NSW 2041

10 November 2022

**VIA EMAIL: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com)**

Dear Nicolaj

### **SVITZER TUGS 2020 EBA: Protected Industrial Action Notice #24**

The Australian Maritime Officers Union refers to the outcome of the Protected Action Ballot Order: B2022/1381, the results of which were declared on 12 October 2022.

Pursuant to Section 414 of the Fair Work Act 2009 (Cth), I notify you that Members of the Australian Maritime Officers Union (AMOU) employed by Svitzer Australia Pty Ltd shall engage in the following protected industrial action:

1. A stoppage of work for 4 hours duration commencing at 0400 (local time) on 16 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Port Kembla.
2. 7 days where casual employees will not be available for duty commencing 0001 on 16 November 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Cairns and Mourilyan.
3. A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 16 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
4. A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 16 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.

5. A 24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 16 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
6. A ban on performing recall and/or relief work commencing at 0001 (local time) on 16 November 2022 and ending at 2359 (local time) on 22 November 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Cairns and Mourilyan.

In any industrial action taken in reliance on this notice the following will be exempt:

- a) An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy including stoppages which would result in breach of emergency response requirements in a licence with a Port Authority or as required by a regulator;
- b) Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AMOU representatives to ensure the required towage services are available;
- c) Any services impacting or potentially impacting the movement of an Australian Defence Force vessel or foreign Navy vessels;
- d) For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock; and,
- e) Any services impacting or potentially impacting the movement of a cruise ship.

The employee claim action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours sincerely



Jarrod Morah

Senior Industrial Officer

Nicolaj Noes  
Managing Director - Svitzer Australia Pty Ltd  
7 Cooper Street, Balmain NSW 2041

13 November 2022

**VIA EMAIL: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com)**

Dear Nicolaj

### **SVITZER TUGS 2020 EBA: Protected Industrial Action Notice #25**

The Australian Maritime Officers Union refers to the outcome of the Protected Action Ballot Order: B2022/1381, the results of which were declared on 12 October 2022.

Pursuant to Section 414 of the Fair Work Act 2009 (Cth), I notify you that Members of the Australian Maritime Officers Union (AMOU) employed by Svitzer Australia Pty Ltd shall engage in the following protected industrial action:

1. A stoppage of work for 4 hours duration commencing at 1200 (local time) on 17 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Geraldton.
2. A stoppage of work for 12 hours duration commencing at 0700 (local time) on 17 November 2022. This Protected Industrial Action shall take place in the following ports which are covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Fremantle and Albany.
3. A stoppage of work for 24 hours duration commencing at 0001 (local time) on 17 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Newcastle.
4. A stoppage of work for 24 hours duration commencing at 0800 (local time) on 17 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Kwinana.

5. A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 17 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
6. A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 17 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.
7. A 24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 17 November 2022. This Protected Industrial Action shall take place in the following port which is covered by the *Svitzer Australia Pty Limited National Towage Enterprise Agreement 2016*: Sydney.

In any industrial action taken in reliance on this notice the following will be exempt:

- a) An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy including stoppages which would result in breach of emergency response requirements in a licence with a Port Authority or as required by a regulator;
- b) Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AMOU representatives to ensure the required towage services are available;
- c) Any services impacting or potentially impacting the movement of an Australian Defence Force vessel or foreign Navy vessels;
- d) For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock; and,
- e) Any services impacting or potentially impacting the movement of a cruise ship.

The employee claim action of which you are being notified is being taken for the purpose of supporting or advancing claims made in respect of a proposed Enterprise Agreement.

Yours sincerely



**Jarrod Moran**

Senior Industrial Officer



# AIMPE

## Australian Institute of Marine and Power Engineers HEAD OFFICE

20 October 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)



Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGES**

The Australian Institute of Marine and Power Engineers (AIMPE) gives Svitzer Australia Pty Limited (Svitzer) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action in the ports listed is as follows:

- Brisbane, Mourilyan, and Cairns: a 4hour stoppage from 11:00am on 26 October 2022;
- Newcastle, Sydney, Port Kembla, and Eden: a 4hour stoppage from Midday on 26 October 2022;
- Melbourne, and Westernport: a 4hour stoppage from Midday on 26 October 2022;
- Adelaide, and Spencer Gulf (Port Pirie): a 4hour stoppage from 11:30am on 26 October 2022;
- Fremantle, Kwinana, Albany, and Geraldton: a 4hour stoppage from 9:00am on 26 October 2022.

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

Greg Yates, Senior National Organiser



# AIMPE

Australian Institute of  
Marine and Power Engineers  
HEAD OFFICE

26 October 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGE**

The Australian Institute of Marine and Power Engineers (AIMPE) gives Svitzer Australia Pty Limited (Svitzer) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action is six (6) consecutive four (4) hour stoppages by Engineers engaged to work in or out of the Ports of Cairns and Mourilyan as follows:

- A 4 hour stoppage from 00:01hrs Tuesday 1 November 2022;
- A 4 hour stoppage from 04:01hrs Tuesday 1 November 2022;
- A 4 hour stoppage from 08:01hrs Tuesday 1 November 2022;
- A 4 hour stoppage from 12:01hrs Tuesday 1 November 2022;
- A 4 hour stoppage from 16:01hrs Tuesday 1 November 2022;
- A 4 hour stoppage from 20:01hrs Tuesday 1 November 2022;

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

A handwritten signature in black ink, appearing to be 'Greg Yates', written in a cursive style.

Greg Yates, Senior National Organiser



# AIMPE

Australian Institute of  
Marine and Power Engineers  
HEAD OFFICE

27 October 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGE**

The Australian Institute of Marine and Power Engineers (**AIMPE**) gives Svitzer Australia Pty Limited (**Svitzer**) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action is six (6) consecutive four (4) hour stoppages by Engineers engaged to work in or out of the Ports of Cairns and Mourilyan as follows:

- A 4 hour stoppage from 00:01hrs Wednesday 2 November 2022;
- A 4 hour stoppage from 04:01hrs Wednesday 2 November 2022;
- A 4 hour stoppage from 08:01hrs Wednesday 2 November 2022;
- A 4 hour stoppage from 12:01hrs Wednesday 2 November 2022;
- A 4 hour stoppage from 16:01hrs Wednesday 2 November 2022;
- A 4 hour stoppage from 20:01hrs Wednesday 2 November 2022;

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

A handwritten signature in black ink, appearing to read 'Greg Yates', with a stylized flourish at the end.

Greg Yates, Senior National Organiser



# AIMPE

Australian Institute of  
Marine and Power Engineers  
HEAD OFFICE

28 October 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – WORK BANS**

The Australian Institute of Marine and Power Engineers (AIMPE) gives Svitzer Australia Pty Limited (Svitzer) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action is:

A ban on performing work during a period of leave (including recalls and relief work) in all ports covered by the Order (except Geelong and Spencer Gulf – Whyalla) from 00:01 hours Thursday 3 November 2022 until midnight 30 November 2022.

*To avoid doubt, the ban will apply to recalls and relief work by permanent employees on rostered leave for coverage of unplanned absences during the period after of the work bans commence.*

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

Greg Yates, Senior National Organiser



# AIMPE

## Australian Institute of Marine and Power Engineers HEAD OFFICE

31 October 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGE**

The Australian Institute of Marine and Power Engineers (AIMPE) gives Svitzer Australia Pty Limited (Svitzer) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action are stoppages by Engineers engaged to work in or out of the Port of Fremantle as follows:

- A 1 hour stoppage from 07:00hrs Friday 4 November 2022;
- A 4 hour stoppage from 08:00hrs Friday 4 November 2022;
- A 4 hour stoppage from 19:00hrs Friday 4 November 2022;
- A 1 hour stoppage from 23:00hrs Friday 4 November 2022.
- 

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

In addition, and for clarification, the movement of cruise ships will not be affected by the stoppages.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

Greg Yates, Senior National Organiser



# AIMPE

## Australian Institute of Marine and Power Engineers HEAD OFFICE

31 October 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Supplementary Notice - Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGE**

The Australian Institute of Marine and Power Engineers (**AIMPE**) gives Svitzer Australia Pty Limited (**Svitzer**) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action are stoppages by Engineers engaged to work in or out of the Port of Fremantle as follows:

In addition to the notice served earlier today:

- A 1 hour stoppage from 12:00hrs Friday 4 November 2022;

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

In addition, and for clarification, the movement of cruise ships will not be affected by the stoppages.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

Greg Yates, Senior National Organiser



# AIMPE

Australian Institute of  
Marine and Power Engineers  
HEAD OFFICE

31 October 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGE**

The Australian Institute of Marine and Power Engineers (AIMPE) gives Svitzer Australia Pty Limited (Svitzer) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action are stoppages by Engineers engaged to work in or out of the Port of Kwinana as follows:

- A 4 hour stoppage from 08:00hrs Friday 4 November 2022;
- A 1 hour stoppage from Midday Friday 4 November 2022;
- A 1 hour stoppage from 13:00hrs Friday 4 November 2022;
- A 4 hour stoppage from 20:00hrs Friday 4 November 2022;
- A 1 hour stoppage from 00:00hrs Saturday 5 November 2022.
- A 1 hour stoppage from 01:00hrs Saturday 5 November 2022;

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

In addition, and for clarification, the movement of cruise ships will not be affected by the stoppages.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

Greg Yates, Senior National Organiser



# AIMPE

Australian Institute of  
Marine and Power Engineers  
HEAD OFFICE

3 November 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGE**

The Australian Institute of Marine and Power Engineers (AIMPE) gives Svitzer Australia Pty Limited (Svitzer) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action are stoppages by Engineers engaged to work in or out of the Port of Geraldton as follows:

- A 4 hour stoppage from 021:00hrs Wednesday 9 November 2022.

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

In addition, and for clarification, the movement of cruise ships will not be affected by the stoppages.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

Greg Yates, Senior National Organiser



# AIMPE

## Australian Institute of Marine and Power Engineers HEAD OFFICE

4 November 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGE**

The Australian Institute of Marine and Power Engineers (AIMPE) gives Svitzer Australia Pty Limited (Svitzer) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action are stoppages by Engineers engaged to work in or out of the Port of Albany as follows:

- A 4hour stoppage from 19:00hrs Thursday 10 November 2022;
- A 4hour stoppage from 23:00hrs Friday 11 November 2022;
- A 4hour stoppage from 03:00hrs Friday 11 November 2022.

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

In addition, and for clarification, the movement of cruise ships will not be affected by the stoppages.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

Greg Yates, Senior National Organiser



# AIMPE

## Australian Institute of Marine and Power Engineers HEAD OFFICE

4 November 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGE**

The Australian Institute of Marine and Power Engineers (**AIMPE**) gives Svitzer Australia Pty Limited (**Svitzer**) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action are stoppages by Engineers engaged to work in or out of the Port of Kwinana as follows:

- A 4hour stoppage from 20:00hrs Thursday 10 November 2022;
- A 4hour stoppage from 00:00hrs Friday 11 November 2022;
- A 4hour stoppage from 04:00hrs Friday 11 November 2022.

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

In addition, and for clarification, the movement of cruise ships will not be affected by the stoppages.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

Greg Yates, Senior National Organiser



# AIMPE

Australian Institute of  
Marine and Power Engineers  
HEAD OFFICE

4 November 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGE**

The Australian Institute of Marine and Power Engineers (**AIMPE**) gives Svitzer Australia Pty Limited (**Svitzer**) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action are stoppages by Engineers engaged to work in or out of the Port of Fremantle as follows:

- A 4hour stoppage from 19:00hrs Thursday 10 November 2022;
- A 4hour stoppage from 23:00hrs Friday 11 November 2022;
- A 4hour stoppage from 03:00hrs Friday 11 November 2022.

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

In addition, and for clarification, the movement of cruise ships will not be affected by the stoppages.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

Greg Yates, Senior National Organiser



# AIMPE

## Australian Institute of Marine and Power Engineers HEAD OFFICE

7 November 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGE**

The Australian Institute of Marine and Power Engineers (AIMPE) gives Svitzer Australia Pty Limited (Svitzer) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action are stoppages by Engineers engaged to work in or out of the Port of Fremantle as follows:

- A 1 hour stoppage from 00:00hrs Friday 11 November 2022;
- A 1 hour stoppage from 01:00hrs Friday 11 November 2022;
- A 1 hour stoppage from 02:00hrs Friday 11 November 2022;

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

In addition, and for clarification, the movement of cruise ships will not be affected by the stoppages.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

Greg Yates, Senior National Organiser



# AIMPE

## Australian Institute of Marine and Power Engineers HEAD OFFICE

7 November 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

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The Australian Institute of Marine and Power Engineers (AIMPE) gives Svitzer Australia Pty Limited (Svitzer) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action are stoppages by Engineers engaged to work in or out of the Port of Albany as follows:

- A 1hour stoppage from 00:00hrs Friday 11 November 2022;
- A 1hour stoppage from 01:00hrs Friday 11 November 2022;
- A 1hour stoppage from 02:00hrs Friday 11 November 2022;

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

In addition, and for clarification, the movement of cruise ships will not be affected by the stoppages.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

Greg Yates, Senior National Organiser



# AIMPE

## Australian Institute of Marine and Power Engineers HEAD OFFICE

8 November 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGE**

The Australian Institute of Marine and Power Engineers (AIMPE) gives Svitzer Australia Pty Limited (Svitzer) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action are stoppages by Engineers engaged to work in or out of the Ports of Melbourne and Westernport as follows:

- A 4hour stoppage from 00:01hrs Monday 14 November 2022;
- A 4hour stoppage from 04:01hrs Monday 14 November 2022.

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

In addition, and for clarification, the movement of cruise ships will not be affected by the stoppages.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

Greg Yates, Senior National Organiser



# AIMPE

## Australian Institute of Marine and Power Engineers HEAD OFFICE

8 November 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGE**

The Australian Institute of Marine and Power Engineers (**AIMPE**) gives Svitzer Australia Pty Limited (**Svitzer**) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action are stoppages by Engineers engaged to work in or out of the Port of Brisbane as follows:

- A 4hour stoppage from 06:01hrs Sunday 13 November 2022;
- A 4hour stoppage from 10:01hrs Sunday 13 November 2022.

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

In addition, and for clarification, the movement of cruise ships will not be affected by the stoppages.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

Greg Yates, Senior National Organiser



# AIMPE

Australian Institute of  
Marine and Power Engineers  
HEAD OFFICE

9 November 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGE**

The Australian Institute of Marine and Power Engineers (**AIMPE**) gives Svitzer Australia Pty Limited (**Svitzer**) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action are stoppages by Engineers engaged to work in or out of Sydney Ports as follows:

- A 4hour stoppage from 20:00hrs Tuesday 15 November 2022;
- A 4hour stoppage from 00:01hrs Wednesday 16November 2022.

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

In addition, and for clarification, the movement of cruise ships will not be affected by the stoppages.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

Greg Yates, Senior National Organiser



# AIMPE

## Australian Institute of Marine and Power Engineers HEAD OFFICE

10 November 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGE**

The Australian Institute of Marine and Power Engineers (**AIMPE**) gives Svitzer Australia Pty Limited (**Svitzer**) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action are stoppages by Engineers engaged to work in or out of Port Adelaide and Spencer Gulf (Port Pirie) as follows:

- A 4hour stoppage from Midday Wednesday 16 November 2022.

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

In addition, and for clarification, the movement of cruise ships will not be affected by the stoppages.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

Greg Yates, Senior National Organiser



# AIMPE

Australian Institute of  
Marine and Power Engineers  
HEAD OFFICE

10 November 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGE**

The Australian Institute of Marine and Power Engineers (**AIMPE**) gives Svitzer Australia Pty Limited (**Svitzer**) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action are stoppages by Engineers engaged to work in or out of Port Kembla as follows:

- A 4hour stoppage from 00:01 Wednesday 16 November 2022.

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

In addition, and for clarification, the movement of cruise ships will not be affected by the stoppages.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

Greg Yates, Senior National Organiser



# AIMPE

Australian Institute of  
Marine and Power Engineers  
HEAD OFFICE

11 November 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGE**

The Australian Institute of Marine and Power Engineers (**AIMPE**) gives Svitzer Australia Pty Limited (**Svitzer**) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action are stoppages by Engineers engaged to work in or out of Port Adelaide and Spencer Gulf (Port Pirie) as follows:

- A 4hour stoppage from 00:01 Thursday 17 November 2022.

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

In addition, and for clarification, the movement of cruise ships will not be affected by the stoppages.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

Greg Yates, Senior National Organiser



# AIMPE

Australian Institute of  
Marine and Power Engineers  
HEAD OFFICE

11 November 2022

Nicolaj Noes  
Managing Director  
7 Cooper St  
Balmain NSW 2041  
via email: [nicolaj.noes@svitzer.com](mailto:nicolaj.noes@svitzer.com) (via email)

Dear Mr Noes:

**RE: Fair Work Act 2009 Notice Requirements under s.414 – STOPPAGE**

The Australian Institute of Marine and Power Engineers (**AIMPE**) gives Svitzer Australia Pty Limited (**Svitzer**) notice pursuant to s.414 of the *Fair Work Act 2009* that employees of Svitzer for whom the AIMPE is the bargaining representative and who are employed in the Svitzer ports listed in the Order B2021/528 (except Geelong and Spencer Gulf – Whyalla) will be engaging in protected industrial action for the purpose of supporting or advancing claims in relation to a proposed enterprise agreement.

The industrial action that is subject of this notice has been authorised by AIMPE Members in accordance with the Protected Action Ballot Order made by Fair Work Australia (B2021/528) as declared by the Australian Electoral Commission dated 30 August 2021.

The nature of the intended protected industrial action are stoppages by Engineers engaged to work in or out of Port of Newcastle as follows:

- A 4hour stoppage from 00:01 Thursday 17 November 2022.
- A 4hour stoppage from 04:01 Thursday 17 November 2022.
- A 4hour stoppage from 08:01 Thursday 17 November 2022.
- A 4hour stoppage from 12:01 Thursday 17 November 2022.
- A 4hour stoppage from 16:01 Thursday 17 November 2022.
- A 4hour stoppage from 20:01 Thursday 17 November 2022.

Consistent with the Order, the industrial action provided in this notice will not apply to:

- a. An emergency circumstance advised by a Harbour Master or representative of a Port Authority or another circumstance where the safety of the port, vessel, crew or marine environment may be in jeopardy.
- b. Where such a circumstance in a. is identified there will be immediate consultation between Svitzer Australia Pty Limited, and AIMPE representatives to ensure the required towage services are available.
- c. Any services impacting or potentially impacting the movement of an Australian Defence Force vessel.
- d. For a stoppage or stoppages longer than 4 hours, any services impacting or potentially impacting the shipment of a vessel loaded with livestock.

In addition, and for clarification, the movement of cruise ships will not be affected by the stoppages.

Should you have any questions regarding the contents of this notice or the proposed enterprise agreement please contact Greg Yates, AIMPE Senior National Organiser.

Regards

A handwritten signature in black ink, appearing to be 'G. Yates', written over a faint horizontal line.

Greg Yates, Senior National Organiser

To:

- All bargaining representatives for the proposed enterprise agreement to replace the *Svitzer Australia Pty Limited National Towing Enterprise Agreement 2016 (Proposed Agreement)*

- All employees of Svitzer Australia Pty Ltd who will be covered by the Proposed Agreement

14 November 2022

## NOTICE OF EMPLOYER RESPONSE ACTION

Pursuant to section 414(5) of the *Fair Work Act 2009 (Act)*, Svitzer Australia Pty Ltd (**Svitzer**) gives notice that each employee of Svitzer who will be covered by the Proposed Agreement will be locked out from their employment with effect from 12:00pm (midday) AEDT (and equivalent local times in your state i.e. 9am WST) on Friday, 18 November 2022 (**Lockout**).

The Lockout will continue indefinitely until further notice.

During the period of the Lockout, employees who are locked out are directed:

1. Not to attend for work; and
2. Not to perform any work under their contracts of employment.

Effective from the commencement of the Lockout, and for the duration of the Lockout, Svitzer will not make any payments to any employees who are locked out. However, the Lockout will not affect the employees' continuity of employment.

The Lockout notified above is organised and engaged in as a response to employee claim action engaged in by employees who will be covered by the Proposed Agreement, which has been organised and notified by the Australian Maritime Officers'

Union, the Construction, Forestry, Maritime, Mining and Energy Union and the Australian Institute of Marine and Power Engineers in relation to the Proposed Agreement.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'N. Noes', is positioned below the closing text.

**Nicolaj Noes**  
Managing Director  
0437 236 566  
Nicolaj.noes@svitzer.com

### Schedule 1

	Notification date	PIA start date	PIA end date	PIA description	Union	Ports affected (as described in the notice)
1.	20-Oct-22	26/10/2022 9:00	26/10/2022 13:00	A 4 hour stoppage from 9:00am on 26 October 2022	AIMPE	Kwinana
2.	20-Oct-22	26/10/2022 9:00	26/10/2022 13:00	A 4 hour stoppage from 9:00am on 26 October 2022	AIMPE	Fremantle
3.	20-Oct-22	26/10/2022 9:00	26/10/2022 13:00	A 4 hour stoppage from 9:00am on 26 October 2022	AIMPE	Albany
4.	20-Oct-22	26/10/2022 9:00	26/10/2022 13:00	A 4 hour stoppage from 9:00am on 26 October 2022	AIMPE	Geraldton
5.	20-Oct-22	26/10/2022 9:00	26/10/2022 13:00	A stoppage of work for 4 hours duration commencing at 9:00am (local time) on Wednesday, 26 October 2022	MUA	Albany
6.	20-Oct-22	26/10/2022 9:00	26/10/2022 13:00	A stoppage of work for 4 hours duration commencing at 9:00am (local time) on Wednesday, 26 October 2022	MUA	Fremantle
7.	20-Oct-22	26/10/2022 9:00	26/10/2022 13:00	A stoppage of work for 4 hours duration commencing at 9:00am (local time) on Wednesday, 26 October 2022	MUA	Kwinana
8.	20-Oct-22	26/10/2022 9:00	26/10/2022 13:00	A stoppage of work for 4 hours duration commencing at 9:00am (local time) on Wednesday, 26 October 2022	MUA	Geraldton
9.	20-Oct-22	26/10/2022 11:00	26/10/2022 15:00	A 4 hour stoppage from 11:00am on 26 October 2022;	AIMPE	Mourilyan
10.	20-Oct-22	26/10/2022 11:00	26/10/2022 15:00	A 4 hour stoppage from 11:00am on 26 October 2022;	AIMPE	Cairns
11.	20-Oct-22	26/10/2022 11:00	26/10/2022 15:00	A 4 hour stoppage from 11:00am on 26 October 2022;	AIMPE	Brisbane
12.	20-Oct-22	26/10/2022 11:00	26/10/2022 15:00	A stoppage of work for 4 hours duration commencing at 11:00am (local time) on Wednesday, 26 October 2022	MUA	Cairns
13.	20-Oct-22	26/10/2022 11:00	26/10/2022 15:00	A stoppage of work for 4 hours duration commencing at 11:00am (local time) on Wednesday, 26 October 2022	MUA	Brisbane
14.	20-Oct-22	26/10/2022 11:00	26/10/2022 15:00	A stoppage of work for 4 hours duration commencing at 11:00am (local time) on Wednesday, 26 October 2022	MUA	Mourilyan

	<b>Notification date</b>	<b>PIA start date</b>	<b>PIA end date</b>	<b>PIA description</b>	<b>Union</b>	<b>Ports affected (as described in the notice)</b>
15.	20-Oct-22	26/10/2022 11:00	26/10/2022 15:00	A stoppage of work for 4 hours duration commencing at 11:00am (local time) on Wednesday, 26 October 2022	MUA	Lucinda
16.	20-Oct-22	26/10/2022 11:30	26/10/2022 15:30	A 4 hour stoppage from 11:30am on 26 October 2022	AIMPE	Adelaide
17.	20-Oct-22	26/10/2022 11:30	26/10/2022 15:30	A 4 hour stoppage from 11:30am on 26 October 2022	AIMPE	Spencer Gulf (Port Pirie)
18.	20-Oct-22	26/10/2022 11:30	26/10/2022 15:30	A stoppage of work for 4 hours duration commencing at 11:30am (local time) on Wednesday, 26 October 2022.	MUA	Adelaide
19.	20-Oct-22	26/10/2022 11:30	26/10/2022 15:30	A stoppage of work for 4 hours duration commencing at 11:30am (local time) on Wednesday, 26 October 2022.	MUA	Port Pirie
20.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	A 4 hour stoppage from Midday on 26 October 2022	AIMPE	Port Kembla
21.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	A 4 hour stoppage from Midday on 26 October 2022	AIMPE	Sydney
22.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	A 4 hour stoppage from Midday on 26 October 2022	AIMPE	Newcastle
23.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	A 4 hour stoppage from Midday on 26 October 2022	AIMPE	Eden
24.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	A 4 hour stoppage from Midday on 26 October 2022;	AIMPE	Westernport
25.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	A 4 hour stoppage from Midday on 26 October 2022;	AIMPE	Melbourne
26.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	A stoppage of work for 4 hours duration commencing at 12:00pm (local time) on Wednesday, 26 October 2022	MUA	Newcastle
27.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	A stoppage of work for 4 hours duration commencing at 12:00pm (local time) on Wednesday, 26 October 2022	MUA	Port Botany
28.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	A stoppage of work for 4 hours duration commencing at 12:00pm (local time) on Wednesday, 26 October 2022	MUA	Port Kembla
29.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	A stoppage of work for 4 hours duration commencing at 12:00pm (local time) on Wednesday, 26 October 2022	MUA	Westernport
30.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	A stoppage of work for 4 hours duration commencing at 12:00pm (local time) on Wednesday, 26 October 2022	MUA	Melbourne

	<b>Notification date</b>	<b>PIA start date</b>	<b>PIA end date</b>	<b>PIA description</b>	<b>Union</b>	<b>Ports affected (as described in the notice)</b>
31.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	A stoppage of work for 4 hours duration commencing at 12:00pm (local time) on Wednesday, 26 October 2022	MUA	Eden
32.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	A stoppage of work for 4 hours duration commencing at 12:00pm (local time) on Wednesday, 26 October 2022	MUA	Port Jackson (Sydney)
33.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	stoppage of work for 4 hours duration commencing at 1200 AEDT on 26 October 2022.	AMOU	Fremantle
34.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	stoppage of work for 4 hours duration commencing at 1200 AEDT on 26 October 2022.	AMOU	Sydney
35.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	stoppage of work for 4 hours duration commencing at 1200 AEDT on 26 October 2022.	AMOU	Melbourne
36.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	stoppage of work for 4 hours duration commencing at 1200 AEDT on 26 October 2022.	AMOU	Cairns
37.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	stoppage of work for 4 hours duration commencing at 1200 AEDT on 26 October 2022.	AMOU	Kwinana
38.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	stoppage of work for 4 hours duration commencing at 1200 AEDT on 26 October 2022.	AMOU	Mourilyan
39.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	stoppage of work for 4 hours duration commencing at 1200 AEDT on 26 October 2022.	AMOU	Albany
40.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	stoppage of work for 4 hours duration commencing at 1200 AEDT on 26 October 2022.	AMOU	Westernport
41.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	stoppage of work for 4 hours duration commencing at 1200 AEDT on 26 October 2022.	AMOU	Newcastle
42.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	stoppage of work for 4 hours duration commencing at 1200 AEDT on 26 October 2022.	AMOU	Port Kembla
43.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	stoppage of work for 4 hours duration commencing at 1200 AEDT on 26 October 2022.	AMOU	Brisbane
44.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	stoppage of work for 4 hours duration commencing at 1200 AEDT on 26 October 2022.	AMOU	Adelaide
45.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	stoppage of work for 4 hours duration commencing at 1200 AEDT on 26 October 2022.	AMOU	Eden
46.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	stoppage of work for 4 hours duration commencing at 1200 AEDT on 26 October 2022.	AMOU	Geraldton

	<b>Notification date</b>	<b>PIA start date</b>	<b>PIA end date</b>	<b>PIA description</b>	<b>Union</b>	<b>Ports affected (as described in the notice)</b>
47.	20-Oct-22	26/10/2022 12:00	26/10/2022 16:00	stoppage of work for 4 hours duration commencing at 1200 AEDT on 26 October 2022.	AMOU	Spencer Gulf (Port Pirie)
48.	24-Oct-22	28/10/2022 8:00	Indefinitely	An indefinite ban on beginning a job that will take employees past the 12th hour of continuous duty commencing at 0800 (local time) on 28 October 2022	AMOU	Adelaide
49.	24-Oct-22	28/10/2022 8:00	Indefinitely	An indefinite ban on beginning a job that will take employees past the 12th hour of continuous duty commencing at 0800 (local time) on 28 October 2022	AMOU	Melbourne
50.	24-Oct-22	28/10/2022 8:00	Indefinitely	An indefinite ban on beginning a job that will take employees past the 12th hour of continuous duty commencing at 0800 (local time) on 28 October 2022	AMOU	Sydney
51.	24-Oct-22	28/10/2022 8:00	Indefinitely	An indefinite ban on beginning a job that will take employees past the 12th hour of continuous duty commencing at 0800 (local time) on 28 October 2022	AMOU	Newcastle
52.	24-Oct-22	28/10/2022 8:00	Indefinitely	An indefinite ban on beginning a job that will take employees past the 12th hour of continuous duty commencing at 0800 (local time) on 28 October 2022	AMOU	Cairns
53.	24-Oct-22	28/10/2022 8:00	Indefinitely	An indefinite ban on beginning a job that will take employees past the 12th hour of continuous duty commencing at 0800 (local time) on 28 October 2022	AMOU	Mourilyan
54.	24-Oct-22	28/10/2022 8:00	Indefinitely	An indefinite ban on continuous operation of vessel or vessels for a period in excess of 5 hours without a 30 minute rest break commencing at 0800 (local time) on 28 October 2022	AMOU	Sydney
55.	24-Oct-22	28/10/2022 8:00	Indefinitely	An indefinite ban on continuous operation of vessel or vessels for a period in excess of 5 hours without a 30 minute rest break commencing at 0800 (local time) on 28 October 2022	AMOU	Brisbane
56.	24-Oct-22	28/10/2022 8:00	Indefinitely	An indefinite ban on continuous operation of vessel or vessels for a period in excess of 5 hours without a 30 minute rest break commencing at 0800 (local time) on 28 October 2022	AMOU	Cairns
57.	24-Oct-22	28/10/2022 8:00	Indefinitely	An indefinite ban on continuous operation of vessel or vessels for a period in excess of 5 hours without a 30 minute rest break commencing at 0800 (local time) on 28 October 2022	AMOU	Mourilyan
58.	24-Oct-22	28/10/2022 8:00	Indefinitely	An indefinite ban on entering data into HELM/Svitzer tug app commencing at 0800 (local time) on 28 October 2022	AMOU	Melbourne

	<b>Notification date</b>	<b>PIA start date</b>	<b>PIA end date</b>	<b>PIA description</b>	<b>Union</b>	<b>Ports affected (as described in the notice)</b>
59.	24-Oct-22	28/10/2022 8:00	Indefinitely	An indefinite ban on entering data into HELM/Svitzer tug app commencing at 0800 (local time) on 28 October 2022	AMOU	Sydney
60.	24-Oct-22	28/10/2022 8:00	Indefinitely	An indefinite ban on entering data into HELM/Svitzer tug app commencing at 0800 (local time) on 28 October 2022	AMOU	Newcastle
61.	26-Oct-22	1/11/2022 0:00	2/11/2022 0:00	A stoppage of work of 24 hours duration commencing at 0000 (local time) on 1 November 2022.	AMOU	Cairns
62.	26-Oct-22	1/11/2022 0:00	2/11/2022 0:00	A stoppage of work of 24 hours duration commencing at 0000 (local time) on 1 November 2022.	AMOU	Mourilyan
63.	26-Oct-22	1/11/2022 0:01	1/11/2022 4:01	A 4 hour stoppage from 00:01hrs Tuesday 1 November 2022;	AIMPE	Mourilyan
64.	26-Oct-22	1/11/2022 0:01	1/11/2022 4:01	A 4 hour stoppage from 00:01hrs Tuesday 1 November 2022;	AIMPE	Cairns
65.	26-Oct-22	1/11/2022 0:01	2/11/2022 0:01	stoppage of work for 24 hours duration commencing at 00:01am (local time) on Tuesday 1 November 2022	MUA	Cairns
66.	26-Oct-22	1/11/2022 0:01	2/11/2022 0:01	stoppage of work for 24 hours duration commencing at 00:01am (local time) on Tuesday 1 November 2022	MUA	Mourilyan
67.	26-Oct-22	1/11/2022 0:01	2/11/2022 0:01	stoppage of work for 24 hours duration commencing at 00:01am (local time) on Tuesday 1 November 2022	MUA	Lucinda
68.	26-Oct-22	1/11/2022 4:01	1/11/2022 8:01	A 4 hour stoppage from 04:01hrs Tuesday 1 November 2022;	AIMPE	Mourilyan
69.	26-Oct-22	1/11/2022 4:01	1/11/2022 8:01	A 4 hour stoppage from 04:01hrs Tuesday 1 November 2022;	AIMPE	Cairns
70.	26-Oct-22	1/11/2022 8:00	2/11/2022 8:00	A 24 hour ban on performing recall and/or relief work commencing at 0800 (local time) on 1 November 2022.	AMOU	Melbourne
71.	26-Oct-22	1/11/2022 8:00	2/11/2022 8:00	A 24 hour ban on performing recall and/or relief work commencing at 0800 (local time) on 1 November 2022.	AMOU	Sydney
72.	26-Oct-22	1/11/2022 8:00	2/11/2022 8:00	A 24 hour ban on performing recall and/or relief work commencing at 0800 (local time) on 1 November 2022.	AMOU	Newcastle
73.	26-Oct-22	1/11/2022 8:00	2/11/2022 8:00	A 24 hour ban on performing recall and/or relief work commencing at 0800 (local time) on 1 November 2022.	AMOU	Port Kembla
74.	26-Oct-22	1/11/2022 8:00	4/11/2022 8:00	A 72 hour ban on training crew, including Masters, Engineers and Ratings, except for training relating to statutory drills and	AMOU	Brisbane

	Notification date	PIA start date	PIA end date	PIA description	Union	Ports affected (as described in the notice)
				emergency preparedness commencing at 0800 (local time) on 1 November 2022.		
75.	26-Oct-22	1/11/2022 8:00	Indefinitely	An indefinite ban on beginning a job that will take employees past the 12th hour of continuous duty commencing at 0800 (local time) on 1 November 2022.	AMOU	Fremantle
76.	26-Oct-22	1/11/2022 8:00	Indefinitely	An indefinite ban on beginning a job that will take employees past the 12th hour of continuous duty commencing at 0800 (local time) on 1 November 2022.	AMOU	Kwinana
77.	26-Oct-22	1/11/2022 8:00	Indefinitely	An indefinite ban on beginning a job that will take employees past the 12th hour of continuous duty commencing at 0800 (local time) on 1 November 2022.	AMOU	Geraldton
78.	26-Oct-22	1/11/2022 8:00	Indefinitely	An indefinite ban on beginning a job that will take employees past the 12th hour of continuous duty commencing at 0800 (local time) on 1 November 2022.	AMOU	Albany
79.	26-Oct-22	1/11/2022 8:00	Indefinitely	An indefinite ban on beginning a job that will take employees past the 12th hour of continuous duty commencing at 0800 (local time) on 1 November 2022.	AMOU	Port Kembla
80.	26-Oct-22	1/11/2022 8:00	Indefinitely	An indefinite ban on continuous operation of vessel or vessels for a period in excess of 5 hours without a 30 minute rest break commencing at 0800 (local time) on 1 November 2022.	AMOU	Kwinana
81.	26-Oct-22	1/11/2022 8:00	Indefinitely	An indefinite ban on continuous operation of vessel or vessels for a period in excess of 5 hours without a 30 minute rest break commencing at 0800 (local time) on 1 November 2022.	AMOU	Albany
82.	26-Oct-22	1/11/2022 8:00	Indefinitely	An indefinite ban on entering data into HELM/Svitzer tug app commencing at 0800 (local time) on 1 November 2022.	AMOU	Port Kembla
83.	26-Oct-22	1/11/2022 8:01	1/11/2022 12:01	A 4 hour stoppage from 08:01hrs Tuesday 1 November 2022;	AIMPE	Mourilyan
84.	26-Oct-22	1/11/2022 8:01	1/11/2022 12:01	A 4 hour stoppage from 08:01hrs Tuesday 1 November 2022;	AIMPE	Cairns
85.	26-Oct-22	1/11/2022 12:01	1/11/2022 16:01	A 4 hour stoppage from 12:01hrs Tuesday 1 November 2022;	AIMPE	Mourilyan
86.	26-Oct-22	1/11/2022 12:01	1/11/2022 16:01	A 4 hour stoppage from 12:01hrs Tuesday 1 November 2022;	AIMPE	Cairns

	Notification date	PIA start date	PIA end date	PIA description	Union	Ports affected (as described in the notice)
87.	26-Oct-22	1/11/2022 16:01	1/11/2022 20:01	A 4 hour stoppage from 16:01hrs Tuesday 1 November 2022;	AIMPE	Mourilyan
88.	26-Oct-22	1/11/2022 16:01	1/11/2022 20:01	A 4 hour stoppage from 16:01hrs Tuesday 1 November 2022;	AIMPE	Cairns
89.	26-Oct-22	1/11/2022 20:01	2/11/2022 0:01	A 4 hour stoppage from 20:01hrs Tuesday 1 November 2022;	AIMPE	Mourilyan
90.	26-Oct-22	1/11/2022 20:01	2/11/2022 0:01	A 4 hour stoppage from 20:01hrs Tuesday 1 November 2022;	AIMPE	Cairns
91.	27-Oct-22	2/11/2022 0:00	3/11/2022 0:00	A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0000 (local time) on 2 November 2022.	AMOU	Fremantle
92.	26-Oct-22	2/11/2022 0:00	3/11/2022 0:00	A stoppage of work of 24 hours duration commencing at 0000 (local time) on 2 November 2022.	AMOU	Cairns
93.	26-Oct-22	2/11/2022 0:00	3/11/2022 0:00	A stoppage of work of 24 hours duration commencing at 0000 (local time) on 2 November 2022.	AMOU	Mourilyan
94.	27-Oct-22	2/11/2022 0:01	2/11/2022 4:01	A 4 hour stoppage from 00:01hrs Wednesday 2 November 2022	AIMPE	Cairns
95.	27-Oct-22	2/11/2022 0:01	2/11/2022 4:01	A 4 hour stoppage from 00:01hrs Wednesday 2 November 2022	AIMPE	Mourilyan
96.	26-Oct-22	2/11/2022 0:01	3/11/2022 0:01	stoppage of work for 24 hours duration commencing at 00:01am (local time) on Wednesday 2 November 2022	MUA	Cairns
97.	26-Oct-22	2/11/2022 0:01	3/11/2022 0:01	stoppage of work for 24 hours duration commencing at 00:01am (local time) on Wednesday 2 November 2022	MUA	Mourilyan
98.	26-Oct-22	2/11/2022 0:01	3/11/2022 0:01	stoppage of work for 24 hours duration commencing at 00:01am (local time) on Wednesday 2 November 2022	MUA	Lucinda
99.	27-Oct-22	2/11/2022 4:01	2/11/2022 8:01	A 4 hour stoppage from 04:01hrs Wednesday 2 November 2022	AIMPE	Cairns
100.	27-Oct-22	2/11/2022 4:01	2/11/2022 8:01	A 4 hour stoppage from 04:01hrs Wednesday 2 November 2022	AIMPE	Mourilyan
101.	27-Oct-22	2/11/2022 8:01	2/11/2022 12:01	A 4 hour stoppage from 08:01hrs Wednesday 2 November 2022	AIMPE	Cairns
102.	27-Oct-22	2/11/2022 8:01	2/11/2022 12:01	A 4 hour stoppage from 08:01hrs Wednesday 2 November 2022	AIMPE	Mourilyan

	<b>Notification date</b>	<b>PIA start date</b>	<b>PIA end date</b>	<b>PIA description</b>	<b>Union</b>	<b>Ports affected (as described in the notice)</b>
103.	27-Oct-22	2/11/2022 12:01	2/11/2022 16:01	A 4 hour stoppage from 12:01hrs Wednesday 2 November 2022	AIMPE	Cairns
104.	27-Oct-22	2/11/2022 12:01	2/11/2022 16:01	A 4 hour stoppage from 12:01hrs Wednesday 2 November 2022	AIMPE	Mourilyan
105.	27-Oct-22	2/11/2022 16:01	2/11/2022 20:01	A 4 hour stoppage from 16:01hrs Wednesday 2 November 2022	AIMPE	Cairns
106.	27-Oct-22	2/11/2022 16:01	2/11/2022 20:01	A 4 hour stoppage from 16:01hrs Wednesday 2 November 2022	AIMPE	Mourilyan
107.	27-Oct-22	2/11/2022 20:01	3/11/2022 0:01	A 4 hour stoppage from 20:01hrs Wednesday 2 November 2022	AIMPE	Cairns
108.	27-Oct-22	2/11/2022 20:01	3/11/2022 0:01	A 4 hour stoppage from 20:01hrs Wednesday 2 November 2022	AIMPE	Mourilyan
109.	28-Oct-22	3/11/2022 0:01	30/11/2022 0:00	A ban on performing work during a period of leave (including recalls and relief work) from 00:01 hours Thursday 3 November 2022 until midnight 30 November 2022	AIMPE	Adelaide
110.	28-Oct-22	3/11/2022 0:01	30/11/2022 0:00	A ban on performing work during a period of leave (including recalls and relief work) from 00:01 hours Thursday 3 November 2022 until midnight 30 November 2022	AIMPE	Albany
111.	28-Oct-22	3/11/2022 0:01	30/11/2022 0:00	A ban on performing work during a period of leave (including recalls and relief work) from 00:01 hours Thursday 3 November 2022 until midnight 30 November 2022	AIMPE	Brisbane
112.	28-Oct-22	3/11/2022 0:01	30/11/2022 0:00	A ban on performing work during a period of leave (including recalls and relief work) from 00:01 hours Thursday 3 November 2022 until midnight 30 November 2022	AIMPE	Cairns
113.	28-Oct-22	3/11/2022 0:01	30/11/2022 0:00	A ban on performing work during a period of leave (including recalls and relief work) from 00:01 hours Thursday 3 November 2022 until midnight 30 November 2022	AIMPE	Eden
114.	28-Oct-22	3/11/2022 0:01	30/11/2022 0:00	A ban on performing work during a period of leave (including recalls and relief work) from 00:01 hours Thursday 3 November 2022 until midnight 30 November 2022	AIMPE	Fremantle
115.	28-Oct-22	3/11/2022 0:01	30/11/2022 0:00	A ban on performing work during a period of leave (including recalls and relief work) from 00:01 hours Thursday 3 November 2022 until midnight 30 November 2022	AIMPE	Geraldton

	<b>Notification date</b>	<b>PIA start date</b>	<b>PIA end date</b>	<b>PIA description</b>	<b>Union</b>	<b>Ports affected (as described in the notice)</b>
116.	28-Oct-22	3/11/2022 0:01	30/11/2022 0:00	A ban on performing work during a period of leave (including recalls and relief work) from 00:01 hours Thursday 3 November 2022 until midnight 30 November 2022	AIMPE	Kwinana
117.	28-Oct-22	3/11/2022 0:01	30/11/2022 0:00	A ban on performing work during a period of leave (including recalls and relief work) from 00:01 hours Thursday 3 November 2022 until midnight 30 November 2022	AIMPE	Melbourne
118.	28-Oct-22	3/11/2022 0:01	30/11/2022 0:00	A ban on performing work during a period of leave (including recalls and relief work) from 00:01 hours Thursday 3 November 2022 until midnight 30 November 2022	AIMPE	Mourilyan
119.	28-Oct-22	3/11/2022 0:01	30/11/2022 0:00	A ban on performing work during a period of leave (including recalls and relief work) from 00:01 hours Thursday 3 November 2022 until midnight 30 November 2022	AIMPE	Newcastle
120.	28-Oct-22	3/11/2022 0:01	30/11/2022 0:00	A ban on performing work during a period of leave (including recalls and relief work) from 00:01 hours Thursday 3 November 2022 until midnight 30 November 2022	AIMPE	Port Kembla
121.	28-Oct-22	3/11/2022 0:01	30/11/2022 0:00	A ban on performing work during a period of leave (including recalls and relief work) from 00:01 hours Thursday 3 November 2022 until midnight 30 November 2022	AIMPE	Port Pirie
122.	28-Oct-22	3/11/2022 0:01	30/11/2022 0:00	A ban on performing work during a period of leave (including recalls and relief work) from 00:01 hours Thursday 3 November 2022 until midnight 30 November 2022	AIMPE	Sydney (Port Jackson & Port Botany)
123.	28-Oct-22	3/11/2022 0:01	30/11/2022 0:00	A ban on performing work during a period of leave (including recalls and relief work) from 00:01 hours Thursday 3 November 2022 until midnight 30 November 2022	AIMPE	Westernport
124.	28-Oct-22	3/11/2022 7:00	4/11/2022 7:00	A stoppage of work for 24 hours duration commencing at 0700 (local time) on 3 November 2022.	AMOU	Fremantle
125.	28-Oct-22	3/11/2022 7:00	4/11/2022 7:00	A stoppage of work for 24 hours duration commencing at 0700 (local time) on 3 November 2022.	AMOU	Albany
126.	28-Oct-22	3/11/2022 8:00	4/11/2022 8:00	A stoppage of work for 24 hours duration commencing at 0800 (local time) on 3 November 2022.	AMOU	Kwinana
127.	28-Oct-22	3/11/2022 8:00	Indefinitely	An indefinite ban on beginning a job that will take employees past the 12th hour of continuous duty commencing at 0800 (local time) on 3 November 2022.	AMOU	Brisbane

	Notification date	PIA start date	PIA end date	PIA description	Union	Ports affected (as described in the notice)
128.	28-Oct-22	3/11/2022 8:00	4/11/2022 8:00	Permanent Part Time Employees will not be available for duty for one day, commencing at 0800 (local time) on 3 November 2022.	AMOU	Newcastle
129.	28-Oct-22	3/11/2022 12:00	3/11/2022 16:00	A stoppage of work for 4 hours duration commencing at 1200 (local time) on 3 November 2022.	AMOU	Geraldton
130.	31-Oct-22	4/11/2022 0:00	5/11/2022 0:00	A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0000 (local time) on 4 November 2022	AMOU	Sydney
131.	31-Oct-22	4/11/2022 0:01	5/11/2022 0:01	A 24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 4 November 2022	AMOU	Sydney
132.	31-Oct-22	4/11/2022 0:01	5/11/2022 0:01	A day where casual employees will not be available for duty commencing at 0001 (local time) on 4 November 2022	AMOU	Cairns
133.	31-Oct-22	4/11/2022 0:01	5/11/2022 0:01	A day where casual employees will not be available for duty commencing at 0001 (local time) on 4 November 2022	AMOU	Mourilyan
134.	31-Oct-22	4/11/2022 0:01	5/11/2022 0:01	A day where casual employees will not be available for duty commencing at 0001 (local time) on 4 November 2022	AMOU	Newcastle
135.	31-Oct-22	4/11/2022 0:01	5/11/2022 0:01	A day where casual employees will not be available for duty commencing at 0001 (local time) on 4 November 2022	AMOU	Port Kembla
136.	31-Oct-22	4/11/2022 0:01	5/11/2022 0:01	A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 4 November 2022	AMOU	Cairns
137.	31-Oct-22	4/11/2022 0:01	5/11/2022 0:01	A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 4 November 2022	AMOU	Mourilyan
138.	31-Oct-22	4/11/2022 0:01	5/11/2022 0:01	A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 4 November 2022	AMOU	Newcastle
139.	31-Oct-22	4/11/2022 0:01	5/11/2022 0:01	A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 4 November 2022	AMOU	Port Kembla
140.	31-Oct-22	4/11/2022 0:01	5/11/2022 0:01	A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 4 November 2022	AMOU	Sydney

	Notification date	PIA start date	PIA end date	PIA description	Union	Ports affected (as described in the notice)
141.	31-Oct-22	4/11/2022 0:01	5/11/2022 0:01	A day where permanent part time employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 4 November 2022.	AMOU	Cairns
142.	31-Oct-22	4/11/2022 0:01	5/11/2022 0:01	A day where permanent part time employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 4 November 2022.	AMOU	Mourilyan
143.	31-Oct-22	4/11/2022 0:01	5/11/2022 0:01	A day where permanent part time employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 4 November 2022.	AMOU	Newcastle
144.	31-Oct-22	4/11/2022 0:01	5/11/2022 0:01	A day where permanent part time employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 4 November 2022.	AMOU	Port Kembla
145.	31-Oct-22	4/11/2022 0:01	Indefinitely	An indefinite ban on training crew, including Masters, Engineers and Ratings, except for training relating to statutory drills and emergency preparedness commencing at 0001 (local time) on 4 November 2022	AMOU	Brisbane
146.	31-Oct-22	4/11/2022 0:01	Indefinitely	An indefinite ban on training crew, including Masters, Engineers and Ratings, except for training relating to statutory drills and emergency preparedness commencing at 0001 (local time) on 4 November 2022	AMOU	Cairns
147.	31-Oct-22	4/11/2022 0:01	Indefinitely	An indefinite ban on training crew, including Masters, Engineers and Ratings, except for training relating to statutory drills and emergency preparedness commencing at 0001 (local time) on 4 November 2022	AMOU	Mourilyan
148.	01-Nov-22	4/11/2022 0:01	Indefinitely	An indefinite ban on training crew, including Masters, Engineers and Ratings, except for training relating to statutory drills and emergency preparedness commencing at 0001 (local time) on 4 November 2022.	AMOU	Newcastle
149.	28-Oct-22	4/11/2022 0:01	6/11/2022 23:59	Bans on the performance of overtime, including recalls from leave, from 12:01am Friday 4 November 2022 through to 11:59pm Sunday 6 November 2022	MUA	Melbourne
150.	28-Oct-22	4/11/2022 0:01	6/11/2022 23:59	Bans on the performance of overtime, including recalls from leave, from 12:01am Friday 4 November 2022 through to 11:59pm Sunday 6 November 2022	MUA	Westernport

	Notification date	PIA start date	PIA end date	PIA description	Union	Ports affected (as described in the notice)
151.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the performance of work on Maersk shipping line vessels from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Adelaide
152.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the performance of work on Maersk shipping line vessels from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Albany
153.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the performance of work on Maersk shipping line vessels from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Brisbane
154.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the performance of work on Maersk shipping line vessels from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Cairns
155.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the performance of work on Maersk shipping line vessels from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Eden
156.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the performance of work on Maersk shipping line vessels from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Fremantle
157.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the performance of work on Maersk shipping line vessels from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Geraldton
158.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the performance of work on Maersk shipping line vessels from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Kwinana
159.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the performance of work on Maersk shipping line vessels from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Melbourne
160.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the performance of work on Maersk shipping line vessels from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Mourilyan
161.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the performance of work on Maersk shipping line vessels from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Newcastle

	Notification date	PIA start date	PIA end date	PIA description	Union	Ports affected (as described in the notice)
162.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the performance of work on Maersk shipping line vessels from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Port Kembla
163.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the performance of work on Maersk shipping line vessels from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Port Pirie
164.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the performance of work on Maersk shipping line vessels from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Sydney (Port Jackson & Port Botany)
165.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the performance of work on Maersk shipping line vessels from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Westernport
166.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of Svitzer Australia online training courses from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Adelaide
167.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of Svitzer Australia online training courses from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Albany
168.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of Svitzer Australia online training courses from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Brisbane
169.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of Svitzer Australia online training courses from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Cairns
170.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of Svitzer Australia online training courses from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Eden
171.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of Svitzer Australia online training courses from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Fremantle
172.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of Svitzer Australia online training courses from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Geraldton

	<b>Notification date</b>	<b>PIA start date</b>	<b>PIA end date</b>	<b>PIA description</b>	<b>Union</b>	<b>Ports affected (as described in the notice)</b>
173.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of Svitzer Australia online training courses from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Kwinana
174.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of Svitzer Australia online training courses from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Melbourne
175.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of Svitzer Australia online training courses from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Mourilyan
176.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of Svitzer Australia online training courses from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Newcastle
177.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of Svitzer Australia online training courses from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Port Kembla
178.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of Svitzer Australia online training courses from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Port Pirie
179.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of Svitzer Australia online training courses from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Sydney (Port Jackson & Port Botany)
180.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of Svitzer Australia online training courses from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Westernport
181.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of the "Sertica" maintenance system from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Adelaide
182.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of the "Sertica" maintenance system from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Albany
183.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of the "Sertica" maintenance system from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Brisbane

	<b>Notification date</b>	<b>PIA start date</b>	<b>PIA end date</b>	<b>PIA description</b>	<b>Union</b>	<b>Ports affected (as described in the notice)</b>
184.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of the "Sertica" maintenance system from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Cairns
185.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of the "Sertica" maintenance system from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Eden
186.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of the "Sertica" maintenance system from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Fremantle
187.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of the "Sertica" maintenance system from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Geraldton
188.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of the "Sertica" maintenance system from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Kwinana
189.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of the "Sertica" maintenance system from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Melbourne
190.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of the "Sertica" maintenance system from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Mourilyan
191.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of the "Sertica" maintenance system from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Newcastle
192.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of the "Sertica" maintenance system from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Port Kembla
193.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of the "Sertica" maintenance system from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Port Pirie
194.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of the "Sertica" maintenance system from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Sydney (Port Jackson & Port Botany)

	Notification date	PIA start date	PIA end date	PIA description	Union	Ports affected (as described in the notice)
195.	28-Oct-22	4/11/2022 0:01	10/11/2022 23:59	Bans on the use of the "Sertica" maintenance system from 12:01am Friday 4 November 2022 through to 11:59pm Thursday 10 November 2022	MUA	Westernport
196.	31-Oct-22	4/11/2022 7:00	4/11/2022 8:00	A 1-hour stoppage from 07:00hrs, Friday 4 November 2022;	AIMPE	Fremantle
197.	31-Oct-22	4/11/2022 8:00	4/11/2022 12:00	A 4-hour stoppage from 08:00hrs, Friday 4 November 2022;	AIMPE	Fremantle
198.	31-Oct-22	4/11/2022 8:00	4/11/2022 12:00	A 4-hour stoppage from 08:00hrs, Friday 4 November 2022;	AIMPE	Kwinana
199.	31-Oct-22	4/11/2022 12:00	4/11/2022 13:00	A 1-hour stoppage from 12:00hrs, Friday 4 November 2022.	AIMPE	Fremantle
200.	31-Oct-22	4/11/2022 12:00	4/11/2022 13:00	A 1-hour stoppage from midday, Friday 4 November 2022;	AIMPE	Kwinana
201.	31-Oct-22	4/11/2022 13:00	4/11/2022 14:00	A 1-hour stoppage from 13:00hrs, Friday 4 November 2022	AIMPE	Kwinana
202.	31-Oct-22	4/11/2022 13:00	4/11/2022 17:00	A stoppage of work for 4 hours duration commencing at 1:00 pm (local time) on Friday 4 November 2022.	MUA	Fremantle
203.	31-Oct-22	4/11/2022 14:00	4/11/2022 18:00	A stoppage of work for 4 hours duration commencing at 2:00 pm (local time) on Friday 4 November 2022.	MUA	Kwinana
204.	31-Oct-22	4/11/2022 19:00	4/11/2022 23:00	A 4-hour stoppage from 19:00hrs, Friday 4 November 2022;	AIMPE	Fremantle
205.	31-Oct-22	4/11/2022 20:00	5/11/2022 0:00	A 4-hour stoppage from 20:00hrs, Friday 4 November 2022;	AIMPE	Kwinana
206.	31-Oct-22	4/11/2022 20:00	4/11/2022 4:00	A stoppage of work for 8 hours duration commencing at 2000 (local time) on 4 November 2022	AMOU	Sydney
207.	31-Oct-22	4/11/2022 23:00	5/11/2022 0:00	A 1-hour stoppage from 023:00hrs, Friday 4 November 2022;	AIMPE	Fremantle
208.	31-Oct-22	4/11/2022 23:00	5/11/2022 3:00	A stoppage of work for 4 hours duration commencing at 11:00 pm (local time) on Friday 4 November 2022.	MUA	Fremantle
209.	31-Oct-22	5/11/2022 0:00	5/11/2022 1:00	A 1-hour stoppage from 00:00hrs, Saturday 5 November 2022;	AIMPE	Kwinana
210.	01-Nov-22	5/11/2022 0:01	6/11/2022 0:01	A 24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 5 November 2022	AMOU	Sydney

	<b>Notification date</b>	<b>PIA start date</b>	<b>PIA end date</b>	<b>PIA description</b>	<b>Union</b>	<b>Ports affected (as described in the notice)</b>
211.	01-Nov-22	5/11/2022 0:01	6/11/2022 0:01	A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 5 November 2022.	AMOU	Sydney
212.	01-Nov-22	5/11/2022 0:01	12/11/2022 0:01	A ban on performing recall and/or relief work commencing at 0001 (local time) on 5 November 2022 and ending 0001 (local time) on 12 November 2022.	AMOU	Melbourne
213.	01-Nov-22	5/11/2022 0:01	12/11/2022 0:01	A ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 5 November 2022 and ending 0001 (local time) on 12 November 2022.	AMOU	Melbourne
214.	01-Nov-22	5/11/2022 0:01	6/11/2022 0:01	A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 5 November 2022.	AMOU	Sydney
215.	31-Oct-22	5/11/2022 1:00	5/11/2022 2:00	A 1-hour stoppage from 01:00hrs, Saturday 5 November 2022	AIMPE	Kwinana
216.	31-Oct-22	5/11/2022 2:00	5/11/2022 6:00	A stoppage of work for 4 hours duration commencing at 2:00 am (local time) on Saturday 5 November 2022.	MUA	Kwinana
217.	01-Nov-22	5/11/2022 6:00	7/11/2022 6:00	2 days where permanent part time employees will not be available for duty commencing at 0600 (local time) on 5 November 2022.	AMOU	Brisbane
218.	01-Nov-22	5/11/2022 20:00	6/11/2022 4:00	A stoppage of work for 8 hours duration commencing at 2000 (local time) on 5 November 2022.	AMOU	Sydney
219.	01-Nov-22	5/11/2022 22:00	6/11/2022 6:00	A stoppage of work for 8 hours duration commencing at 2000 (local time) on 5 November 2022.	AMOU	Brisbane
220.	02-Nov-22	6/11/2022 0:01	7/11/2022 0:01	A 24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 6 November 2022.	AMOU	Sydney
221.	02-Nov-22	6/11/2022 0:01	7/11/2022 0:01	A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 6 November 2022	AMOU	Sydney
222.	02-Nov-22	6/11/2022 0:01	7/11/2022 0:01	A day where casual employees will not be available for duty commencing at 0001 (local time) on 6 November 2022.	AMOU	Sydney
223.	02-Nov-22	6/11/2022 0:01	7/11/2022 0:01	A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 6 November 2022.	AMOU	Sydney

	<b>Notification date</b>	<b>PIA start date</b>	<b>PIA end date</b>	<b>PIA description</b>	<b>Union</b>	<b>Ports affected (as described in the notice)</b>
224.	02-Nov-22	8/11/2022 6:00	9/11/2022 6:00	A day where fixed term employees will not be available for duty commencing at 0600 (local time) on 8 November 2022.	AMOU	Brisbane
225.	03-Nov-22	9/11/2022 0:01	15/11/2022 0:01	7 continuous days where fixed term employees will not be available for duty commencing at 0001 (local time) on 9 November 2022.	AMOU	Cairns
226.	03-Nov-22	9/11/2022 0:01	15/11/2022 0:01	7 continuous days where fixed term employees will not be available for duty commencing at 0001 (local time) on 9 November 2022.	AMOU	Mourilyan
227.	03-Nov-22	9/11/2022 0:01	15/11/2022 23:59	A ban on performing recall and/or relief work commencing at 0001 (local time) on 9 November 2022 and ending at 2359 (local time) on 15 November 2022.	AMOU	Cairns
228.	03-Nov-22	9/11/2022 0:01	15/11/2022 23:59	A ban on performing recall and/or relief work commencing at 0001 (local time) on 9 November 2022 and ending at 2359 (local time) on 15 November 2022.	AMOU	Mourilyan
229.	03-Nov-22	9/11/2022 12:00	11/11/2022 12:00	2 days where fixed term employees outside of rostered duty will not be available for duty commencing at 1200 (local time) on 9 November 2022 until 1200 (local time) on 11 November 2022.	AMOU	Brisbane
230.	03-Nov-22	9/11/2022 21:00	10/11/2022 1:00	A 4 hour stoppage from 2100 Wednesday 9 November 2022	AIMPE	Geraldton
231.	06-Nov-22	10/11/2022 0:01	11/11/2022 0:01	A 24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 10 November 2022.	AMOU	Sydney
232.	06-Nov-22	10/11/2022 0:01	11/11/2022 0:01	A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 10 November 2022.	AMOU	Melbourne
233.	06-Nov-22	10/11/2022 0:01	11/11/2022 0:01	A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 10 November 2022.	AMOU	Sydney
234.	06-Nov-22	10/11/2022 0:01	11/11/2022 0:01	A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 10 November 2022.	AMOU	Sydney
235.	06-Nov-22	10/11/2022 0:01	Indefinitely	An indefinite ban on training crew, including Masters, Engineers and Ratings, except for training relating to statutory	AMOU	Fremantle

	Notification date	PIA start date	PIA end date	PIA description	Union	Ports affected (as described in the notice)
				drills and emergency preparedness commencing at 0001 (local time) on 10 November 2022.		
236.	06-Nov-22	10/11/2022 0:01	Indefinitely	An indefinite ban on training crew, including Masters, Engineers and Ratings, except for training relating to statutory drills and emergency preparedness commencing at 0001 (local time) on 10 November 2022.	AMOU	Kwinana
237.	06-Nov-22	10/11/2022 7:00	10/11/2022 19:00	A stoppage of work for 12 hours duration commencing at 0700 (local time) on Thursday 10 November 2022	AMOU	Kwinana
238.	06-Nov-22	10/11/2022 7:00	10/11/2022 19:00	A stoppage of work for 12 hours duration commencing at 0700 (local time) on Thursday 10 November 2022	AMOU	Fremantle
239.	06-Nov-22	10/11/2022 7:00	10/11/2022 19:00	A stoppage of work for 12 hours duration commencing at 0700 (local time) on Thursday 10 November 2022	AMOU	Albany
240.	04-Nov-22	10/11/2022 7:00	10/11/2022 11:00	A stoppage of work for 4 hours duration commencing at 7:00am (local time) on Thursday 10 November 2022.	MUA	Albany
241.	04-Nov-22	10/11/2022 7:00	10/11/2022 11:00	A stoppage of work for 4 hours duration commencing at 7:00am (local time) on Thursday 10 November 2022.	MUA	Fremantle
242.	04-Nov-22	10/11/2022 8:00	10/11/2022 12:00	A stoppage of work for 4 hours duration commencing at 8:00am (local time) on Thursday 10 November 2022.	MUA	Kwinana
243.	04-Nov-22	10/11/2022 11:00	10/11/2022 15:00	A stoppage of work for 4 hours duration commencing at 11:00am (local time) on Thursday 10 November 2022.	MUA	Albany
244.	04-Nov-22	10/11/2022 11:00	10/11/2022 15:00	A stoppage of work for 4 hours duration commencing at 11:00am (local time) on Thursday 10 November 2022.	MUA	Fremantle
245.	04-Nov-22	10/11/2022 12:00	10/11/2022 16:00	A stoppage of work for 4 hours duration commencing at 12:00pm (local time) on Thursday 10 November 2022.	MUA	Kwinana
246.	04-Nov-22	10/11/2022 15:00	10/11/2022 19:00	A stoppage of work for 4 hours duration commencing at 3:00pm (local time) on Thursday 10 November 2022.	MUA	Albany
247.	04-Nov-22	10/11/2022 15:00	10/11/2022 19:00	A stoppage of work for 4 hours duration commencing at 3:00pm (local time) on Thursday 10 November 2022.	MUA	Fremantle
248.	04-Nov-22	10/11/2022 16:00	10/11/2022 20:00	A stoppage of work for 4 hours duration commencing at 4:00pm (local time) on Thursday 10 November 2022.	MUA	Kwinana

	Notification date	PIA start date	PIA end date	PIA description	Union	Ports affected (as described in the notice)
249.	04-Nov-22	10/11/2022 19:00	10/11/2022 23:00	A 4hour stoppage from 19:00hrs Thursday 10 November 2022;	AIMPE	Albany
250.	04-Nov-22	10/11/2022 19:00	10/11/2022 23:00	A 4hour stoppage from 19:00hrs Thursday 10 November 2022;	AIMPE	Fremantle
251.	04-Nov-22	10/11/2022 20:00	11/11/2022 0:00	A 4hour stoppage from 20:00hrs Thursday 10 November 2022;	AIMPE	Kwinana
252.	04-Nov-22	10/11/2022 20:00	11/11/2022 0:00	A stoppage of work for 4 hours duration commencing at 8:00pm (local time) on Thursday 10 November 2022.	MUA	Geraldton
253.	06-Nov-22	10/11/2022 20:00	11/11/2022 0:00	A stoppage of work of 4 hours duration commencing at 2000 (local time) Thursday 10 November 2022.	AMOU	Geraldton
254.	07-Nov-22	11/11/2022 0:00	11/11/2022 1:00	A 1hour stoppage from 00:00hrs Friday 11 November 2022;	AIMPE	Fremantle
255.	07-Nov-22	11/11/2022 0:00	11/11/2022 1:00	A 1hour stoppage from 00:00hrs Friday 11 November 2022;	AIMPE	Albany
256.	04-Nov-22	11/11/2022 0:00	11/11/2022 4:00	A 4hour stoppage from 00:00hrs Friday 11 November 2022;	AIMPE	Kwinana
257.	07-Nov-22	11/11/2022 0:01	12/11/2022 0:01	A 24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 11 November 2022.	AMOU	Sydney
258.	07-Nov-22	11/11/2022 0:01	12/11/2022 0:01	A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 11 November 2022	AMOU	Sydney
259.	07-Nov-22	11/11/2022 0:01	13/11/2022 23:59	Bans on the performance of overtime, including recalls from leave from 12:01am Friday 11 November 2022 through to 11:59pm Sunday 13 November.	MUA	Melbourne
260.	07-Nov-22	11/11/2022 0:01	13/11/2022 23:59	Bans on the performance of overtime, including recalls from leave from 12:01am Friday 11 November 2022 through to 11:59pm Sunday 13 November.	MUA	Westernport
261.	07-Nov-22	11/11/2022 1:00	11/11/2022 2:00	A 1hour stoppage from 01:00hrs Friday 11 November 2022;	AIMPE	Fremantle
262.	07-Nov-22	11/11/2022 1:00	11/11/2022 2:00	A 1hour stoppage from 01:00hrs Friday 11 November 2022;	AIMPE	Albany
263.	07-Nov-22	11/11/2022 2:00	11/11/2022 3:00	A 1hour stoppage from 02:00hrs Friday 11 November 2022;	AIMPE	Fremantle

	Notification date	PIA start date	PIA end date	PIA description	Union	Ports affected (as described in the notice)
264.	07-Nov-22	11/11/2022 2:00	11/11/2022 3:00	A 1hour stoppage from 02:00hrs Friday 11 November 2022;	AIMPE	Albany
265.	04-Nov-22	11/11/2022 3:00	11/11/2022 7:00	A 4hour stoppage from 03:00hrs Friday 11 November 2022.	AIMPE	Albany
266.	04-Nov-22	11/11/2022 3:00	11/11/2022 7:00	A 4hour stoppage from 03:00hrs Friday 11 November 2022.	AIMPE	Fremantle
267.	04-Nov-22	11/11/2022 4:00	11/11/2022 8:00	A 4hour stoppage from 04:00hrs Friday 11 November 2022.	AIMPE	Kwinana
268.	04-Nov-22	11/11/2022 23:00	12/11/2022 3:00	A 4hour stoppage from 23:00hrs Friday 11 November 2022;	AIMPE	Albany
269.	04-Nov-22	11/11/2022 23:00	12/11/2022 3:00	A 4hour stoppage from 23:00hrs Friday 11 November 2022;	AIMPE	Fremantle
270.	08-Nov-22	12/11/2022 0:01	13/11/2022 0:01	A 24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 12 November 2022.	AMOU	Sydney
271.	08-Nov-22	12/11/2022 0:01	13/11/2022 0:01	A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 12 November 2022.	AMOU	Sydney
272.	08-Nov-22	12/11/2022 0:01	13/11/2022 0:01	A day where casual employees will not be available for duty commencing at 0001 (local time) on 12 November 2022.	AMOU	Sydney
273.	08-Nov-22	12/11/2022 0:01	13/11/2022 0:01	A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 12 November 2022.	AMOU	Sydney
274.	07-Nov-22	12/11/2022 22:00	13/11/2022 22:00	A stoppage of work for 24 hours duration commencing at 10:00pm (local time) on Saturday 12 November 2022.	MUA	Brisbane
275.	08-Nov-22	12/11/2022 22:00	13/11/2022 6:00	A stoppage of work for 8 hours duration commencing at 2200 (local time) on 12 November 2022.	AMOU	Brisbane
276.	08-Nov-22	13/11/2022 0:01	14/11/2022 0:01	A 24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 13 November 2022.	AMOU	Sydney
277.	08-Nov-22	13/11/2022 0:01	14/11/2022 0:01	A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 13 November 2022.	AMOU	Sydney
278.	08-Nov-22	13/11/2022 0:01	14/11/2022 0:01	A day where casual employees will not be available for duty commencing at 0001 (local time) on 13 November 2022.	AMOU	Sydney

	Notification date	PIA start date	PIA end date	PIA description	Union	Ports affected (as described in the notice)
279.	08-Nov-22	13/11/2022 0:01	14/11/2022 0:01	A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 13 November 2022.	AMOU	Sydney
280.	08-Nov-22	13/11/2022 6:01	13/11/2022 10:01	A 4hour stoppage from 06:01hrs Sunday 13 November 2022;	AIMPE	Brisbane
281.	08-Nov-22	13/11/2022 10:01	13/11/2022 14:01	A 4hour stoppage from 10:01hrs Sunday 13 November 2022.	AIMPE	Brisbane
282.	08-Nov-22	14/11/2022 0:01	14/11/2022 4:01	A 4hour stoppage from 00:01hrs Monday 14 November 2022;	AIMPE	Melbourne
283.	08-Nov-22	14/11/2022 0:01	14/11/2022 4:01	A 4hour stoppage from 00:01hrs Monday 14 November 2022;	AIMPE	Westernport
284.	08-Nov-22	14/11/2022 0:01	14/11/2022 4:01	A stoppage of work for 4 hours duration commencing at 00:01am(midnight)(local time) on Monday 14 November 2022	MUA	Melbourne
285.	08-Nov-22	14/11/2022 0:01	14/11/2022 4:01	A stoppage of work for 4 hours duration commencing at 00:01am(midnight)(local time) on Monday 14 November 2022	MUA	Westernport
286.	08-Nov-22	14/11/2022 0:01	14/11/2022 8:01	A stoppage of work for 8 hours duration commencing at 00:01 (local time) on 14 November 2022.	AMOU	Melbourne
287.	08-Nov-22	14/11/2022 4:00	14/11/2022 8:00	A stoppage of work for 4 hours duration commencing at 04:00am (local time) on Monday 14 November 2022	MUA	Melbourne
288.	08-Nov-22	14/11/2022 4:00	14/11/2022 8:00	A stoppage of work for 4 hours duration commencing at 04:00am (local time) on Monday 14 November 2022	MUA	Westernport
289.	08-Nov-22	14/11/2022 4:01	14/11/2022 8:01	A 4hour stoppage from 04:01hrs Monday 14 November 2022.	AIMPE	Melbourne
290.	08-Nov-22	14/11/2022 4:01	14/11/2022 8:01	A 4hour stoppage from 04:01hrs Monday 14 November 2022.	AIMPE	Westernport
291.	09-Nov-22	15/11/2022 18:00	16/11/2022 6:00	A stoppage of work for 12 hours duration commencing at 1800 (local time) on 15 November 2022	AMOU	Sydney
292.	09-Nov-22	15/11/2022 20:00	16/11/2022 0:00	A 4hour stoppage from 20:00hrs Tuesday 15 November 2022;	AIMPE	Sydney
293.	09-Nov-22	15/11/2022 20:00	16/11/2022 0:00	A stoppage of work for 4 hours duration commencing at 08:00pm (local time) on Tuesday 15 November 2022.	MUA	Sydney (Port Jackson)
294.	09-Nov-22	15/11/2022 20:00	16/11/2022 0:00	A stoppage of work for 4 hours duration commencing at 08:00pm (local time) on Tuesday 15 November 2022.	MUA	Port Botany

	Notification date	PIA start date	PIA end date	PIA description	Union	Ports affected (as described in the notice)
295.	10-Nov-22	16/11/2022 0:01	17/11/2022 0:01	24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 16 November 2022.	AMOU	Sydney
296.	10-Nov-22	16/11/2022 0:01	23/11/2022 0:01	7 days where casual employees will not be available for duty commencing 0001 on 16 November 2022.	AMOU	Cairns
297.	10-Nov-22	16/11/2022 0:01	23/11/2022 0:01	7 days where casual employees will not be available for duty commencing 0001 on 16 November 2022.	AMOU	Mourilyan
298.	10-Nov-22	16/11/2022 0:01	17/11/2022 0:01	A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 16 November 2022.	AMOU	Sydney
299.	10-Nov-22	16/11/2022 0:01	16/11/2022 4:01	A 4hour stoppage from 00:01 Wednesday 16 November 2022.	AIMPE	Port Kembla
300.	09-Nov-22	16/11/2022 0:01	16/11/2022 4:01	A 4hour stoppage from 00:01hrs Wednesday 16November 2022.	AIMPE	Sydney
301.	10-Nov-22	16/11/2022 0:01	22/11/2022 23:59	A ban on performing recall and/or relief work commencing at 0001 (local time) on 16 November 2022 and ending at 2359 (local time) on 22 November 2022.	AMOU	Cairns
302.	10-Nov-22	16/11/2022 0:01	22/11/2022 23:59	A ban on performing recall and/or relief work commencing at 0001 (local time) on 16 November 2022 and ending at 2359 (local time) on 22 November 2022.	AMOU	Mourilyan
303.	10-Nov-22	16/11/2022 0:01	17/11/2022 0:01	A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 16 November 2022.	AMOU	Sydney
304.	09-Nov-22	16/11/2022 0:01	16/11/2022 4:01	A stoppage of work for 4 hours duration commencing at 00:01am (midnight) (local time) on Wednesday 16 November	MUA	Port Botany
305.	09-Nov-22	16/11/2022 0:01	16/11/2022 4:01	A stoppage of work for 4 hours duration commencing at 00:01am (midnight) (local time) on Wednesday 16 November	MUA	Sydney (Port Jackson)
306.	09-Nov-22	16/11/2022 4:00	16/11/2022 8:00	A stoppage of work for 4 hours duration commencing at 04:00am (local time) on Wednesday 16 November	MUA	Port Kembla
307.	10-Nov-22	16/11/2022 4:00	16/11/2022 8:00	A stoppage of work for 4 hours duration commencing at 0400 (local time) on 16 November 2022.	AMOU	Port Kembla
308.	10-Nov-22	16/11/2022 12:00	16/11/2022 16:00	A 4hour stoppage from Midday Wednesday 16 November 2022.	AIMPE	Adelaide
309.	10-Nov-22	16/11/2022 12:00	16/11/2022 16:00	A 4hour stoppage from Midday Wednesday 16 November 2022.	AIMPE	Spencer Gulf (Port Pirie)

	Notification date	PIA start date	PIA end date	PIA description	Union	Ports affected (as described in the notice)
310.	10-Nov-22	16/11/2022 12:00	16/11/2022 16:00	A stoppage of work for 4 hours duration commencing at 12:00pm (local time) on Wednesday 16 November 2022.	MUA	Adelaide
311.	10-Nov-22	16/11/2022 12:00	16/11/2022 16:00	A stoppage of work for 4 hours duration commencing at 12:00pm (local time) on Wednesday 16 November 2022.	MUA	Port Pirie
312.	10-Nov-22	16/11/2022 12:00	16/11/2022 16:00	A stoppage of work for 4 hours duration commencing at 12:00pm (local time) on Wednesday 16 November 2022.	MUA	Spencer Gulf
313.	11-Nov-22	17/11/2022 0:01	17/11/2022 4:01	A 4hour stoppage from 00:01 Thursday 17 November 2022.	AIMPE	Adelaide
314.	11-Nov-22	17/11/2022 0:01	17/11/2022 4:01	A 4hour stoppage from 00:01 Thursday 17 November 2022.	AIMPE	Spencer (Gulf) Port Pirie
315.	11-Nov-22	17/11/2022 0:01	17/11/2022 4:01	A 4hour stoppage from 00:01 Thursday 17 November 2022.	AIMPE	Newcastle
316.	11-Nov-22	17/11/2022 0:01	18/11/2022 0:01	A stoppage of work for 24 hours duration commencing at 00:01am (midnight) (local time) on Thursday 17 November 2022	MUA	Newcastle
317.	11-Nov-22	17/11/2022 0:01	17/11/2022 4:01	A stoppage of work for 4 hours duration commencing at 00:01 am (midnight)(local time) on Thursday 17 November 2022	MUA	Adelaide
318.	11-Nov-22	17/11/2022 0:01	17/11/2022 4:01	A stoppage of work for 4 hours duration commencing at 00:01 am (midnight)(local time) on Thursday 17 November 2022	MUA	Port Pirie
319.	11-Nov-22	17/11/2022 0:01	17/11/2022 4:01	A stoppage of work for 4 hours duration commencing at 00:01 am (midnight)(local time) on Thursday 17 November 2022	MUA	Spencer Gulf
320.	11-Nov-22	17/11/2022 4:01	17/11/2022 8:01	A 4hour stoppage from 04:01 Thursday 17 November 2022.	AIMPE	Newcastle
321.	11-Nov-22	17/11/2022 7:00	17/11/2022 11:00	A stoppage of work for 4 hours duration commencing at 07:00am (local time) on Thursday 17 November 2022	MUA	Fremantle
322.	11-Nov-22	17/11/2022 8:00	17/11/2022 12:00	a stoppage of work for 4 hours duration commencing at 08:00am (local time) on Thursday 17 November 2022	MUA	Kwinana
323.	11-Nov-22	17/11/2022 8:01	17/11/2022 12:01	A 4hour stoppage from 08:01 Thursday 17 November 2022.	AIMPE	Newcastle
324.	11-Nov-22	17/11/2022 11:00	17/11/2022 15:00	a stoppage of work for 4 hours duration commencing at 11:00am (local time) on Thursday 17 November 2022	MUA	Fremantle
325.	11-Nov-22	17/11/2022 12:00	17/11/2022 16:00	a stoppage of work for 4 hours duration commencing at 12:00pm (local time) on Thursday 17 November 2022	MUA	Kwinana

	Notification date	PIA start date	PIA end date	PIA description	Union	Ports affected (as described in the notice)
326.	11-Nov-22	17/11/2022 12:01	17/11/2022 16:01	A 4hour stoppage from 12:01 Thursday 17 November 2022.	AIMPE	Newcastle
327.	11-Nov-22	17/11/2022 15:00	17/11/2022 19:00	A stoppage of work for 4 hours duration commencing at 03:00pm (local time) on Thursday 17 November 2022.	MUA	Fremantle
328.	11-Nov-22	17/11/2022 16:00	17/11/2022 20:00	A stoppage of work for 4 hours duration commencing at 04:00pm (local time) on Thursday 17 November 2022	MUA	Kwinana
329.	11-Nov-22	17/11/2022 16:01	17/11/2022 20:01	A 4hour stoppage from 16:01 Thursday 17 November 2022.	AIMPE	Newcastle
330.	11-Nov-22	17/11/2022 19:00	20/11/2022 23:59	Bans on the performance of overtime, including recalls from leave, from 7:00pm Thursday 17 November 2022 through to 11:59pm Sunday 20 November 2022	MUA	Fremantle
331.	11-Nov-22	17/11/2022 20:00	21/11/2022 1:00	Bans on the performance of overtime, including recalls from leave, from 8:00pm Thursday 17 November 2022 through to 01:00am Monday 21 November 2022	MUA	Kwinana
332.	11-Nov-22	17/11/2022 20:01	18/11/2022 0:01	A 4hour stoppage from 20:01 Thursday 17 November 2022.	AIMPE	Newcastle
333.	13-Nov-22	17/11/2022 0:01	18/11/2022 0:01	A 24 hour ban on performing recall and/or relief work commencing at 0001 (local time) on 17 November 2022.	AMOU	Sydney
334.	13-Nov-22	17/11/2022 0:01	18/11/2022 0:01	A 24 hour ban on the performance of work on Maersk shipping line vessels and/or Maersk shipping line subsidiary vessels commencing at 0001 (local time) on 17 November 2022.	AMOU	Sydney
335.	13-Nov-22	17/11/2022 0:01	18/11/2022 0:01	A day where fixed term employees outside of rostered duty will not be available for duty commencing at 0001 (local time) on 17 November 2022.	AMOU	Sydney
336.	13-Nov-22	17/11/2022 0:01	18/11/2022 0:01	A stoppage of work for 24 hours duration commencing at 0001 (local time) on 17 November 2022.	AMOU	Newcastle
337.	13-Nov-22	17/11/2022 7:00	17/11/2022 19:00	A stoppage of work for 12 hours duration commencing at 0700 (local time) on 17 November 2022.	AMOU	Fremantle
338.	13-Nov-22	17/11/2022 7:00	17/11/2022 19:00	A stoppage of work for 12 hours duration commencing at 0700 (local time) on 17 November 2022.	AMOU	Albany
339.	13-Nov-22	17/11/2022 8:00	18/11/2022 8:00	A stoppage of work for 24 hours duration commencing at 0800 (local time) on 17 November 2022.	AMOU	Kwinana
340.	13-Nov-22	17/11/2022 12:00	17/11/2022 16:00	A stoppage of work for 4 hours duration commencing at 1200 (local time) on 17 November 2022.	AMOU	Geraldton

## Schedule 2

### MUA action notified between 20 October 2020 and 19 October 2022

No.	Date	Ports affected	PIA notified
1.	26 October 2020	All ports.	<ol style="list-style-type: none"> <li>1. Bans on the performance of overtime, including recalls from leave, from 12:01 am on 30 October 2020 to 11:59 pm on 29 November 2020.</li> <li>2. Bans on the use of the "Sertica" maintenance system from 12:01 am on 30 October 2020 to 11:59 pm on 29 November 2020.</li> <li>3. Bans on the use of Svitzer online training courses from 12:01 am on 30 October 2020 to 11:59 pm on 29 November 2020.</li> <li>4. Bans on breaks being taken away from the ordinary Svitzer tug berth, including temporary mooring at berth other than the ordinary Svitzer tug berth, from 12:01 am on 30 October 2020 to 11:59 pm on 29 November 2020.</li> </ol>
2.	28 October 2020	Adelaide, Fremantle, Kwinana, and Melbourne	<ol style="list-style-type: none"> <li>5. Bans on the performance of work on Maersk shipping line vessels from 12:01 am on 3 November 2020 to 11:59 pm on 4 November 2020</li> </ol>
3.	31 October 2020	Geelong, Melbourne, and Westernport.	<ol style="list-style-type: none"> <li>6. Bans for a period of 24 hours on casuals working in Westernport or Geelong, commencing at 12:01 am on 6 November 2020, 12:01 am on 7 November 2020, 12:01 am on 8 November 2020, 12:01 am on 9 November 2020, 12:01 am on 10 November 2020, 12:01 am on 11 November 2020, and 12:01 am on 12 November 2020.</li> </ol>
4.	9 November 2020	Adelaide and Port Pirie.	<ol style="list-style-type: none"> <li>7. 24 hour stoppage of work commencing at 12:01 am on 13 November 2020.</li> </ol>
5.	9 November 2020	Sydney (Port Jackson & Port Botany).	<ol style="list-style-type: none"> <li>8. Bans on captive shifts from 12:01 am on 13 November 2020 to 11:59 pm on 13 November 2020.</li> </ol>
6.	9 November 2020	Geelong and Melbourne.	<ol style="list-style-type: none"> <li>9. 4 hour stoppage of work commencing at 8:00 am on 13 November 2020.</li> </ol>
7.	9 November 2020	Brisbane.	<ol style="list-style-type: none"> <li>10. 4 hour stoppage of work commencing at 5:00 am on 13 November 2020.</li> </ol>
8.	9 November 2020	Port Kembla.	<ol style="list-style-type: none"> <li>11. 4 hour stoppage of work commencing at 10:00 am on 13 November 2020.</li> </ol>

No.	Date	Ports affected	PIA notified
9.	11 November 2020	Brisbane.	12. Ban on the performance of any work from 10 hours after the shift commencement time, from 12:01 am on 17 November 2020 to 11:59 pm on 22 November 2020.
10.	13 November 2020	Geelong, Melbourne and Westernport.	13. Bans for a period of 24 hours on casuals working in Westernport or Geelong, commencing at 12:01 am on 19 November 2020, 12:01 am on 20 November 2020, 12:01 am on 21 November 2020, 12:01 am on 22 November 2020, 12:01 am on 23 November 2020, 12:01 am on 24 November 2020, and 12:01 am on 25 November 2020.
11.	17 November 2020	Brisbane.	14. 24 hour stoppage of work commencing at 6:00 am on 23 November 2020.
12.	18 November 2020	Melbourne and Geelong.	15. 4 hour stoppage of work commencing at 9:30 am on 24 November 2020.
13.	19 November 2020	Newcastle.	16. 4 hour stoppage of work commencing at 2:00 am on 25 November 2020 and at 6:00 am on 25 November 2020.
14.	20 November 2020	Fremantle.	17. 24 hour stoppage of work commencing at 7:00 am on 26 November 2020.
15.	20 November 2020	Kwinana.	18. 24 hour stoppage of work commencing at 8:00 am on 26 November 2020.
16.	22 November 2020	Sydney (Port Jackson & Port Botany).	19. 4 hour stoppage of work commencing at 10:00 am on 26 November 2020.
17.	23 November 2020	All ports.	20. Bans on the performance of work on Maersk shipping line vessels from 12:01 am to 11:59 pm on 27 November 2020.
18.	23 November 2020	All ports.	21. Bans on the performance of overtime from 12:01 am on 30 November 2020 to 11:59 pm on 3 January 2021. 22. Bans on the use of the "Sertica" maintenance system from 12:01 am on 30 November 2020 to 11:59 pm on 3 January 2021. 23. Bans on the use of the Svitzer online training course from 12:01 am on 30 November 2020 to 11:59 pm on 3 January 2021.
19.	27 November 2020	All ports.	24. Bans on the performance of work on Maersk shipping line vessels from 12:01 am on 3 December 2020 to 11:59 pm on 4 December 2020.
20.	30 November 2020	Melbourne, Westernport and Geelong.	25. Bans for a period of 24 hours on casuals working in Westernport or Geelong, commencing at 12:01 am on 4 December 2020, 12:01 am on 5 December 2020, 12:01

No.	Date	Ports affected	PIA notified
			<p>am on 6 December 2020, 12:01 am on 7 December 2020, 12:01 am on 8 December 2020, 12:01 am on 9 December 2020, and 12:01 am on 10 December 2020.</p> <p>26. Bans on breaks being taken away from the ordinary Svitzer tug berth, including temporary mooring at a berth other than the ordinary Svitzer tug berth, from 12:01 am on 4 December 2020 to 11:59 pm on 3 January 2021.</p>
21.	24 December 2020	All Ports.	<p>27. Bans on the performance of overtime from 12:01 am on 4 January 2021 to 11:59 pm on 31 January 2021.</p> <p>28. Bans on the use of the "Sertica" maintenance system from 12:01 am on 4 January 2021 to 11:59 pm on 31 January 2021.</p> <p>29. Bans on the use of the Svitzer online training course from 12:01 am on 4 January 2021 to 11:59 pm on 31 January 2021.</p>
22.	24 December 2020	All Ports.	<p>30. Bans on the performance of work on Maersk shipping line vessels from 12:01 am on 2 January 2021 to 11:59 pm on 2 January 2021 in Bowen, Brisbane, Cairns, Eden, Geelong, Melbourne, Mourilyan, Newcastle, Port Kembla, Sydney (Port Jackson &amp; Port Botany), and Westernport.</p> <p>31. Bans on the performance of work on Maersk shipping line vessels from 12:01 am on 3 January 2021 to 11:59 pm on 3 January 2021 at Adelaide, Albany, Fremantle, Geraldton, Kwinana, Port Pirie, and Spencer Gulf (Whyalla).</p>
23.	6 January 2021	All Ports.	<p>32. Bans on the performance of work on Maersk shipping line vessels from 12:01 am on 12 January 2021 to 11:59 pm on 15 January 2021.</p> <p>33. Bans on the performance of work on Maersk shipping line vessels from 12:01 am on 19 January 2021 to 11:59 pm on 22 January 2021.</p> <p>34. Bans on the performance of work on Maersk shipping line vessels from 12:01 am on 26 January 2021 to 11:59 pm on 29 January 2021.</p>

No.	Date	Ports affected	PIA notified
24.	18 March 2021	All Ports.	35. Bans on the performance of work on Maersk shipping line vessels from 12.01am 24 March 2021 to 11.59pm on 26 March 2021.
25.	19 April 2021	Adelaide.	36. A 24 hour stoppage of work commencing at 12.01am on 23 April 2021.
26.	19 April 2021	Whyalla.	37. A 24 hour stoppage of work commencing at 6.00am on 23 April 2021.
27.	23 April 2021	Fremantle and Kwinana.	38. A 4 hour stoppage of work commencing at 3.00am on 29 April 2021. 39. A 4 hour stoppage of work commencing at 3.00pm on 29 April 2021.
28.	26 April 2021	Fremantle and Kwinana.	40. A 24 hour stoppage of work commencing at 12.01am on 6 May 2021.
29.	5 July 2021	Melbourne, Westernport and Geelong.	41. A 4 hour stoppage of work commencing at 12.00pm on 9 July 2021. 42. A 4 hour stoppage of work commencing at 4.00pm on 9 July 2021. 43. A 4 hour stoppage of work commencing at 8.00pm on 9 July 2021.
30.	8 July 2021	Fremantle and Kwinana.	44. A 24 hour stoppage of work commencing at 7.00am on 15 July 2021. 45. A 24 hour stoppage of work commencing at 7.00am on 17 July 2021.
31.	12 July 2021	Melbourne, Westernport and Geelong.	46. A 4 hour stoppage of work commencing at 12.00pm on 16 July 2021. 47. A 4 hour stoppage of work commencing at 4.00pm on 16 July 2021. 48. A 4 hour stoppage of work commencing at 8.00pm on 16 July 2021.
32.	19 July 2021	Melbourne, Westernport and Geelong.	49. A 4 hour stoppage of work commencing at 4.00pm on Friday 23 July 2021. 50. A 4 hour stoppage of work commencing at 8.00pm on Friday 23 July 2021. 51. A 4 hour stoppage of work commencing at 12.00am on Friday 24 July. 52. A 4 hour stoppage of work commencing at 4.00am on Friday 24 July 2021.

No.	Date	Ports affected	PIA notified
33.	11 August 2021	Melbourne, Westernport and Geelong.	53. A ban on the performance of overtime, including recalls from leave, from 12.01am on Tuesday 17 August to 11.59pm on Friday 13 September 2021.
34.	7 September 2021	Brisbane.	54. A 4 hour stoppage of work commencing at 7.00am on 13 September 2021. 55. A ban on the performance of any work from 10 hours after shift commencement time from 12.01am on Tuesday 14 September 2021 to 11.59pm on 30 September 2021. 56. A ban on the performance of work on Maersk shipping line vessels from 12.01am on Thursday 16 September 2021 to 11.59pm on Friday 17 September 2021.
35.	7 September 2021	Cairns, Lucinda and Mourilyan.	57. A ban on the performance of overtime, including recalls from leave, from 12.01am Monday 13 September 2021 through to 11.59pm Thursday 30 September 2021. 58. A ban on the use of the "Sertica" maintenance system, from Monday 13 September 2021 through to 11.59pm Thursday 30 September 2021. 59. A ban on the use of Svitzer Australia online training courses, from Monday 13 September 2021 through to 11.59pm Thursday 30 September 2021. 60. A ban on the performance of work on Maersk shipping line vessels, from 12.01am Monday 13 September 2021 through to 11.59pm Thursday 30 September 2021. 61. A 4 hour stoppage of work commencing at 10.00am on Monday 13 September 2021.
36.	17 September 2021	Brisbane	62. A 4 hour stoppage of work commencing at 4.00pm on Friday 24 September 2021. 63. A ban on the performance of work on Maersk shipping line vessels, from 12.01am Thursday 23 September 2021 through to 11.59pm Friday 24 September 2021.
37.	21 September 2021	Brisbane	64. A 4 hour stoppage of work commencing at 8.00am on Saturday 25 September 2021.

No.	Date	Ports affected	PIA notified
38.	24 September 2021	Albany, Fremantle, Geraldton, Kwinana, Adelaide, Port Pirie, Spencer Gulf (Whyalla), Geelong, Melbourne Westernport, Eden, Newcastle, Port Kembla, Sydney (Port Botany and Port Jackson), Bowen, Brisbane, Cairns, Mourilyan	<p>65. Bans on the performance of work on Maersk shipping line vessels from 12:01am on Thursday 30 September 2021 through to 11:59pm on Friday 1 October 2021 for Albany, Fremantle, Geraldton and Kwinana.</p> <p>66. Bans on the performance of work on Maersk shipping line vessels from 12:01am on Saturday 2 October 2021 through to 11:59pm on Sunday 3 October 2021 for Adelaide, Port Pirie and Spencer Gulf (Whyalla).</p> <p>67. Bans on the performance of work on Maersk shipping line vessels from 12:01am on Monday 4 October 2021 through to 11:59pm on Tuesday 5 October 2021 for Geelong, Melbourne and Westernport.</p> <p>68. Bans on the performance of work on Maersk shipping line vessels from 12:01am on Wednesday 6 October 2021 through to 11:59pm on Thursday 7 October 2021 for Eden, Newcastle, Port Kembla and Sydney (Port Botany and Port Jackson).</p> <p>69. Bans on the performance of work on Maersk shipping line vessels from 12:01am on Friday 8 October 2021 through to 11:59pm on Saturday 9 October 2021 for Bowen, Brisbane, Cairns and Mourilyan.</p> <p>70. Bans on the performance of work on Maersk shipping line vessels from 12:01am on Sunday 10 October 2021 through to 11:59pm on Monday 11 October 2021 for Albany, Fremantle, Geraldton and Kwinana.</p> <p>71. Bans on the performance of work on Maersk shipping line vessels from 12:01am on Tuesday 12 October 2021 through to 11:59pm on Wednesday 13 October 2021 for Adelaide, Port Pirie and Spencer Gulf (Whyalla).</p> <p>72. Bans on the performance of work on Maersk shipping line vessels from 12:01am on Thursday 14 October 2021 through to 11:59pm on Friday 15 October 2021 for Geelong, Melbourne and Westernport.</p> <p>73. Bans on the performance of work on Maersk shipping line vessels from 12:01am on Saturday 16 October 2021 through to 11:59pm on Sunday 17 October 2021 for Eden, Newcastle, Port Kembla and Sydney (Port Botany and Port Jackson).</p>

No.	Date	Ports affected	PIA notified
			74. Bans on the performance of work on Maersk shipping line vessels from 12:01am on Monday 18 October 2021 through to 11:59pm on Tuesday 19 October 2021 for Bowen, Brisbane, Cairns and Mourilyan.
39.	28 September 2021	Brisbane, Cairns, Lucinda and Mourilyan.	75. Six consecutive 4 hour stoppages of work (24 hours) commencing 6pm on Sunday 3 October 2021 to 6pm Monday 4 October 2021. 76. Bans on the performance of overtime, including recalls from leave, from 12.01am 3 October 2021 to 11.59pm on 30 October 2021. 77. Bans on the use of the "Sertica" maintenance system, from 11.59pm 3 October 2021 to 11.59pm on 30 October 2021. 78. Bans on the use of Svitzer Australia online training courses, from 6.00pm 3 October 2021 to 11.59pm on 30 October 2021.
40.	5 October 2021	Brisbane.	79. A stoppage of work of 4 hours' duration commencing at 6.00pm on Sunday 10 October 2021. 80. A stoppage of work of 4 hours' duration commencing at 10.00pm on Sunday 10 October 2021. 81. A stoppage of work of 4 hours' duration commencing at 2.00am on Monday 11 October 2021.
41.	3 November 2021	Albany, Fremantle, Geraldton, Kwinana, Adelaide, Port Pirie, Spencer Gulf (Whyalla), Geelong, Melbourne, Westernport, Eden, Newcastle, Port Kembla, Sydney (Port Jackson and Port Botany), Bowen, Brisbane, Cairns and Mourilyan	82. A stoppage of work of 4 hours' duration commencing at 7.30am on 9 November 2021 at Albany, Fremantle, Geraldton and Kwinana. 83. A stoppage of work of 4 hours' duration commencing at 10.00am on 9 November 2021 at Adelaide, Port Pirie and Spencer Gulf (Whyalla). 84. A stoppage of work of 4 hours' duration commencing at 10.30am on 9 November 2021 at Geelong, Melbourne and Westernport. 85. A stoppage of work of 4 hours' duration commencing at 10.30am on 9 November 2021 at Eden, Newcastle, Port Kembla and Sydney (Port Jackson and Port Botany) 86. A stoppage of work of 4 hours' duration commencing at 9.30am on 9 November 2021 at Bowen, Brisbane, Cairns and Mourilyan.

No.	Date	Ports affected	PIA notified
42.	14 February 2022	Albany	87. A 4 hour stoppage of work commencing at 9.00am on 18 February 2022 in Albany.
43.	1 August 2022	Cairns, Lucinda, Mourilyan	88. A stoppage of work for 4 hours duration commencing at 11:00am (local time) on Friday 5 August 2022.  89. bans on the performance of work on Maersk shipping line vessels between 12:01am Friday 5 August 2022 and 11:59pm Sunday 7 August 2022, local time.
44.	1 August 2022	Brisbane	90. stoppage of work for 24 hours duration commencing at 10:00am (local time) on Friday 5 August 2022.  91. bans on the performance of work on Maersk shipping line vessels between 12:01am Saturday 6 August 2022 and 11:59pm Sunday 7 August 2022, local time
		Newcastle, Sydney (Port Jackson and Port Botany), Port Kembla, Eden.	92. stoppage of work for 4 hours duration commencing at 11:00am (local time) on Friday 5 August 2022  93. bans on the performance of work on Maersk shipping line vessels between 12:01am Saturday 6 August 2022 and 11:59pm Sunday 7 August 2022, local time
		Melbourne, Westernport, Geelong	94. stoppage of work for 24 hours duration commencing at 11:00am (local time) on Friday 5 August 2022  95. bans on the performance of work on Maersk shipping line vessels between 12:01am Saturday 6 August 2022 and 11:59pm Sunday 7 August 2022, local time
		Adelaide, Port Pirie	96. stoppage of work for 4 hours duration commencing at 10:30am (local time) on Friday 5 August 2022.  97. bans on the performance of work on Maersk shipping line vessels between 12:01am Saturday 6 August 2022 and 11:59pm Sunday 7 August 2022, local time.
		Albany, Kwinana, Fremantle, Geraldton	98. stoppage of work for 4 hours duration commencing at 9:00am (local time) on Friday 5 August 2022  99. bans on the performance of work on Maersk shipping line vessels between 12:01am

No.	Date	Ports affected	PIA notified
			Saturday 6 August 2022 and 11:59pm Sunday 7 August 2022, local time
			100.

**AIMPE action notified between 20 October 2020 and 19 October 22:**

No.	Date	Ports affected	PIA notified
1.	10 September 2021	Cairns, Mourilyan, Brisbane, Newcastle, Sydney (Port Jackson and Port Botany), Eden, Port Kembla, Westernport, Melbourne, Adelaide, Spencer Gulf (Port Pirie), Albany, Kwinana, Fremantle and Geraldton	<ol style="list-style-type: none"> <li>1. A ban on the performance of work during a period of leave (including recalls and relief work) from 12.01am Thursday 16 September until 12.00am Sunday 17 October 2021.</li> </ol>
2.	21 September 2021	Brisbane, Melbourne, Newcastle, Kwinana, Fremantle, Sydney (Port Jackson and Port Botany) and Geraldton	<ol style="list-style-type: none"> <li>2. A 4 hour stoppage of work commencing at 4.00am on 25 September 2021 in Brisbane.</li> <li>3. A 4 hour stoppage of work commencing at 12.01am on 25 September 2021 in Melbourne.</li> <li>4. A 4 hour stoppage of work commencing at 5.00am on 27 September 2021 in Newcastle.</li> <li>5. A 1 hour stoppage of work commencing at 8.00am on 27 September 2021 in Kwinana.</li> <li>6. A 1 hour stoppage of work commencing at 9.00am on 27 September 2021 in Kwinana.</li> <li>7. A 1 hour stoppage of work commencing at 8.00am on 27 September 2021 in Fremantle.</li> <li>8. A 1 hour stoppage of work commencing at 9.00am on 27 September 2021 in Fremantle.</li> <li>9. A 1 hour stoppage of work commencing at 11.30am on 27 September 2021 in Port Botany.</li> </ol>

No.	Date	Ports affected	PIA notified
			10. A 1 hour stoppage of work commencing at 5.00pm on 27 September 2021 in Geraldton.
3.	19 October 2021	Brisbane and Newcastle.	<p>11. A 4 hour stoppage of work commencing at 12.01am on 24 October 2021 in Brisbane.</p> <p>12. A 4 hour stoppage of work commencing at 4.01am on 24 October 2021 in Brisbane.</p> <p>13. A 4 hour stoppage of work commencing at 10.00am on 25 October 2021 in Newcastle.</p>
4.	21 October 2021	Kwinana, Fremantle, Melbourne and Brisbane.	<p>14. A 4 hour stoppage of work commencing at 7.00am on 28 October 2021 in Kwinana and Fremantle.</p> <p>15. A 4 hour stoppage of work commencing at 12.00pm on 28 October 2021 in Melbourne.</p> <p>16. A 4 hour stoppage of work commencing at 8.00am on 28 October 2021 in Brisbane.</p>
5.	1 August 2022	Brisbane, Mourilyan Cairns, Newcastle, Sydney, Port Kembla, Eden, Melbourne, Westernport, Adelaide, Spencer Gulf (Port Pirie), Fremantle, Kwinana, Albany, and Geraldton.	<p>17. A 4 hour stoppage from 11:00am on 5 August 2022 in Brisbane, Mourilyan and Cairns.</p> <p>18. A 4 hour stoppage from 11:00am on 5 August 2022 in Newcastle, Sydney, Port Kembla, and Eden.</p> <p>19. A 4 hour stoppage from 11:00am on 5 August 2022 in Melbourne and Westernport.</p> <p>20. A 4 hour stoppage from 10:30am on 5 August 2022 in Adelaide, and Spencer Gulf (Port Pirie).</p> <p>21. A 4 hour stoppage from 9:00am on 5 August 2022 in Fremantle, Kwinana, Albany, and Geraldton.</p>

**AMOU action notified between 20 October 2020 and 19 October 2022**

No.	Date of notice	Ports affected	PIA notified
1.	11 February 2022	Brisbane and Cairns	<ol style="list-style-type: none"> <li>1. A 48 hour stoppage of work commencing at 6.00am on 17 February 2022 in Brisbane.</li> <li>2. A 48 hour stoppage of work commencing at 6.00am on 22 February 2022 in Brisbane.</li> <li>3. A 24 hour stoppage of work commencing at 6.00am on 24 February 2022 in Brisbane.</li> <li>4. A ban on the performance of work during a period of leave (including recalls and relief work) for an unlimited period commencing at 6.00am on 17 February 2022 in Cairns.</li> </ol>
2.	11 February 2022	Port Botany and Port Jackson	<ol style="list-style-type: none"> <li>5. A 48 hour stoppage of work commencing at 12.01am on 17 February 2022 in Port Botany and Port Jackson.</li> <li>6. A 48 hour stoppage of work commencing at 12.01am on 22 February 2022 in Port Botany and Port Jackson.</li> </ol>
3.	11 February 2022	Newcastle	<ol style="list-style-type: none"> <li>7. A 48 hour stoppage of work commencing at 6.00am on 17 February 2022 in Newcastle.</li> <li>8. A 48 hour stoppage of work commencing at 6.00am on 22 February 2022 in Newcastle.</li> <li>9. A ban on the performance of work during a period of leave (including recalls and relief work) for an unlimited period commencing at 6.00am on 16 February 2022 in Newcastle.</li> </ol>
4.	14 February 2022	Kwinana, Fremantle, Albany, Geraldton and Mourilyan	<ol style="list-style-type: none"> <li>10. A 48 hour stoppage of work commencing at 7.00am on 19 February 2022 in Kwinana.</li> <li>11. A 48 hour stoppage of work commencing at 7.00am on 23 February 2022 in Kwinana.</li> <li>12. A 48 hour stoppage of work commencing at 7.00am on 24 February 2022 in Fremantle.</li> </ol>

No.	Date of notice	Ports affected	PIA notified
			<p>13. A 48 hour stoppage of work commencing at 7.00am on 3 March 2022 in Fremantle.</p> <p>14. A 4 hour stoppage of work commencing at 7.00am on 24 February 2022 in Albany.</p> <p>15. A 4 hour stoppage of work commencing at 7.00am on 25 February 2022 in Albany.</p> <p>16. A 4 hour stoppage of work commencing at 7.00am on 3 March 2022 in Albany.</p> <p>17. A 4 hour stoppage of work commencing at 7.00am on 4 March 2022 in Albany.</p> <p>18. A ban on the performance of work during a period of leave (including recalls and relief work) for an unlimited period commencing at 7.00am on 18 February 2022 in Kwinana, Fremantle and Geraldton.</p> <p>19. A ban on the performance of work during a period of leave (including recalls and relief work) for an unlimited period commencing at 6.00am on 18 February 2022 in Mourilyan.</p>
5.	2 August 2022	All ports	<p>20. A ban on performing work during a period of leave, for avoidance of doubt regarding PPT's this is only when on their rostered leave and after having completed their guaranteed percentage requirements (including recalls and relief work), for an unlimited duration commencing at 1800 (AEDT) on 5 August 2022.</p>