



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

The Australian Maritime Officers' Union

v

Solstad Australia Pty Ltd T/A Solstad Offshore ASA

(B2023/1050)

31 October 2023

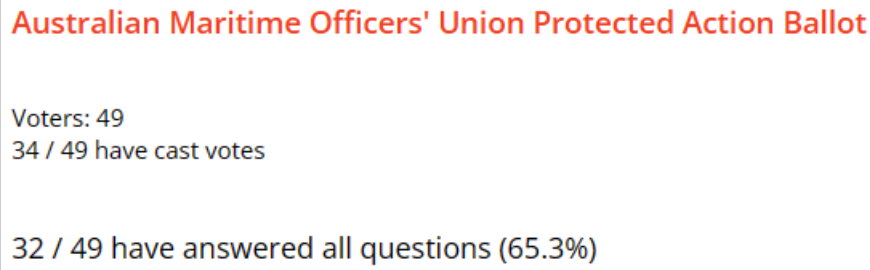
1. Ballot Result

Total Eligible Voters: 49
Total Participated: 34

32 out of 49 have answered all questions 65.3%

Final Ballot Audit: Tuesday, 31 October 2023 at 10.00am 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

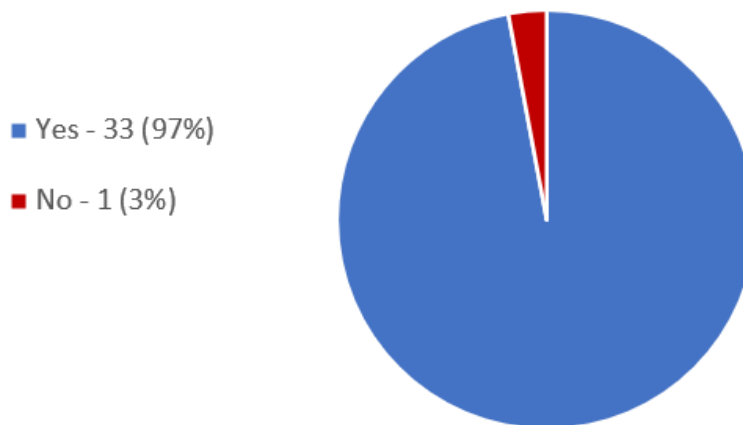
3. Questions and Results

Question 1

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

Whilst at Sea

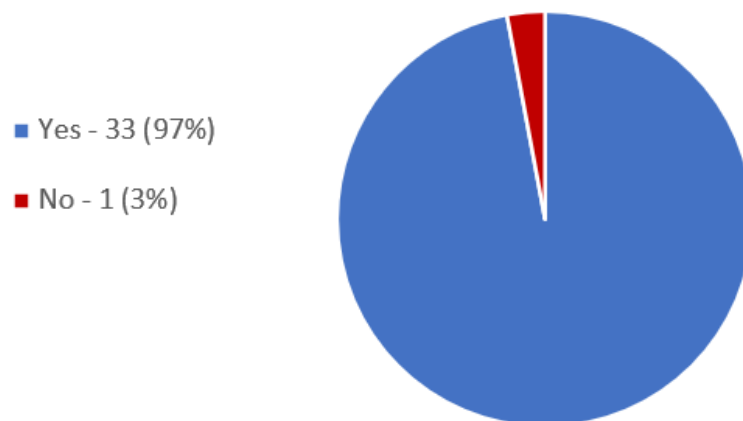
1. A ban on performing any work in excess of 8 hours per day?



Question 2

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

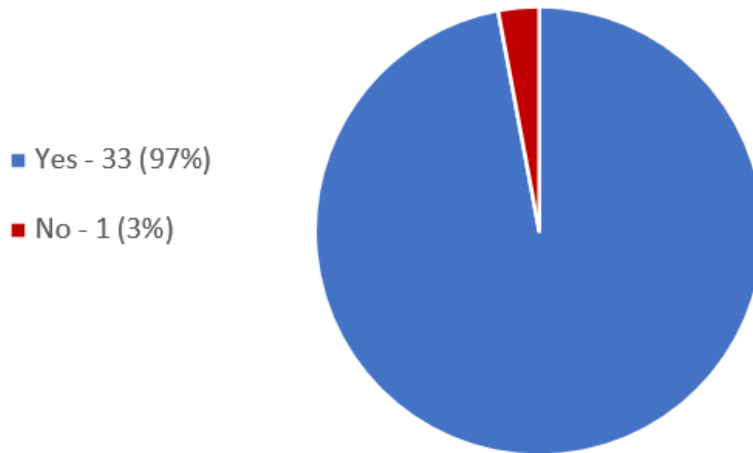
2. A ban on performing any work in relation to aids to navigation maintenance, including sailing, launching, recovery and dynamic positioning?



Question 3

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

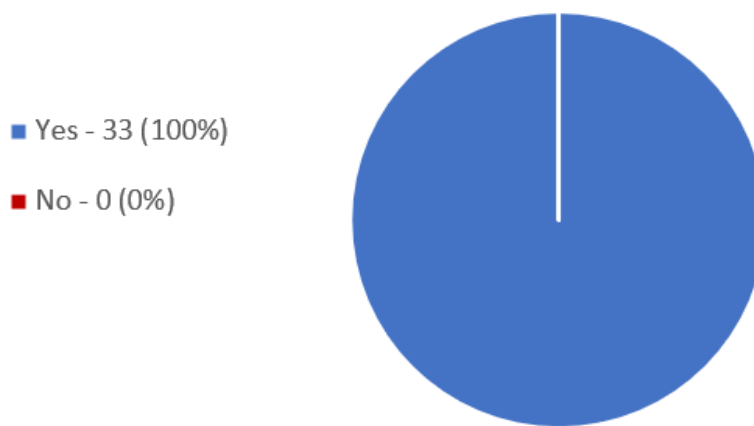
3. A ban on night work (other than work that affects vessel or crew safety)?



Question 4

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

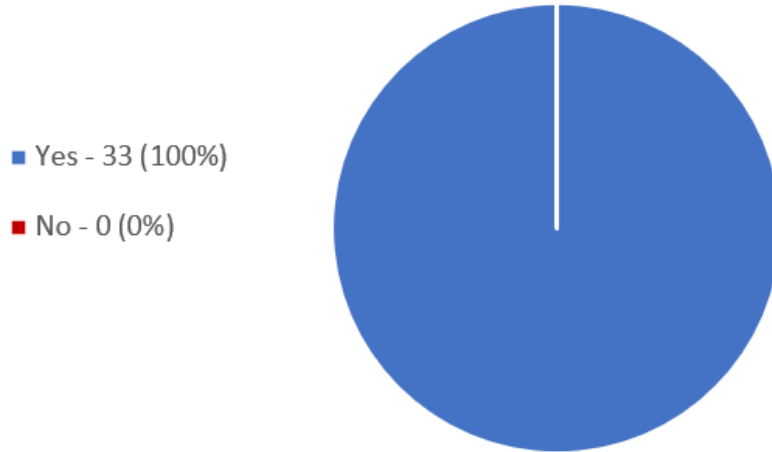
4. Reducing the vessel transit speed to the minimum safe speed as per Master's discretion?



Question 5

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

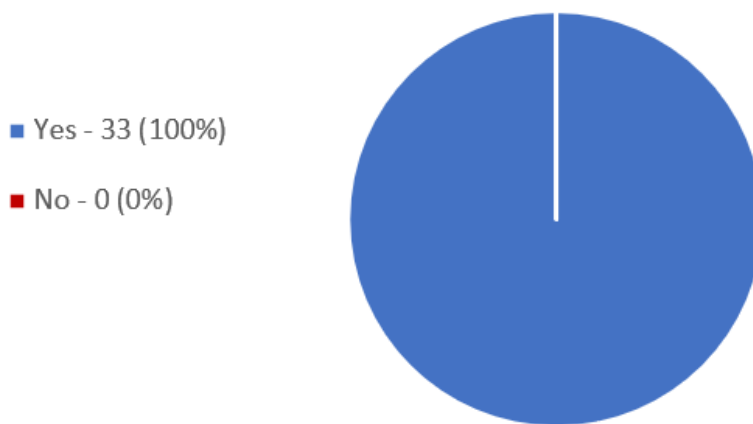
5. A ban on operating any deck machinery?



Question 6

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

6. A ban on operating the workboat or fast rescue craft (except for emergencies)?



Question 7

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

7. A ban on performing any shipboard maintenance, including updating the planned maintenance system?

- Yes - 33 (100%)
- No - 0 (0%)



Question 8

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

8. A ban on performing any administration duties except those essential to navigational watchkeeping or vessel safety?

- Yes - 33 (100%)
- No - 0 (0%)



Question 9

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

9. A ban on conducting any vessel inductions or familiarisations, including COVID protocols?

- Yes - 33 (100%)
- No - 0 (0%)



Question 10

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

10. An unlimited number of stoppages of work of four (4) hours duration which may be organised or arranged in consecutive periods?

- Yes - 33 (100%)
- No - 0 (0%)



Question 11

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

11. An unlimited number of stoppages of work of eight (8) hours duration which may be organised or arranged in consecutive periods?

■ Yes - 33 (100%)

■ No - 0 (0%)



Question 12

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

12. An unlimited number of stoppages of work of twelve (12) hours duration which may be organised or arranged in consecutive periods?

■ Yes - 33 (100%)

■ No - 0 (0%)



Question 13

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

13. An unlimited number of stoppages of work of twenty-four (24) hours duration which may be organised or arranged in consecutive periods?

- Yes - 33 (100%)
- No - 0 (0%)

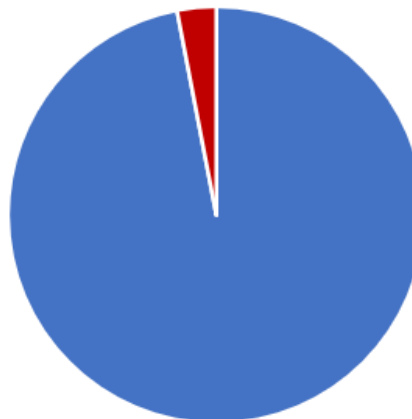


Question 14

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

14. An unlimited number of stoppages of work for 7 days duration which may be organized or arranged in consecutive periods?

- Yes - 32 (97%)
- No - 1 (3%)



Question 15

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

Whilst in port:

15. A ban on discharging or loading any deck cargo either physically or by supervision of other workers?

■ Yes - 33 (100%)

■ No - 0 (0%)



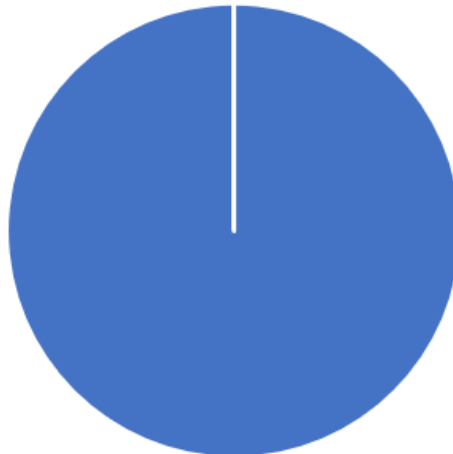
Question 16

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

16. A ban on loading fresh water for voyages longer than 24 hours?

■ Yes - 33 (100%)

■ No - 0 (0%)



Question 17

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

17. A ban on assisting contractors with the ship and ship's equipment repairs which includes issuing and signing permits to work?

■ Yes - 33 (100%)

■ No - 0 (0%)



Question 18

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

18. A ban on conducting any vessel inductions or familiarisations, including COVID protocols?

■ Yes - 33 (100%)

■ No - 0 (0%)



Question 19

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

19. An unlimited number of stoppages of work of four (4) hours duration which may be organised or arranged in consecutive periods?

- Yes - 33 (100%)
- No - 0 (0%)



Question 20

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

20. An unlimited number of stoppages of work of eight (8) hours duration which may be organised or arranged in consecutive periods?

- Yes - 33 (100%)
- No - 0 (0%)



Question 21

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

21. An unlimited number of stoppages of work of twelve (12) hours duration which may be organised or arranged in consecutive periods?

■ Yes - 33 (100%)

■ No - 0 (0%)



Question 22

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

22. An unlimited number of stoppages of work of twenty-four (24) hours duration which may be organised or arranged in consecutive periods?

■ Yes - 33 (100%)

■ No - 0 (0%)



Question 23

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Solstad Offshore ASA, authorise protected industrial action in the form of:

23. An unlimited number of stoppages of work of 7 days duration which may be organised or arranged in consecutive periods?

■ Yes - 32 (100%)

■ No - 0 (0%)





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