



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Workers' Union, The

v

**Tidewater Ship Management (Australia) Pty Ltd
(B2024/404)**

26 April 2024

1. Ballot Result

Total Eligible Voters: 21
Total Participated: 19

19 out of 21 have answered all questions 90.5%

Final Ballot Audit: Friday, 26 April 2024 at 10.00am AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Australian Workers' Union Protected Action Ballot (B2024/404) has been managed and declared independent of all other parties.

The Australian Workers' Union Protected Action Ballot (B2024/404) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

1. An unlimited number of stoppages of the performance of work for the duration of 30 minutes?

- Yes - 19 (100%)
- No - 0 (0%)



Question 2

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

2. An unlimited number of stoppages of the performance of work for the duration of 4 hours?

- Yes - 19 (100%)
- No - 0 (0%)



Question 3

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

3. An unlimited number of stoppages of the performance of work for the duration of 8 hours?

- Yes - 19 (100%)
- No - 0 (0%)



Question 4

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

4. An unlimited number of stoppages of the performance of work for the duration of 12 hours?

- Yes - 19 (100%)
- No - 0 (0%)



Question 5

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

5. An unlimited number of stoppages of the performance of work for the duration of 24 hours?

- Yes - 19 (100%)
- No - 0 (0%)

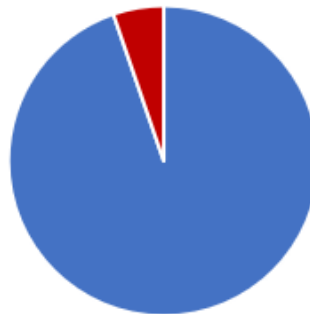


Question 6

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

6. An unlimited number of stoppages of the performance of work for the duration of 7 days?

- Yes - 18 (94.7%)
- No - 1 (5.3%)



Question 7

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

7. An unlimited number of bans for an indefinite period on assisting contractors with the ship and ship's equipment repairs which includes issuing and signing permits to work (other than repairs to critical safety related equipment)?

- Yes - 19 (100%)
- No - 0 (0%)



Question 8

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

8. An unlimited number of bans for an indefinite period on non-essential work during hours of darkness (other than work that affects vessel safety or crew safety)?

- Yes - 19 (100%)
- No - 0 (0%)



Question 9

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

9. An unlimited number of bans for an indefinite period on non-essential work during hours of daylight (other than work that affects vessel safety or crew safety)?

■ Yes - 19 (100%)

■ No - 0 (0%)



Question 10

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

10. Reducing the vessel transit speed to the minimum safe speed an unlimited number of times for an indefinite period as per Master's discretion on an unlimited number of occasions?

■ Yes - 19 (100%)

■ No - 0 (0%)



Question 11

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

11. An unlimited number of bans for an indefinite period on performing any shipboard maintenance, including updating the planned maintenance system?

- Yes - 19 (100%)
- No - 0 (0%)



Question 12

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

12. An unlimited number of bans for an indefinite period on operating any deck machinery?

- Yes - 19 (100%)
- No - 0 (0%)



Question 13

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

13. An unlimited number of bans for an indefinite period on operating the workboat or fast rescue craft (except for emergencies)?

- Yes - 19 (100%)
- No - 0 (0%)



Question 14

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

14. An unlimited number of bans for an indefinite period on performing any administration duties except those essential to navigational watch keeping and/or vessel safety?

- Yes - 19 (100%)
- No - 0 (0%)



Question 15

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

15. An unlimited number of bans for an indefinite period on entering an offshore installation's 500m zone unless to assist with operations directly relating to safety of life at sea?

- Yes - 19 (100%)
- No - 0 (0%)



Question 16

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

16. An unlimited number of bans for an indefinite period on operating the vessel's Dynamic Positioning System?

- Yes - 19 (100%)
- No - 0 (0%)



Question 17

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

17. An unlimited number of bans for an indefinite period on preparing, compiling, processing, approving or signing any reports, including Daily Reports, Daily General Consumption Reports and Marine Reports (except to the extent that any report concerns navigation or watch keeping at sea)?

- Yes - 19 (100%)
- No - 0 (0%)



Question 18

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

18. An unlimited number of bans for an indefinite period on preparing, processing, approving or signing any permits under the Control of Work (COW) permit system (except to the extent that any permit to work concerns navigation or watch keeping at sea)?

- Yes - 19 (100%)
- No - 0 (0%)



Question 19

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

19. An unlimited number of bans for an indefinite period on moving the vessel from a safe location, while at anchor?

- Yes - 19 (100%)
- No - 0 (0%)



Question 20

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

20. An unlimited number of bans for an indefinite period on undertaking work in connection with anchor-handling operations with Anchor Handling Vessels?

- Yes - 19 (100%)
- No - 0 (0%)



Question 21

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

21. An unlimited number of bans for an indefinite period on undertaking work in connection with all towing operations with Anchor Handling Vessels?

- Yes - 19 (100%)
- No - 0 (0%)



Question 22

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

22. An unlimited number of bans for an indefinite period on work in connection with the transfer of bulk products in port or at sea?

- Yes - 19 (100%)
- No - 0 (0%)



Question 23

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

23. An unlimited number of bans for an indefinite period on the unloading or loading of cargo, other than food, water, or medical supplies in port or at sea?

- Yes - 19 (100%)
- No - 0 (0%)



Question 24

"In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

24. An unlimited number of bans for an indefinite period on communication with ROV contractors and conducting ROV operations (other than for critical safety reasons)?

- Yes - 19 (100%)
- No - 0 (0%)





(08) 6314 0580
info@civs.com.au

