



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Australian Workers' Union**

**v**

**Qenos Pty Ltd T/A Qenos**

**(B2022/1723)**

**29 November 2022**

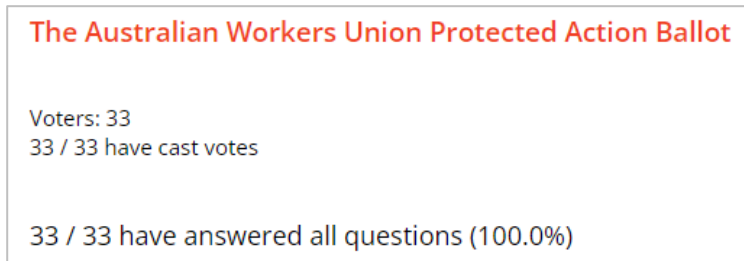
# 1. Ballot Result

Total Eligible Voters: 33  
Total Participated: 33

33 out of 33 have answered all questions 100%

Final Ballot Audit: Tuesday, 29 November 2022 at 11.30am AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

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

The Australian Workers Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your Qenos Pty Ltd, do you authorise protected industrial action against your employer with at least five (5) working days of written notice, separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages of the performance of all work for specified periods of less than one hour?

■ Yes - 33 (100%)

■ No - 0 (0%)



#### Question 2

In support of reaching an enterprise agreement with your Qenos Pty Ltd, do you authorise protected industrial action against your employer with at least five (5) working days of written notice, separately, concurrently and/or consecutively, in the form of:

2. An unlimited number of stoppages of the performance of all work for a period of one hour?

■ Yes - 33 (100%)

■ No - 0 (0%)



### Question 3

In support of reaching an enterprise agreement with your Qenos Pty Ltd, do you authorise protected industrial action against your employer with at least five (5) working days of written notice, separately, concurrently and/or consecutively, in the form of:

3. An unlimited number of stoppages of the performance of all work for a period of four hours?

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



### Question 4

In support of reaching an enterprise agreement with your Qenos Pty Ltd, do you authorise protected industrial action against your employer with at least five (5) working days of written notice, separately, concurrently and/or consecutively, in the form of:

4. An unlimited number of stoppages of the performance of all work for a period of eight hours?

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



## Question 5

In support of reaching an enterprise agreement with your Qenos Pty Ltd, do you authorise protected industrial action against your employer with at least five (5) working days of written notice, separately, concurrently and/or consecutively, in the form of:

5. An unlimited number of stoppages of the performance of all work for a period of twelve hours?

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



## Question 6

In support of reaching an enterprise agreement with your Qenos Pty Ltd, do you authorise protected industrial action against your employer with at least five (5) working days of written notice, separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of stoppages of the performance of all work for a period of twenty-four hours?

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





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

