



Reference: 2023/939

The General Manager  
Fair Work Commission  
Level 4, 11 Exhibition Street  
Melbourne VIC 3000  
Email: [melbourne@fwc.gov.au](mailto:melbourne@fwc.gov.au)

Mark CHARLES  
Australian Maritime Officers' Union, The  
[m.charles@amou.com.au](mailto:m.charles@amou.com.au)

Claire CUBIS-EDWARDS  
Solstad Australia Pty Ltd  
[claire.cubis-edwards@solstad.com](mailto:claire.cubis-edwards@solstad.com)

#### **Declaration of results - PAB Order: B2023/45**

Pursuant to the Protected Action Ballot Order B2023/45 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)	<b>46</b>
Postal votes returned by voters	<b>40</b>
Postal votes rejected at the preliminary scrutiny	<b>0</b>
Postal votes admitted to further scrutiny	<b>40</b>
Percentage of postal votes returned*	<b>86.96%</b>

\*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 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:

	Question	Yes	No	Informal
	Whilst at Sea:			
1	A ban on performing any work in excess of eight (8) hours per day?	40	0	0
2	A ban on performing any work in relation to aids to navigation maintenance, including sailing, launching, recovery and dynamic positioning?	40	0	0
3	A ban on night work (other than work that affects vessel or crew safety)? (Night work is work performed between 1800hrs and 0600hrs.)	40	0	0
4	Reducing the vessel transit speed to the minimum safe speed as per Master's discretion?	40	0	0
5	A ban on operating any deck machinery?	40	0	0
6	A ban on operating the workboat or fast rescue craft (except for emergencies)?	40	0	0
7	A ban on performing any shipboard maintenance, including updating the planned maintenance system?	39	1	0
8	A ban on performing any administration duties except those essential to navigational watchkeeping or vessel safety?	39	1	0
9	A ban on conducting any vessel inductions or familiarisations, including COVID-19 protocols?	40	0	0
10	An unlimited number of stoppages of work of four (4) hours duration which may be organised or arranged in consecutive periods?	40	0	0
11	An unlimited number of stoppages of work of eight (8) hours duration which may be organised or arranged in consecutive periods?	40	0	0
12	An unlimited number of stoppages of work of twelve (12) hours duration which may be organised or arranged in consecutive periods?	40	0	0
13	An unlimited number of stoppages of work of twenty-four (24) hours duration which may be organised or arranged in consecutive periods?	39	1	0
14	An unlimited number of stoppages of work of seven (7) days duration which may be organised or arranged in consecutive periods?	38	2	0
15	Whilst in port: A ban on discharging or loading any deck cargo either physically or by supervision of other workers?	39	1	0
16	A ban on loading fresh water for voyages longer than twenty-four (24) hours?	40	0	0
17	A ban on assisting contractors with the ship and ship's equipment repairs which includes issuing and signing permits to work?	40	0	0

18	A ban on conducting any vessel inductions or familiarisations, including COVID protocols?	40	0	0
19	An unlimited number of stoppages of work of four (4) hours duration which may be organised or arranged in consecutive periods?	40	0	0
20	An unlimited number of stoppages of work of eight (8) hours duration which may be organised or arranged in consecutive periods?	40	0	0
21	An unlimited number of stoppages of work of twelve (12) hours duration which may be organised or arranged in consecutive periods?	39	1	0
22	An unlimited number of stoppages of work of twenty-four (24) hours duration which may be organised or arranged in consecutive periods?	39	1	0
	An unlimited number of stoppages of work of seven (7) days duration which may be organised or arranged in consecutive periods?			
	EXCEPTIONS - The following are exceptions to any industrial action taken in reliance on this ballot:			
23	24. Circumstances in which imminent risk to health and safety of Solstad crew members and vessels or other vessels may occur.	38	2	0
	25. Statutory drills, that would affect health and safety of vessels or crew.			
	26. Any taskings required by the Joint Rescue Coordination Centre or operations requiring Solstad mobilisation to address imminent threats to safety of any vessel or the marine environment.			

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, 20, 21, 22, 23.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Kaye Bartlett  
Returning Officer  
Delegate of the Ballot Agent  
Australian Electoral Commission

02/05/2023

Email: [PABevents@aec.gov.au](mailto:PABevents@aec.gov.au) phone: 02 9375 6366 or 03 9285 7111

[www.aec.gov.au](http://www.aec.gov.au)