



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Association of Professional Engineers, Scientists and  
Managers, Australia**

**v**

**South Australian Water Corporation  
B2024/952**

**8 August 2024**

# 1. Ballot Result

Total Eligible Voters: 59  
Total Participated: 43

43 out of 59 have answered all questions 72.9%

Final Ballot Audit: Thursday, 8 August 2024 at 12.32pm AWST

*Diagram 1: Final Vote Participation*

**Association Of Professional Engineers, Scientists And Managers Australia Protected Action Ballot (B2024/952)**  
Voters: 59  
Total Participated: 43 (72.9%)

## 2. CiVS Independence Declaration

The Association Of Professional Engineers, Scientists And Managers Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Association Of Professional Engineers, Scientists And Managers Australia Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

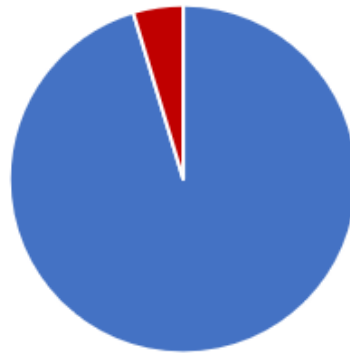
### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with SA Water Corporation do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of:

1. An indefinite or periodic ban on the performance of additional unpaid hours of work above ordinary hours.

- Yes - 41 (95.3%)
- No - 2 (4.7%)

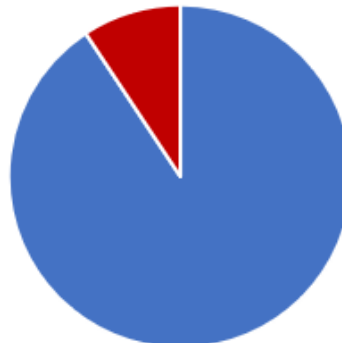


#### Question 2

In support of reaching an enterprise agreement with SA Water Corporation do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of:

2. An indefinite or periodic ban on the performance of overtime (No impact to public safety or critical work).

- Yes - 39 (90.7%)
- No - 4 (9.3%)

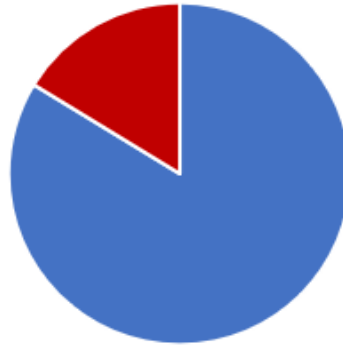


### Question 3

In support of reaching an enterprise agreement with SA Water Corporation do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of:

3. An indefinite or periodic ban on performing non-laboratory activity in Business Hub.

- Yes - 36 (83.7%)
- No - 7 (16.3%)

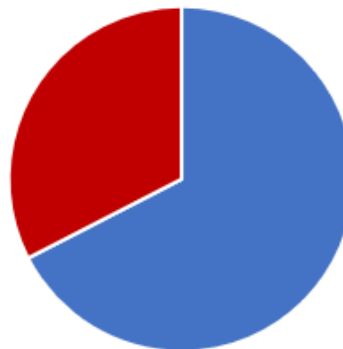


### Question 4

In support of reaching an enterprise agreement with SA Water Corporation do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of:

4. For a defined or indefinite period, employees will stop work to promote Professionals Australia’s enterprise agreement campaign in the media and in social media including Facebook, Instagram and X.

- Yes - 29 (67.4%)
- No - 14 (32.6%)

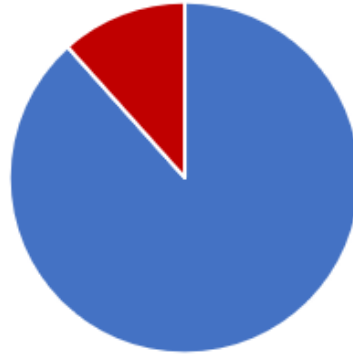


## Question 5

In support of reaching an enterprise agreement with SA Water Corporation do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of:

5. For a defined or indefinite period, employees will only send emails with email footers that indicate their support of Professionals Australia's enterprise agreement campaign.

- Yes - 38 (88.4%)
- No - 5 (11.6%)

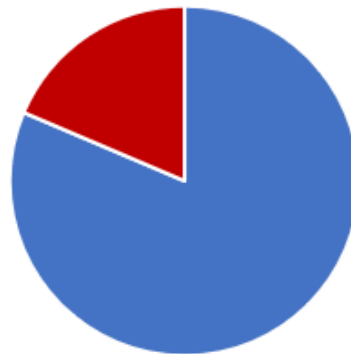


## Question 6

In support of reaching an enterprise agreement with SA Water Corporation do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of:

6. For a defined or indefinite period, employees will only work if they display, place and/or wear union materials, hats, badges, stickers, lanyards and/or posters in the workplace and/or at their workspace.

- Yes - 35 (81.4%)
- No - 8 (18.6%)

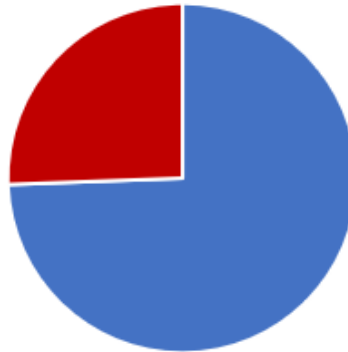


## Question 7

In support of reaching an enterprise agreement with SA Water Corporation do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of:

7. For a defined or indefinite period, employees will stop work to distribute Professionals Australia's enterprise agreement campaign pamphlets to customers, members of the public, politicians.

- Yes - 32 (74.4%)
- No - 11 (25.6%)

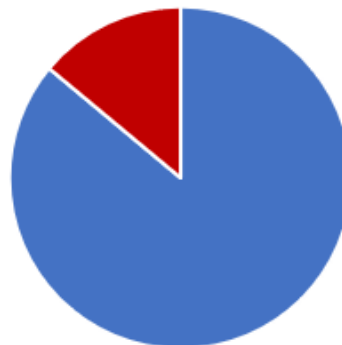


## Question 8

In support of reaching an enterprise agreement with SA Water Corporation do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of:

8. An indefinite or periodic ban on participating in any non-essential document control activities.

- Yes - 37 (86.0%)
- No - 6 (14.0%)



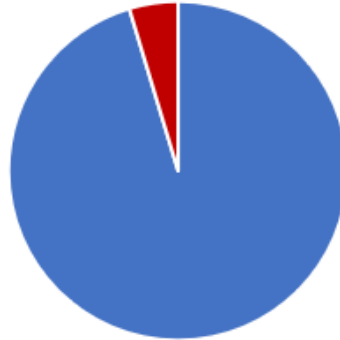
## Question 9

In support of reaching an enterprise agreement with SA Water Corporation do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of:

9. An indefinite or periodic ban on participating in any non-essential training.

■ Yes - 41 (95.3%)

■ No - 2 (4.7%)



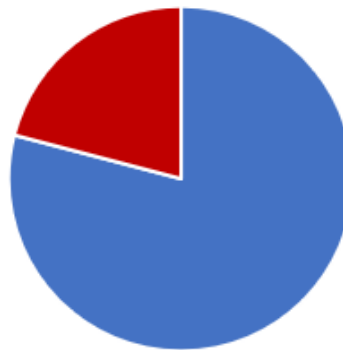
## Question 10

In support of reaching an enterprise agreement with SA Water Corporation do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of:

10. An indefinite or periodic ban on projects related to housing developments.

■ Yes - 34 (79.1%)

■ No - 9 (20.9%)

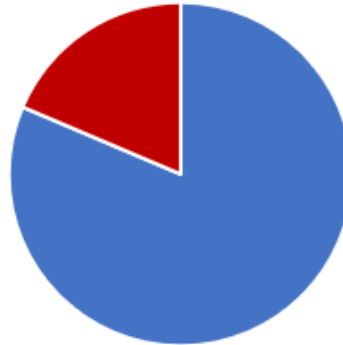


## Question 11

In support of reaching an enterprise agreement with SA Water Corporation do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of:

11. An indefinite or periodic ban on booking hours to capital projects.

- Yes - 35 (81.4%)
- No - 8 (18.6%)

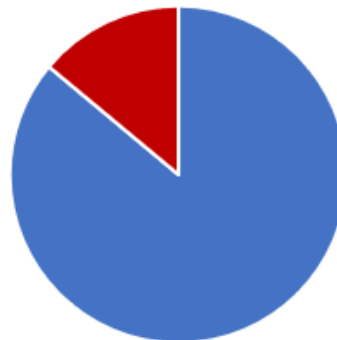


## Question 12

In support of reaching an enterprise agreement with SA Water Corporation do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of:

12. Stoppages of work for periods of 15 minutes up to 24 hours.

- Yes - 37 (86.0%)
- No - 6 (14.0%)







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