



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Independent Education Union of Australia

v

**Navitas Australia Pty Limited T/A Taylors College
(B2023/1180)**

28 November 2023

1. Ballot Result

Total Eligible Voters: 35
Total Participated: 31

31 out of 35 have answered all questions 88.6%

Final Ballot Audit: Tuesday, 28 November 2023 at 3.05pm AWST

Diagram 1: Final Vote Participation

Independent Education Union of Australia Protected Action Ballot
Voters: 35
Total Participated: 31 (88.6%)

2. CiVS Independence Declaration

The Independent Education Union of Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Independent Education Union of 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

“Do you, for the purpose of advancing claims in the negotiation of a new enterprise agreement, authorise industrial action which may involve you and/or other employees at Taylor’s College engaging in any or all of the following forms of action which may be taken separately, concurrently and/or consecutively:

1. An unlimited number of stoppages of work for part of an hour in duration;

- Yes - 31 (100%)
- No - 0 (0%)

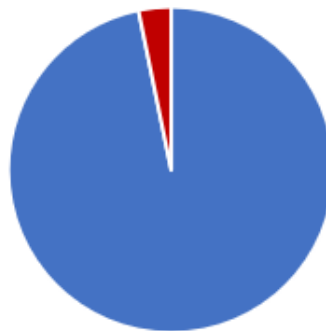


Question 2

“Do you, for the purpose of advancing claims in the negotiation of a new enterprise agreement, authorise industrial action which may involve you and/or other employees at Taylor’s College engaging in any or all of the following forms of action which may be taken separately, concurrently and/or consecutively:

2. An unlimited number of stoppages of work for one or more full hours in duration;

- Yes - 30 (96.8%)
- No - 1 (3.2%)



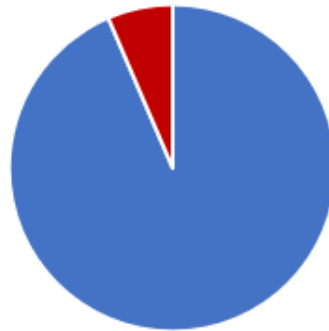
Question 3

“Do you, for the purpose of advancing claims in the negotiation of a new enterprise agreement, authorise industrial action which may involve you and/or other employees at Taylor’s College engaging in any or all of the following forms of action which may be taken separately, concurrently and/or consecutively:

3. An unlimited number of stoppages for a half work day;

■ Yes - 29 (93.5%)

■ No - 2 (6.5%)



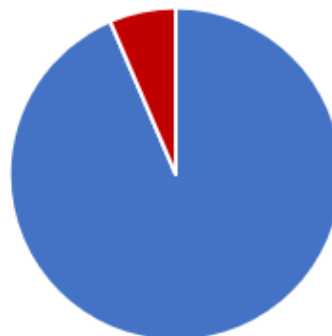
Question 4

“Do you, for the purpose of advancing claims in the negotiation of a new enterprise agreement, authorise industrial action which may involve you and/or other employees at Taylor’s College engaging in any or all of the following forms of action which may be taken separately, concurrently and/or consecutively:

4. An unlimited number of stoppages for a full work day in duration;

■ Yes - 29 (93.5%)

■ No - 2 (6.5%)



Question 5

"Do you, for the purpose of advancing claims in the negotiation of a new enterprise agreement, authorise industrial action which may involve you and/or other employees at Taylor's College engaging in any or all of the following forms of action which may be taken separately, concurrently and/or consecutively:

5. During a stoppage of work, the provision of information (in any form) concerning the views of employees about any aspect of the Union campaign or the enterprise agreement to the media and/or members of the community including students.

- Yes - 31 (100%)
- No - 0 (0%)

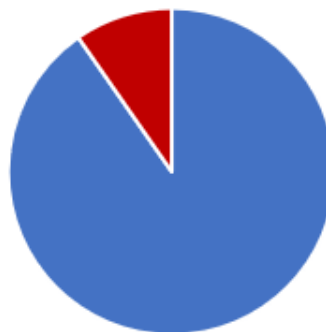


Question 6

"Do you, for the purpose of advancing claims in the negotiation of a new enterprise agreement, authorise industrial action which may involve you and/or other employees at Taylor's College engaging in any or all of the following forms of action which may be taken separately, concurrently and/or consecutively:

6. An unlimited number of bans for submitting student marks."

- Yes - 28 (90.3%)
- No - 3 (9.7%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

