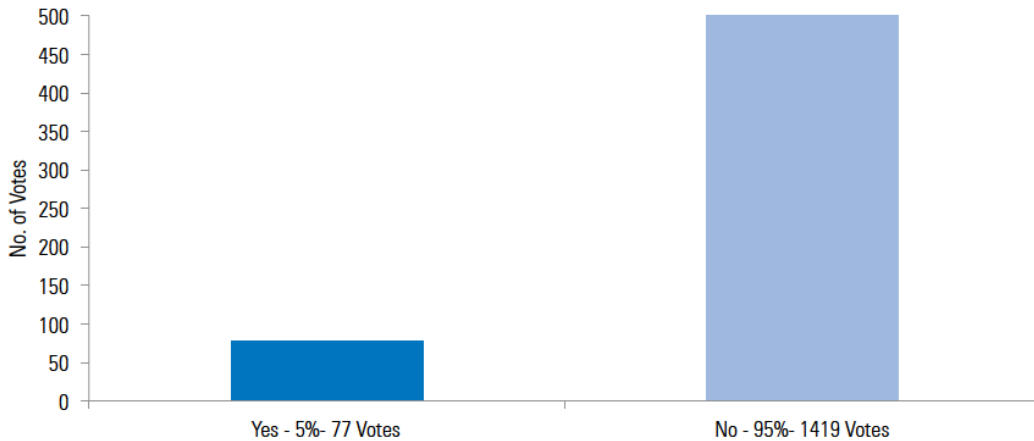


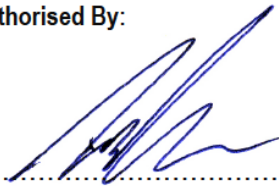
1 OFFICIAL BALLOT RESULT

COMPANY/ORGANISATION	DEPARTMENT OF EMPLOYMENT
BALLOT NAME	846 - Department of Employment Enterprise Agreement 2015-2018
COUNT METHOD	First-Past-the-Post
VOTING DAYS	5.5 days
BALLOT OPEN	09:00 AEDT Wednesday, 10th December 2014
BALLOT CLOSE	13:30 AEDT Monday, 15th December 2014
NO. OF ELIGIBLE VOTERS	1782
BALLOT QUESTION	Do you vote in favour of the Department of Employment Enterprise Agreement 2015-2018?
TOTAL NO. OF VOTES	1496 (84.0% response rate)
TOTAL 'YES' VOTE	5% (77)
TOTAL 'NO' VOTE	95% (1419)

Out of those who voted, 5% (77) voted 'Yes' to accept the agreement, and 95% (1419) voted 'No' to reject the agreement. This is a majority 'No' vote.



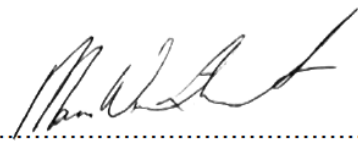
Result Authorised By:



Signed:

Date: 15/12/2014
 Timothy Jones
 CorpVote Returning Officer

Result Witnessed By:



Signed:

Date: 15/12/2014
 Mara Winthorst
 CorpVote Deputy Returning Officer



846 - OFFICIAL BALLOT RESULT REPORT

846 – Department of Employment Enterprise Agreement 2015-2018

Official Ballot RESULT Report

15 December 2014

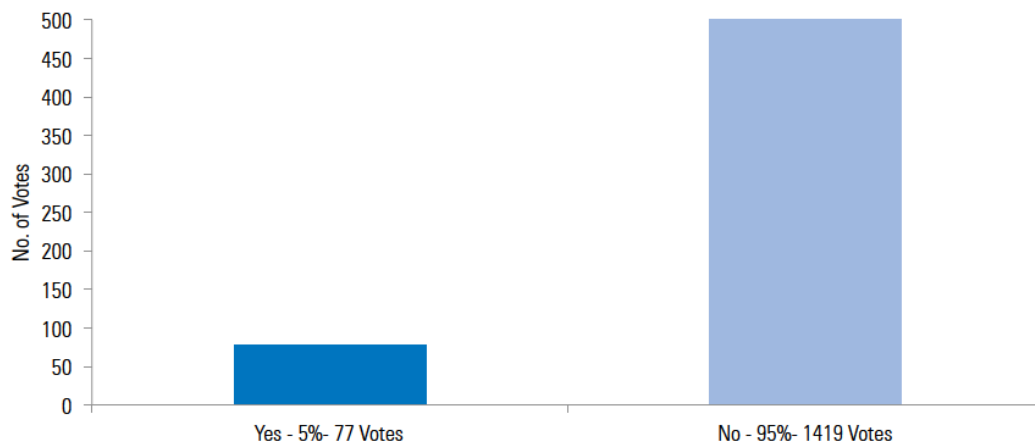
Table of Contents

1	OFFICIAL BALLOT RESULT	5
2	BALLOT PROCESS REVIEW	6
2.1	DAILY VOTING TOTALS.....	6
2.2	VOTE INFORMATION DISPATCH.....	6
2.3	GROUP VOTING TOTALS.....	6
2.4	VOTER ROLL VARIATIONS.....	7
2.5	SUPPORT SERVICE CALLS.....	7
2.6	BALLOT NOTES.....	7

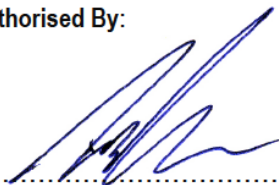
1 OFFICIAL BALLOT RESULT

COMPANY/ORGANISATION	DEPARTMENT OF EMPLOYMENT
BALLOT NAME	846 - Department of Employment Enterprise Agreement 2015-2018
COUNT METHOD	First-Past-the-Post
VOTING DAYS	5.5 days
BALLOT OPEN	09:00 AEDT Wednesday, 10th December 2014
BALLOT CLOSE	13:30 AEDT Monday, 15th December 2014
NO. OF ELIGIBLE VOTERS	1782
BALLOT QUESTION	Do you vote in favour of the Department of Employment Enterprise Agreement 2015-2018?
TOTAL NO. OF VOTES	1496 (84.0% response rate)
TOTAL 'YES' VOTE	5% (77)
TOTAL 'NO' VOTE	95% (1419)

Out of those who voted, 5% (77) voted 'Yes' to accept the agreement, and 95% (1419) voted 'No' to reject the agreement. This is a majority 'No' vote.



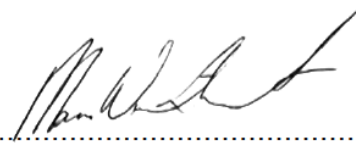
Result Authorised By:



Signed:

Date: 15/12/2014
 Timothy Jones
 CorpVote Returning Officer

Result Witnessed By:



Signed:

Date: 15/12/2014
 Mara Winthorst
 CorpVote Deputy Returning Officer

2 BALLOT PROCESS REVIEW

2.1 Daily Voting Totals

DATE	BALLOTS	% OF VOTER ROLL 1782 VOTERS	% OF RESPONSE RATE 1496 VOTES
10/12/14	1099	61.67%	73.46%
11/12/14	191	10.72%	12.77%
12/12/14	110	6.17%	7.35%
13/12/14	3	0.17%	0.20%
14/12/14	3	0.17%	0.20%
15/12/14	90	5.05%	6.02%
TOTAL	1496	83.95%	100.00%

2.2 Vote Information Dispatch

DISPATCH DATE	DISPATCH TYPE	DISPATCH COUNT	NOTES
02.12.2014	Post	172	Vote Information Letters
04.12.2014	Email	1,724	Vote Information Messages
10.12.2014	Email	1,749	Vote Now Messages
12.12.2014	Email	460	Vote Reminder 01 Messages
15.12.2014	Email	345	Vote Reminder 02 Final Messages

2.3 Group Voting Totals

GROUP	GROUP COUNT	GROUP PARTICIPATION	GROUP PARTICIPATION	% OF RESPONSE RATE 1496
APS1-2	9	9	100.00%	0.60%
APS3	71	55	77.46%	3.68%
APS4	200	164	82.00%	10.96%
APS5	304	257	84.54%	17.18%
APS6	445	365	82.02%	24.40%
EL1	483	405	83.85%	27.07%
EL1IT	16	16	100.00%	1.07%
EL2	167	144	86.23%	9.63%
GOVLWR1	9	9	100.00%	0.60%
GOVLWRP2	21	20	95.24%	1.34%
GOVLWRS1	22	21	95.45%	1.40%
GRADAPS3	25	23	92.00%	1.54%

IAGDAPS3	10	8	80.00%	0.53%
TOTALS	1782	1496	83.95%	100.00%

2.4 Voter Roll Variations

The following voter roll variations occurred during the ballot period.

DATE	DESCRIPTION	PLUS	MINUS	BALANCE
At Opening	09:00 AEDT 10.12.2014	1782		1782
	No Variations			
At Close	13:30 AEDT 15.12.2014			1782

2.5 Support Service Calls

CorpVote Support Staff received a total of 16 support requests over the 5.5 day ballot period.

CorpVote responded to these calls by confirming the voter against the voter roll and then assisting with the issues. All support issues were resolved successfully.

NO. OF SUPPORT REQUESTS	SUPPORT CHANNELS
4	Telephone
12	Email
0	Other
16	Support Requests

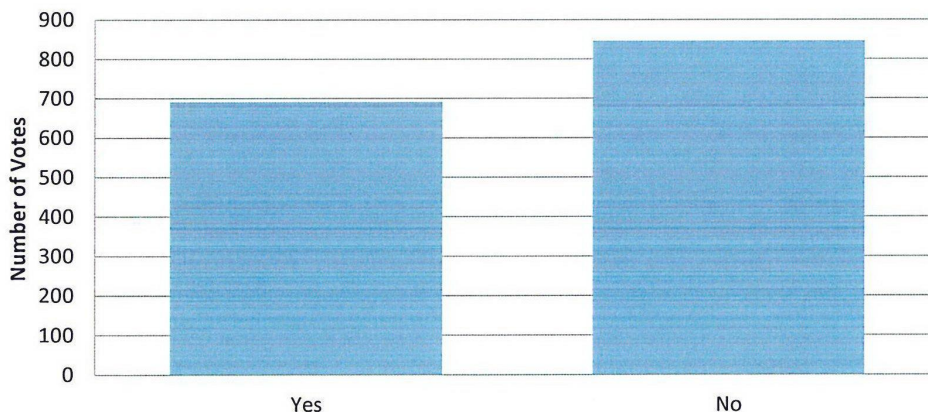
2.6 Ballot Notes

- All votes were validated successfully and no anomalies were found during the internal audit.
- CorpVote's Internet and Telephone voting system had 100% up time for the period of the ballot process.
- No voting activity alerts were recorded during the ballot period.

677 - BALLOT RESULT DECLARATION

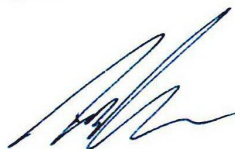
ORGANISATION NAME Department of Employment
BALLOT NAME 677-Department of Employment Enterprise Agreement 2016 – 2019
COUNT METHOD First-Past-the-Post
VOTING DAYS 7.5 days
VOTING OPEN 09:00 AEDT Monday, 7 December 2015
VOTING CLOSE 13:30 AEDT Monday, 14 December 2015
NO. OF ELIGIBLE VOTERS 1885
BALLOT QUESTION Do you vote in favour of the Department of Employment Enterprise Agreement 2016 – 2019?
TOTAL NO. OF VOTES 1539 (82%) response rate
TOTAL 'YES' VOTES 692 (45%)
TOTAL 'NO' VOTES 847 (55%)

Out of those who voted, 45% (692) voted 'YES' to accept the agreement, and 55% (847) voted 'NO' to reject the agreement. This is a majority 'No' vote.



Result Authorised By:

Signed:



Timothy D Jones
Date: 14/12/2015
CorpVote Returning Officer

Result Witnessed By:

Signed:



Mara Winthorst
Date: 14/12/2015
CorpVote Returning Officer



CorpVote Pty Ltd
Level, 40, 140 William Street
Melbourne, Victoria 3000
Telephone: 1300 428 082
Email: Info@corpvote.com.au

677 - Department of Employment Enterprise Agreement 2016 – 2019

Official Ballot DATA Report

Monday, 14 December 2015

CORPVOTE PTY LTD | ACN 130 493 417

Level 40, 140 William Street, Melbourne, Victoria, 3000, Australia | p. 1300 428 082 | f. +61 3 9416 8220

PO Box 2577, Fitzroy, Victoria, 3065, Australia | info@corpvote.com.au | www.corpvote.com.au

BALLOT DETAILS

ORGANISATION NAME	Department of Employment
BALLOT NAME	677-Department of Employment Enterprise Agreement 2016 – 2019
COUNT METHOD	First-Past-the-Post
VOTING DAYS	7.5 days
VOTING OPEN	09:00 AEDT Monday, 7 December 2015
VOTING CLOSE	13:30 AEDT Monday, 14 December 2015
NO. OF ELIGIBLE VOTERS	1885
BALLOT QUESTION	Do you vote in favour of the Department of Employment Enterprise Agreement 2016 – 2019?
TOTAL NO. OF VOTES	1539 (82%) response rate
TOTAL 'YES' VOTES	692 (45%)
TOTAL 'NO' VOTES	847 (55%)

VOTING TOTALS BY DAY

DATE	BALLOTS	% OF RESPONSES	% OF VOTER ROLL
		1539	1885
07/12/2015	834	54.19%	44.24%
08/12/2015	181	11.76%	9.60%
09/12/2015	89	5.78%	4.72%
10/12/2015	212	13.78%	11.25%
11/12/2015	79	5.13%	4.19%
12/12/2015	1	0.06%	0.05%
13/12/2015	2	0.13%	0.11%
14/12/2015	141	9.16%	7.48%
TOTAL	1539	100.00%	81.64%

VOTE INFORMATION DISPATCH

DISPATCH DATE	TYPE	COUNT	NOTES
02/12/2015	Post	163	Vote Information Letter
02/12/2015	Email	1,828	Vote Introduction Message
07/12/2015	Email	1,828	Vote Now Message
10/12/2015	Email	768	Vote Reminder 01 Message
14/12/2015	Email	477	Final Vote Reminder 02 Message

VOTING TOTALS BY GROUP

GROUP	GROUP COUNT	GROUP PARTICIPATION	% OF RESPONSE RATE ¹⁵³⁹
APS2	8	5 62.50%	0.32%
APS3	69	41 59.42%	2.66%
APS4	206	153 74.27%	9.94%
APS5	322	271 84.16%	17.61%
APS6	501	410 81.84%	26.64%
EL1	6	4 66.67%	0.26%
EXEC1	492	411 83.54%	26.71%
EXEC1IT	15	13 86.67%	0.84%
EXEC2	158	141 89.24%	9.16%
GOVLWR1	13	12 92.31%	0.78%
GOVLWRP2	28	20 71.43%	1.30%
GOVLWRS1	25	20 80.00%	1.30%
GRADAPS3	30	28 93.33%	1.82%
IAGDAPS3	12	10 83.33%	0.65%
Totals	1885	1539 81.64%	100.00%

VOTER ROLL VARIATIONS

DATE	DESCRIPTION	PLUS	MINUS	BALANCE
At Opening	09.00 AEDT 07/12/2015	1838		1838
07/12/2015	Addition	1		1839
08/12/2015	Additions	38		1877
09/12/2015	Additions	4		1881
11/12/2015	Additions	2		1883
14/12/2015	Additions	2		1885
At Close	13.30 AEDT 14/12/2015			1885

SUPPORT SERVICE CALLS

SUPPORT CHANNELS	NO. OF SUPPORT REQUESTS
Telephone	9
Email	10
Other	0
Total Support Requests	19

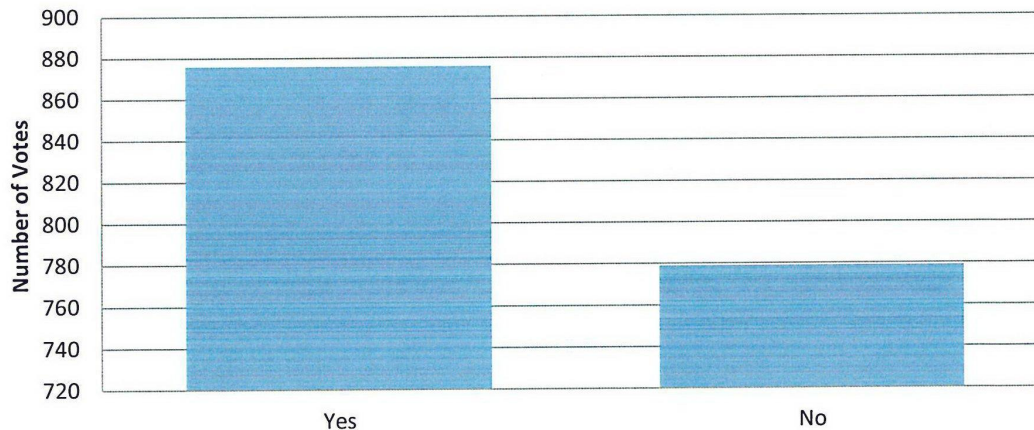
Ballot Notes

- All votes were validated successfully and no anomalies were found during the internal
- CorpVote's Internet and Telephone voting system had 100% up time for the period of the ballot process.
- No voting activity alerts were recorded during the ballot period.

594 - BALLOT RESULT DECLARATION

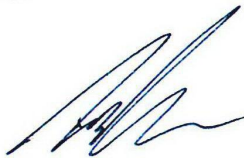
ORGANISATION NAME	Department of Employment
BALLOT NAME	594-Department of Employment Enterprise Agreement 2016 – 2019
COUNT METHOD	First-Past-the-Post
VOTING DAYS	5.5 days
VOTING OPEN	09:00 AEDT Friday, 12 February 2016
VOTING CLOSE	13:30 AEDT Wednesday, 17 February 2016
NO. OF ELIGIBLE VOTERS	1969
BALLOT QUESTION	Do you vote in favour of the Department of Employment Enterprise Agreement 2016 – 2019?
TOTAL NO. OF VOTES	1655 (84%) response rate
TOTAL 'YES' VOTES	876 (53%)
TOTAL 'NO' VOTES	779 (47%)

Out of those who voted, 53% (876) voted 'YES' to accept the agreement, and 47% (779) voted 'NO' to reject the agreement. This is a majority 'Yes' vote.



Result Authorised By:

Signed:



Timothy D Jones
Date: 17/02/2015
CorpVote Returning Officer

Result Witnessed By:

Signed:



Mara Winthorst
Date: 17/02/2015
CorpVote Returning Officer



CorpVote Pty Ltd
Level, 40, 140 William Street
Melbourne, Victoria 3000
Telephone: 1300 428 082
Email: Info@corpvote.com.au

594 - Department of Employment Enterprise Agreement 2016 – 2019

Official Ballot DATA Report

Tuesday, 17 February 2015

CORPVOTE PTY LTD | ACN 130 493 417

Level 40, 140 William Street, Melbourne, Victoria, 3000, Australia | p. 1300 428 082 | f. +61 3 9416 8220

PO Box 2577, Fitzroy, Victoria, 3065, Australia | info@corpvote.com.au | www.corpvote.com.au

BALLOT DETAILS

ORGANISATION NAME	Department of Employment
BALLOT NAME	594-Department of Employment Enterprise Agreement 2016 – 2019
COUNT METHOD	First-Past-the-Post
VOTING DAYS	5.5 days
VOTING OPEN	09:00 AEDT Friday, 12 February 2016
VOTING CLOSE	13:30 AEDT Wednesday, 17 February 2016
NO. OF ELIGIBLE VOTERS	1969
BALLOT QUESTION	Do you vote in favour of the Department of Employment Enterprise Agreement 2016 – 2019?
TOTAL NO. OF VOTES	1655 (84%) response rate
TOTAL 'YES' VOTES	876 (53%)
TOTAL 'NO' VOTES	779 (47%)

VOTING TOTALS BY DAY

DATE	BALLOTS	% OF RESPONSES	% OF VOTER ROLL
		1655	1969
12/02/2016	925	55.89%	46.98%
13/02/2016	1	0.06%	0.05%
14/02/2016	7	0.42%	0.36%
15/02/2016	416	25.14%	21.13%
16/02/2016	134	8.10%	6.81%
17/02/2016	172	10.39%	8.74%
TOTAL	1655	100.00%	84.05%

VOTE INFORMATION DISPATCH

DISPATCH DATE	TYPE	COUNT	NOTES
05/02/2016	Post	246	Vote Information Letter
10/02/2016	Email	1,934	Vote Introduction Message
10/02/2016	Post	4	Vote Information Letter
12/02/2016	Email	1,948	Vote Now Message
15/02/2015	Email	983	Vote Reminder 01 Message
17/02/2016	Email	471	Vote Reminder 02 Message

VOTING TOTALS BY GROUP

GROUP	GROUP COUNT	GROUP PARTICIPATION		% OF RESPONSE RATE
		COUNT	PERCENTAGE	1655
APS1	13	10	76.92%	0.60%
APS2	10	9	90.00%	0.54%
APS3	74	53	71.62%	3.20%
APS4	228	183	80.26%	11.06%

APS5	326	273	83.74%	16.50%
APS6	508	435	85.63%	26.28%
EXEC1	509	423	83.10%	25.56%
EXEC1IT	14	11	78.57%	0.66%
EXEC2	162	149	91.98%	9.00%
GOVLWR1	17	16	94.12%	0.97%
GOVLWRP2	30	25	83.33%	1.51%
GOVLWRS1	24	19	79.17%	1.15%
GRADAPS3	43	39	90.70%	2.36%
IAGDAPS3	11	10	90.91%	0.60%
Totals	1969	1655	84.05%	100.00%

VOTER ROLL VARIATIONS

DATE	DESCRIPTION	PLUS	MINUS	BALANCE
At Opening	09.00 AEDT 12/02/2016	1956		1956
15/02/2016	Additions	9		1965
16/02/2016	Additions	3		1968
17/02/2016	Addition	1		1969
At Close	13.30 AEDT 17/02/2016			1969

SUPPORT SERVICE CALLS

SUPPORT CHANNELS	NO. OF SUPPORT REQUESTS
Telephone	3
Email	11
Other	0
Total Support Requests	14

Ballot Notes

- All votes were validated successfully and no anomalies were found during the internal
- CorpVote's Internet and Telephone voting system had 100% up time for the period of the ballot process.
- No voting activity alerts were recorded during the ballot period.