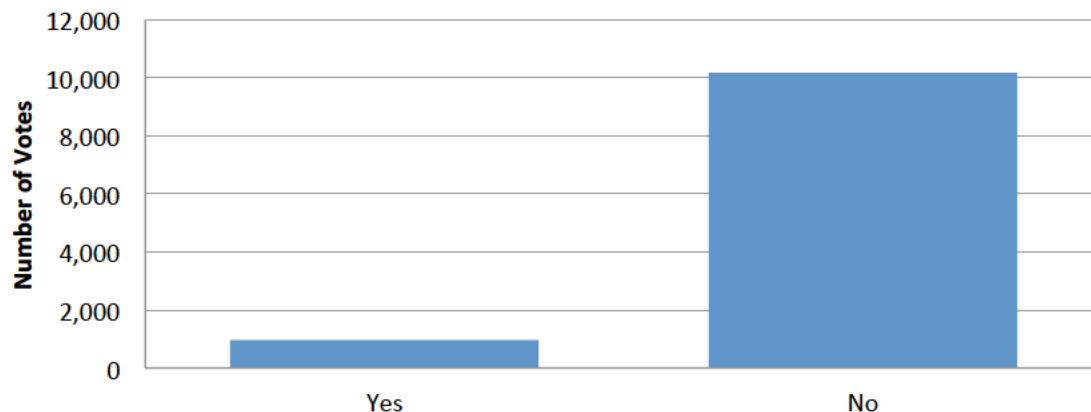


975 - BALLOT RESULT DECLARATION

ORGANISATION NAME	Department of Immigration and Border Protection
BALLOT NAME	975-Proposed Department of Immigration and Border Protection Enterprise Agreement 2015-2018
COUNT METHOD	First-Past-the-Post
VOTING DAYS	7 days
VOTING OPEN	00:00 AEST Tuesday, 15 September 2015
VOTING CLOSE	17:00 AEST Monday, 21 September 2015
NO. OF ELIGIBLE VOTERS	13665
BALLOT QUESTION	Do you vote in favour of the Proposed Department of Immigration and Border Protection Enterprise Agreement 2015-2018?
TOTAL NO. OF VOTES	11150 (82%) response rate
TOTAL 'YES' VOTES	966 (9%)
TOTAL 'NO' VOTES	10184 (91%)

Out of those who voted, 9% (966) voted 'YES' to accept the agreement, and 91% (10184) voted 'NO' to reject the agreement. This is a majority 'No' vote.



Result Authorised By:

Signed:

s. 47F(1)

Result Witnessed By:

Signed:

[Redacted Signature Area]

**Attachment A.2 - Department of Immigration and Border Protection - Enterprise Bargaining Ballot
Employee Participation by Region (Ballot 1[^])**

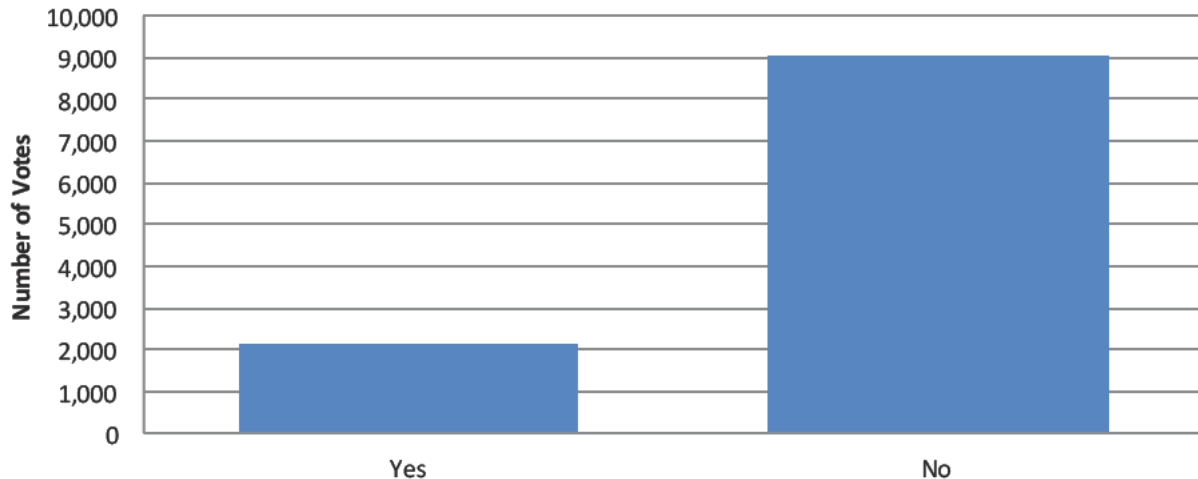
Region	Total employees	Total employees participated	Participation rate as a percentage of total employees by region	Participation rate as a percentage of total employees participated
ACT	5,277	4,256	80.65%	38.17%
NSW	3,054	2,481	81.24%	22.25%
NT	207	182	87.92%	1.63%
QLD	1,117	973	87.11%	8.73%
SA	599	511	85.31%	4.58%
TAS	165	148	89.70%	1.33%
VIC	2,120	1,678	79.15%	15.05%
WA	1,117	914	81.83%	8.20%
OTHER	9	7	77.78%	0.06%
TOTAL	13,665	11,150	81.60%	100.00%

[^]Ballot 1 ran from 15 September to 21 September 2015.

659 - BALLOT RESULT DECLARATION

ORGANISATION NAME	Department of Immigration and Border Protection
BALLOT NAME	659-Department of Immigration and Border Protection Enterprise Agreement 2016-2019
COUNT METHOD	First-Past-the-Post
VOTING DAYS	7 days
VOTING OPEN	00:01 AEDT Monday, 29 February 2016
VOTING CLOSE	23:59 AEDT Sunday, 6 March 2016
NO. OF ELIGIBLE VOTERS	13791
BALLOT QUESTION	Do you vote in favour of the Department of Immigration and Border Protection Enterprise Agreement 2016-2019?
TOTAL NO. OF VOTES	11201 (81%) response rate
TOTAL 'YES' VOTES	2135 (19%)
TOTAL 'NO' VOTES	9066 (81%)

Out of those who voted, 19% (2135) voted 'YES' to accept the agreement, and 81% (9066) voted 'NO' to reject the agreement. This is a majority 'No' vote.



Result Authorised By:

Signed:

Result Witnessed By:

Signed:

s. 47F(1)

Released by DIBP under the
Freedom of Information Act 1982

**Attachment B.2 - Department of Immigration and Border Protection - Enterprise Bargaining Ballot
Participation by Region (Ballot 2^)**

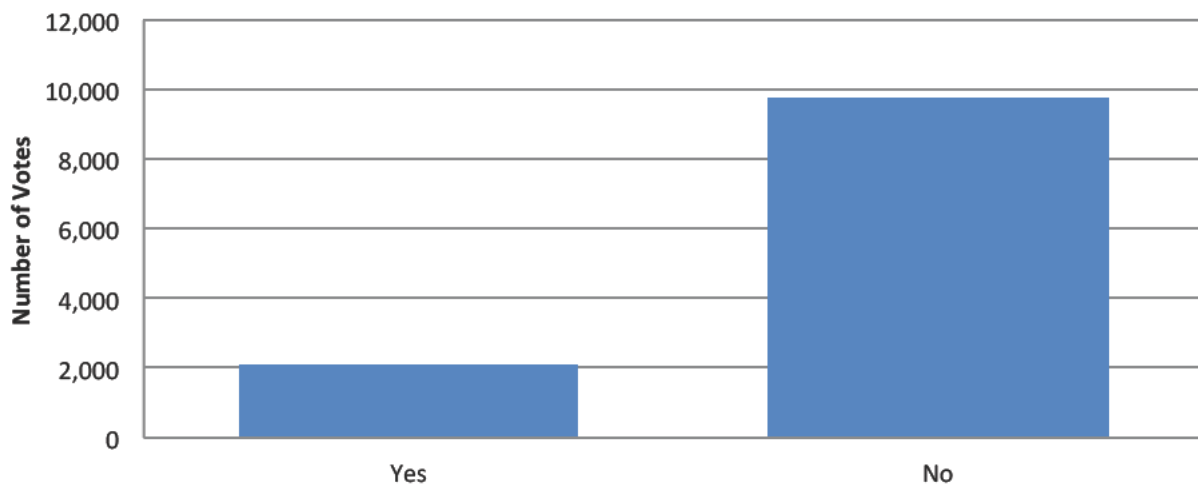
Region	Total employees	Total employees participated	Participation rate as a percentage of total employees by region	Participation rate as a percentage of total employees participated
ACT	5,370	4,336	80.74%	38.71%
NSW	2,831	2,274	80.32%	20.30%
NT	214	181	84.58%	1.62%
QLD	1,251	1,065	85.13%	9.51%
SA	587	486	82.79%	4.34%
TAS	155	141	90.97%	1.26%
VIC	2,141	1,709	79.82%	15.26%
WA	1,027	844	82.18%	7.54%
OVERSEAS	203	157	77.34%	1.40%
OTHER	12	8	66.67%	0.07%
TOTAL	13,791	11,201	81.22%	100.00%

^Ballot 2 ran from 29 February to 6 March 2016.

575 - BALLOT RESULT DECLARATION

ORGANISATION NAME	Department of Immigration and Border Protection
BALLOT NAME	575-Department of Immigration and Border Protection Enterprise Agreement 2016-2019
COUNT METHOD	First-Past-the-Post
VOTING DAYS	7 days
VOTING OPEN	00:01 AEDT Monday, 31 October 2016
VOTING CLOSE	23:59 AEDT Sunday, 6 November 2016
NO. OF ELIGIBLE VOTERS	14107
BALLOT QUESTION	Do you vote in favour of the Department of Immigration and Border Protection Enterprise Agreement 2016-2019?
TOTAL NO. OF VOTES	11840 (84%) response rate
TOTAL 'YES' VOTES	2081 (18%)
TOTAL 'NO' VOTES	9759 (82%)

Out of those who voted, 18% (2081) voted 'YES' to accept the agreement, and 82% (9759) voted 'NO' to reject the agreement. This is a majority 'No' vote.



Result Authorised By:

Signed:

s. 47F(1)

Result Witnessed By:

Signed:

Released by DIBP under the
Freedom of Information Act 1982

**Attachment C.2 - Department of Immigration and Border Protection - Enterprise Bargaining Ballot
Participation by Region (Ballot 3^)**

Region	Total employees	Total employees participated	Participation rate as a percentage of total employees by region	Participation rate as a percentage of total employees participated
ACT	5,507	4,611	83.73%	38.94%
NSW	2,815	2,294	81.49%	19.38%
NT	200	175	87.50%	1.48%
QLD	1,268	1,091	86.04%	9.21%
SA	609	522	85.71%	4.41%
TAS	164	150	91.46%	1.27%
VIC	2,266	1,873	82.66%	15.82%
WA	1,065	941	88.36%	7.95%
OVERSEAS	213	183	85.92%	1.55%
TOTAL	14,107	11,840	83.93%	100.00%

^Ballot 3 ran from 31 October to 6 November 2016.

**Attachment C.3 - Department of Immigration and Border Protection - Enterprise Bargaining Ballot Vote
Results by Region (Ballot 3^)**

Region	Total Votes	YES vote	YES vote percentage	NO vote	NO vote percentage
ACT	4611	1259	27.30%	3352	72.70%
NSW	2294	273	11.90%	2021	88.10%
NT	175	14	8.00%	161	92.00%
QLD	1091	131	12.01%	960	87.99%
SA	522	68	13.03%	454	86.97%
TAS	150	14	9.33%	136	90.67%
VIC	1873	180	9.61%	1693	90.39%
WA	941	87	9.25%	854	90.75%
OVERSEAS	183	55	30.05%	128	69.95%
Totals	11,840	2,081	17.58%	9,759	82.42%

^Ballot 3 ran from 31 October to 6 November 2016.