

22 May 2015

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**Human Resources and Strategic Planning
Corporate Division
Department of Industry and Science**

**DEPARTMENT OF INDUSTRY AND SCIENCE ENTERPRISE AGREEMENT 2015
BALLOT – DECLARATION OF FINAL RESULTS**

Dear s 22 ,

Following are the final results for the Department of Industry and Science Enterprise Agreement 2015 Ballot, conducted between 20 May 2015 and 22 May 2015.

I hereby declare that ORIMA Research has conducted rigorous checks on the validity and count of all votes received, and am satisfied that the results shown below are a full and accurate representation of the final results for the Department of Industry and Science Enterprise Agreement 2015 Ballot process.

Final Results

The final results for the Department of Industry and Science Enterprise Agreement 2015 Ballot are:

- n = 2,076 valid votes were cast via the online and telephone mechanisms during the declared polling period (see below). This represents 76.04% of the roll of eligible voters (N = 2,730 staff) provided to ORIMA Research.
- Of these valid votes, n = 483 are in support of the proposed Enterprise Agreement ('Yes' votes), and n = 1,593 are not in support of the proposed Enterprise Agreement ('No' votes).
- As a percentage of total valid votes cast:
 - 23.27% are in support of the Department's proposed Enterprise Agreement ('Yes' votes); and
 - 76.73% are not in support of the Department's proposed Enterprise Agreement ('No' votes).

Valid Polling Period

These results incorporate all valid online and telephone votes cast between 9:00am (AEST) Wednesday 20 May 2015 and 5:00pm (AEST) Friday 22 May 2015.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Chris Sadler', written over a light grey rectangular background.

Chris Sadler
Partner

2 March 2016

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Acting Manager
Employment Framework and Science
People and Planning Branch
Corporate Network
Department of Industry, Innovation and Science

**DEPARTMENT OF INDUSTRY, INNOVATION AND SCIENCE ENTERPRISE AGREEMENT
2016 BALLOT – DECLARATION OF FINAL RESULTS**

Dear s 22 ,

Following are the final results for the Department of Industry, Innovation and Science Enterprise Agreement 2016 Ballot, conducted between 29 February 2016 and 2 March 2016.

I hereby declare that ORIMA Research has conducted rigorous checks on the validity and count of all votes received, and am satisfied that the results shown below are a full and accurate representation of the final results for the Department of Industry, Innovation and Science Enterprise Agreement 2016 Ballot process.

Final Results

The final results for the Department of Industry, Innovation and Science Enterprise Agreement 2016 Ballot are:

- n = 2,107 valid votes were cast via the online and telephone mechanisms during the declared polling period (see below). This represents 74.98% of the roll of eligible voters (N = 2,810 staff) provided to ORIMA Research.
- Of these valid votes, n = 1,134 are in support of the proposed Enterprise Agreement ('Yes' votes), and n = 973 are not in support of the proposed Enterprise Agreement ('No' votes).
- As a percentage of total valid votes cast:
 - 53.82% are in support of the Department's proposed Enterprise Agreement ('Yes' votes); and
 - 46.18% are not in support of the Department's proposed Enterprise Agreement ('No' votes).

Valid Polling Period

These results incorporate all valid online and telephone votes cast between 9:00am (AEDT) Monday 29 February 2016 and 5:00pm (AEDT) Wednesday 2 March 2016.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Chris Sadler', written on a light-colored background.

Chris Sadler
Partner