

5 August 2015

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David Banham  
Chief Operating Officer  
Department of Infrastructure and Regional Development  
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**DEPARTMENT OF INFRASTRUCTURE AND REGIONAL DEVELOPMENT  
ENTERPRISE AGREEMENT 2015 BALLOT – DECLARATION OF FINAL RESULTS**

Dear David,

Following are the final results for the Department of Infrastructure and Regional Development Enterprise Agreement 2015 Ballot, conducted between 3 August 2015 and 5 August 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 Infrastructure and Regional Development Enterprise Agreement 2015 Ballot process.

**Final Results**

The final results for the Department of Infrastructure and Regional Development Enterprise Agreement 2015 Ballot are:

- n = 879 valid votes were cast via the online and telephone mechanisms during the declared polling period (see below). This represents 77.31% of the roll of eligible voters (N = 1,137 staff) provided to ORIMA Research.
- Of these valid votes, n = 254 are in support of the proposed Enterprise Agreement ('Yes' votes), and n = 625 are not in support of the proposed Enterprise Agreement ('No' votes).
- As a percentage of total valid votes cast:
  - 28.90% are in support of the Department's proposed Enterprise Agreement ('Yes' votes); and
  - 71.10% 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) Monday 3 August 2015 and 7:00pm (AEST) Wednesday 5 August 2015.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'Chris Sadler', written on a light blue background.

**Chris Sadler**  
**Partner**

21 December 2015

**Melbourne**

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Mr Carl Murphy  
Chief Operating Officer  
Department of Infrastructure and Regional Development  
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CANBERRA ACT 2601

**INDIAN OCEAN TERRITORIES (REGISTERED NURSES) ENTERPRISE AGREEMENT 2015  
BALLOT – DECLARATION OF FINAL RESULTS**

Dear Carl,

Following are the final results for the Indian Ocean Territories (Registered Nurses) Enterprise Agreement 2015 Ballot, conducted between 18 December 2015 and 21 December 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 Indian Ocean Territories (Registered Nurses) Enterprise Agreement 2015 Ballot process.

**Final Results**

The final results for the Indian Ocean Territories (Registered Nurses) Enterprise Agreement 2015 Ballot are:

- n = 8 valid votes were cast via the online mechanism during the declared polling period (see below). This represents 100% of the roll of eligible voters (N = 8 staff) provided to ORIMA Research.
- Of these valid votes, n = 4 are in support of the proposed Enterprise Agreement ('Yes' votes), and n = 4 are not in support of the proposed Enterprise Agreement ('No' votes).
- As a percentage of total valid votes cast:
  - 50.00% are in support of the proposed Enterprise Agreement ('Yes' votes); and
  - 50.00% are not in support of the proposed Enterprise Agreement ('No' votes).

### **Valid Polling Period**

These results incorporate all valid online votes cast between 12:00pm (AEDT) Friday 18 December 2015 and 12:00pm (AEDT) Monday 21 December 2015.

Yours sincerely,

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

**Chris Sadler**  
**Partner**

25 February 2016

**Melbourne**

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**DEPARTMENT OF INFRASTRUCTURE AND REGIONAL DEVELOPMENT  
ENTERPRISE AGREEMENT 2016 BALLOT – DECLARATION OF FINAL RESULTS**

Dear Carl,

Following are the final results for the Department of Infrastructure and Regional Development Enterprise Agreement 2016 Ballot, conducted between 23 February 2016 and 25 February 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 Infrastructure and Regional Development Enterprise Agreement 2016 Ballot process.

**Final Results**

The final results for the Department of Infrastructure and Regional Development Enterprise Agreement 2016 Ballot are:

- n = 932 valid votes were cast via the online and telephone mechanisms during the declared polling period (see below). This represents 81.11% of the roll of eligible voters (N = 1,149 staff) provided to ORIMA Research.
- Of these valid votes, n = 480 are in support of the proposed Enterprise Agreement ('Yes' votes), and n = 452 are not in support of the proposed Enterprise Agreement ('No' votes).
- As a percentage of total valid votes cast:
  - 51.50% are in support of the Department's proposed Enterprise Agreement ('Yes' votes); and
  - 48.50% are not in support of the Department's proposed Enterprise Agreement ('No' votes).

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### **Valid Polling Period**

These results incorporate all valid online and telephone votes cast between 9:00am (AEDT) Tuesday 23 February 2016 and 7:00pm (AEDT) Thursday 25 February 2016.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'Chris Sadler', written on a light blue background.

**Chris Sadler**  
**Partner**

27 February 2017

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Brooke Everett  
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**INDIAN OCEAN TERRITORIES (REGISTERED NURSES) ENTERPRISE AGREEMENT 2017  
BALLOT - DECLARATION OF FINAL RESULTS**

Dear Brooke,

Following are the final results for the Indian Ocean Territories (Registered Nurses) Enterprise Agreement 2017 ballot, conducted between 12:00pm (AEDT) Thursday 23 February 2017 and 9:00pm (AEDT) Friday 24 February 2017.

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 Indian Ocean Territories (Registered Nurses) Enterprise Agreement 2017 ballot process.

**Final Results**

The final results for the Indian Ocean Territories (Registered Nurses) Enterprise Agreement 2017 are:

- n = 8 valid votes were cast via the online mechanism during the declared polling period (see below). This represents 100.00% of the roll of eligible voters (N = 8 staff) provided to ORIMA Research.
- Of these valid votes, n = 6 are in support of the proposed Enterprise Agreement ('Yes' votes), and n = 2 are not in support of the proposed Enterprise Agreement ('No' votes).
- As a percentage of total valid votes cast:
  - 75.00% are in support of the proposed Enterprise Agreement ('Yes' votes); and
  - 25.00% are not in support of the proposed Enterprise Agreement ('No' votes).

### Valid Polling Period

These results incorporate all valid online votes cast between **12:00pm (AEDT) Thursday 23 February 2017** and **9:00pm (AEDT) Friday 24 February 2017**.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Chris Sadler', with a long horizontal flourish extending to the right.

Chris Sadler  
Partner