



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**The Association of Professional Engineers, Scientists and Managers, Australia**

**v**

**Victorian Public Hospitals as listed;**

**Alfred Health**

**Austin Health**

**Barwon Health**

**Eastern Health**

**Goulburn Valley Health**

**Melbourne Health**

**Monash Health**

**Northern Health**

**Peter MacCallum Cancer Centre**

**Royal Children's Hospital**

**Royal Women's Hospital**

**Western Health**

**Latrobe Regional Health**

**South West Healthcare**

**(B2024/722)**

**21 June 2024**

# 1. Ballot Result

Total Eligible Voters: 61  
Total Participated: 54

54 out of 61 have answered all questions 88.5%

Final Ballot Audit: Friday, 21 June 2024 at 12.10pm AWST

*Diagram 1: Final Vote Participation*

**Association Of Professional Engineers, Scientists And Managers Australia Protected Action Ballot (B2024/722)**  
Voters: 61  
Total Participated: 54 (88.5%)

## 2. CiVS Independence Declaration

The Association of Professional Engineers, Scientists And Managers Australia Protected Action Ballot (B2024/722) has been managed and declared independent of all other parties.

The Association of Professional Engineers, Scientists And Managers Australia Protected Action Ballot (B2024/722) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions;

#### Question 1

Indefinite or periodic bans on testing new/trial medical equipment, except where it wasn't tested it would create an imminent risk to the health and safety of neo-natal and paediatric patients, haemodialysis patients, oncology patients, patients in intensive care or coronary care units, and high dependency patients?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 3         | 0        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 9         | 0        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>54</b> | <b>0</b> | <b>7</b>  |

#### Question 2

Indefinite or periodic bans on the use of personal motor vehicles and/or equipment for any work-related business?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 3         | 0        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 9         | 0        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>54</b> | <b>0</b> | <b>7</b>  |

## Question 3

An indefinite or periodic ban on using private mobile phones for completing work?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 2         | 1        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 9         | 0        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>53</b> | <b>1</b> | <b>7</b>  |

## Question 4

Indefinite or periodic bans on attending to requests for medical equipment repairs, except where failure to attend to the requests would create an imminent risk to the health and safety of neo-natal and paediatric patients, haemodialysis patients, oncology patients, patients in intensive care or coronary care units, and high dependency patients?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 2         | 1        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 9         | 0        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>53</b> | <b>1</b> | <b>7</b>  |

## Question 5

Indefinite or periodic bans on attending to requests for elective surgery medical equipment repairs?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 2         | 1        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 8         | 1        | 0         |
| Monash Health                 | 10              | 9           | 8         | 1        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>51</b> | <b>3</b> | <b>7</b>  |

## Question 6

An indefinite or periodic ban on sending or submitting completed or partially completed written reports?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 3         | 0        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 9         | 0        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>54</b> | <b>0</b> | <b>7</b>  |

## Question 7

Indefinite or periodic bans on preparing written reports?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 2         | 1        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 9         | 0        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>53</b> | <b>1</b> | <b>7</b>  |

## Question 8

Indefinite or periodic bans on progressing capital construction project development?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 3         | 0        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 9         | 0        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>54</b> | <b>0</b> | <b>7</b>  |

## Question 9

Indefinite or periodic bans a ban on work to prepare medical devices and infrastructure for Australian Council on Healthcare Standards (ACHS) accreditation?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 2         | 1        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 8         | 1        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>52</b> | <b>2</b> | <b>7</b>  |

## Question 10

Indefinite or periodic bans on the repair of equipment for outside customers

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 3         | 0        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 9         | 0        | 0         |
| Monash Health                 | 10              | 9           | 7         | 2        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 2         | 1        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>51</b> | <b>3</b> | <b>7</b>  |

## Question 11

Indefinite or periodic bans on the performance of overtime and/or recall to duty, with the exception of emergency (life threatening) requests?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 3         | 0        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 9         | 0        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 4         | 1        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>53</b> | <b>1</b> | <b>7</b>  |

## Question 12

Indefinite or periodic bans on the performance of overtime and/or recall to duty?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 1         | 2        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 9         | 0        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 2         | 1        | 0         |
| Western Health                | 5               | 5           | 4         | 1        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>50</b> | <b>4</b> | <b>7</b>  |



## Question 13

Indefinite or periodic bans on performing work alongside, under the supervision of and/or supervising, contractors except if this isn't undertaken it would create an imminent risk to the health and safety of neo-natal and paediatric patients, haemodialysis patients, oncology patients, patients in intensive care or coronary care units, and high dependency patients?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 3         | 0        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 9         | 0        | 0         |
| Monash Health                 | 10              | 9           | 8         | 1        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>53</b> | <b>1</b> | <b>7</b>  |

## Question 14

Indefinite or periodic action in the form of employees taking their meal break at a time or times they determine?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 3         | 0        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 9         | 0        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 2         | 1        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>53</b> | <b>1</b> | <b>7</b>  |

## Question 15

An indefinite or periodic ban on attendance at staff or team meetings and/or 'one on one' meetings with supervisors, team leaders or managers (however titled)?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 3         | 0        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 8         | 1        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 2         | 1        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>52</b> | <b>2</b> | <b>7</b>  |

## Question 16

Interrupting or stopping work to display APESMA (Professionals Australia) campaign posters on notice boards and in public areas?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 2         | 1        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 8         | 1        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>52</b> | <b>2</b> | <b>7</b>  |

## Question 17

Interrupting or stopping work to speak to callers from external organisations during work related telephone calls about the industrial action and the APESMA (Professionals Australia) campaign for a new enterprise agreement?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 3         | 0        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 8         | 1        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>53</b> | <b>1</b> | <b>7</b>  |

## Question 18

Interrupting or stopping work to hand out flyers about the APESMA (Professionals Australia) campaign for a new enterprise agreement to residents and/or other members of the public, and/or to place campaign material in public areas?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 2         | 1        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 8         | 1        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>52</b> | <b>2</b> | <b>7</b>  |

## Question 19

An indefinite or periodic ban on performing work in clothes which do not display APESMA (Professionals Australia) campaign-related material and messages?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 3         | 0        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 8         | 1        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>53</b> | <b>1</b> | <b>7</b>  |

## Question 20

Indefinite or periodic actions in the form of interrupting or stopping work to provide an authorised APESMA (Professionals Australia) statement in emails, auto-reply messages and voicemail?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 3         | 0        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 8         | 1        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>53</b> | <b>1</b> | <b>7</b>  |

## Question 21

Interrupting or stopping work to type one or more of the following statements in the chat/messaging function when using Microsoft Teams or any other video conferencing software:

- “I am taking protected industrial action because all health professionals deserve a fair income.”
- “I am taking protected industrial action because my work and profession is not respected.”
- “I am taking protected industrial action because I shouldn’t have to go without a pay increase because of the government’s delay.”

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 2         | 1        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 8         | 1        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children’s Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women’s Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>52</b> | <b>2</b> | <b>7</b>  |

## Question 22

Indefinite or periodic ban on using MS Teams, Zoom or any other video conferencing software unless using a background/wallpaper displaying an authorised APESMA (Professionals Australia) campaign message?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 0         | 3        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 8         | 1        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children’s Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women’s Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 4         | 1        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>49</b> | <b>5</b> | <b>7</b>  |

## Question 23

Indefinite or periodic bans on performing the work of another employee who is taking protected industrial action?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 3         | 0        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 8         | 1        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>53</b> | <b>1</b> | <b>7</b>  |

## Question 24

Indefinite or periodic ban on enabling cameras when using Zoom or any other video conferencing software?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 0         | 3        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 9         | 0        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>51</b> | <b>3</b> | <b>7</b>  |

## Question 25

Indefinite or periodic bans on collecting, disseminating or advising of data relating to employees who intend to take, will be, are, or have been taking protected industrial action?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 3         | 0        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 8         | 1        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>53</b> | <b>1</b> | <b>7</b>  |

## Question 26

An unlimited number of stoppages of work for periods of between 1 minute and 59 minutes inclusive, on provision of seven (7) days notice?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 3         | 0        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 8         | 1        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 3         | 0        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>53</b> | <b>1</b> | <b>7</b>  |

## Question 27

An unlimited number of stoppages of work for periods of between 1 hour and 4 hours inclusive, on provision of seven (7) days notice?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 3         | 0        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 8         | 1        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 2         | 1        | 0         |
| Western Health                | 5               | 5           | 5         | 0        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>52</b> | <b>2</b> | <b>7</b>  |

## Question 28

An unlimited number of stoppages of work for 24 hour periods, on provision of seven (7) days notice?

| Employer                      | Eligible Voters | Total Voted | Yes Total | No Total | Abstained |
|-------------------------------|-----------------|-------------|-----------|----------|-----------|
| Alfred Health                 | 6               | 5           | 5         | 0        | 1         |
| Austin Health                 | 3               | 3           | 3         | 0        | 0         |
| Barwon Health                 | 3               | 2           | 2         | 0        | 1         |
| Eastern Health                | 2               | 0           | 0         | 0        | 2         |
| Goulburn Valley Health        | 1               | 1           | 1         | 0        | 0         |
| Melbourne Health              | 9               | 9           | 8         | 1        | 0         |
| Monash Health                 | 10              | 9           | 9         | 0        | 1         |
| Peter MacCallum Cancer Centre | 4               | 3           | 3         | 0        | 1         |
| Royal Children's Hospital     | 11              | 11          | 11        | 0        | 0         |
| Royal Women's Hospital        | 4               | 3           | 3         | 0        | 1         |
| South West Healthcare         | 3               | 3           | 2         | 1        | 0         |
| Western Health                | 5               | 5           | 4         | 1        | 0         |
| Latrobe Regional Health       | N/A             | N/A         | N/A       | N/A      | N/A       |
| Northern Health               | N/A             | N/A         | N/A       | N/A      | N/A       |
| <b>Total</b>                  | <b>61</b>       | <b>54</b>   | <b>51</b> | <b>3</b> | <b>7</b>  |





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