



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

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

v

HPS Services Pty Ltd

B2024/1195

24 September 2024

1. Ballot Result

Total Eligible Voters: 11
Total Participated: 9

9 out of 11 have answered all questions 81.8%

Final Ballot Audit: Tuesday, 24 September 2024 at 12.30 pm AWST

Diagram 1: Final Vote Participation

**Association Of Professional Engineers, Scientists And Managers Australia
Protected Action Ballot (B2024/1195)**
Voters: 11
Total Participated: 9 (81.8%)

2. CiVS Independence Declaration

The Association Of Professional Engineers, Scientists And Managers Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Association Of Professional Engineers, Scientists And Managers Australia Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

1. Interrupting work at times that are not essential to patient safety to distribute information and speak to clients, their families, the community and the media about the reason for industrial action?

- Yes - 9 (100.0%)
- No - 0 (0%)



Question 2

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

2. Interrupting work at times that are not essential to patient safety to attach and wear campaign related materials such as badges and stickers?

- Yes - 9 (100.0%)
- No - 0 (0%)



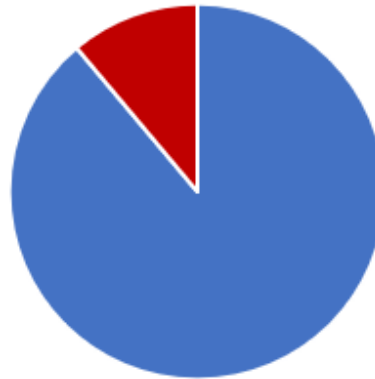
Question 3

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

3. A ban on the charging for in-patient medications for either a specified period of time or to continue indefinitely?

■ Yes - 8 (88.9%)

■ No - 1 (11.1%)



Question 4

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

4. An unlimited number of indefinite, periodic or partial bans on working overtime, including additional rostered weekend shifts?

■ Yes - 9 (100.0%)

■ No - 0 (0%)



Question 5

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

5. An unlimited number of indefinite or periodic bans on assisting with, or submitting high-cost drug forms, telephone authorities, and/or informed financial consent forms?

- Yes - 9 (100.0%)
- No - 0 (0%)



Question 6

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

6. Interrupting or stopping work at times that are not essential to patient safety to display and post campaign material in the workplace?

- Yes - 9 (100.0%)
- No - 0 (0%)



Question 7

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

7. Diverting all clinical, chemotherapy and Site Managers phones to people in HPS' Corporate and Senior Management team?

- Yes - 9 (100.0%)
- No - 0 (0%)



Question 8

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

8. An unlimited number of indefinite or periodic bans on the answering of phone calls?

- Yes - 9 (100.0%)
- No - 0 (0%)



Question 9

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

9. Diverting all general telephone calls to people in HPS' Corporate and Senior Management team?

■ Yes - 9 (100.0%)

■ No - 0 (0%)



Question 10

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

10. An unlimited number of indefinite or periodic bans on the sending and receiving of emails that are not essential to patient safety?

■ Yes - 9 (100.0%)

■ No - 0 (0%)



Question 11

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

11. An unlimited number of periodic or continuous activation of the "out of office" function and/or the email signature to include campaign material?

■ Yes - 9 (100.0%)

■ No - 0 (0%)



Question 12

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

12. An unlimited number of indefinite or periodic bans on the follow-up of billing queries and patient supply disputes that are not essential to patient safety?

■ Yes - 9 (100.0%)

■ No - 0 (0%)



Question 13

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

13. Stoppages of work for up to 12-hour periods?

■ Yes - 9 (100.0%)

■ No - 0 (0%)



Question 14

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

14. An unlimited number of indefinite or periodic bans on reporting end of month financials?

■ Yes - 9 (100.0%)

■ No - 0 (0%)



Question 15

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

15. An unlimited number of indefinite or periodic bans on signing in and out of Tanda.

■ Yes - 9 (100.0%)

■ No - 0 (0%)



Question 16

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

16. An unlimited number of indefinite or periodic bans on wearing HPS uniforms?

■ Yes - 9 (100.0%)

■ No - 0 (0%)



Question 17

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

17. An unlimited number of indefinite or periodic bans on all oncology billing?

- Yes - 9 (100.0%)
- No - 0 (0%)



Question 18

In support of reaching an enterprise agreement with HPS Services Pty Ltd do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of

18. An unlimited number of indefinite or periodic bans on accepting controlled drugs returned from wards.

- Yes - 9 (100.0%)
- No - 0 (0%)





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