



Fair Vote Services  
Protected Action Ballot APESMA v Northern Territory of Australia

## B2025/1186 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the APESMA v Northern Territory of Australia Protected Action Ballot has been generated in accordance with section 457 of the *Fair Work Act 2009 (Cth)*, the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/1186)

Listing of results of the question(s) put to voters in the ballot:

*In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:*

Question	Yes	No	Total
<b>Question 1</b> - Interrupting work to distribute information and speak to clients, their families, the community, and the media about the reason for industrial action?	73	0	73
<b>Question 2</b> - Interrupting work to attach and wear campaign related materials such as badges, clothing and stickers?	73	0	73
<b>Question 3</b> - An unlimited number of periodic or continuous bans on following directions in relation to not activate 'out of office' responses and/or to include a campaign message in the email signature when sending emails?	73	0	73
<b>Question 4</b> - Indefinite reduction of imprest medication distribution services including limitations on regularity of, or bans on delivery of imprest to wards and scanning and or ordering of imprest stock?	73	0	73
<b>Question 5</b> - An unlimited number of periodic or continuous reductions on order limits to be processed to remote and regional sites, hospital outpatient clinics, NTG primary health centres, and external organisations. This includes a limit on NIP vaccine orders & other imprest or stock requests?	72	1	73
<b>Question 6</b> - Indefinite ban on processing returns to pharmacy. All returns to be discarded per usual discard procedures regardless of medication value?	73	0	73
<b>Question 7</b> - Indefinite earlier cut off for same-day processing of all ward requisitions (both controlled drugs & regular imprest requisitions); brought forward to 3pm, 12pm, or 10am?	73	0	73
<b>Question 8</b> - Indefinite earlier cut off for same-day processing of discharge dispensing; brought forward to 3pm, 12pm, or 10am?	72	0	72

<b>Question 9</b> - Indefinite earlier cut off for same-day processing of non-imprest dispensing/supply; brought forward to 3pm, 12pm, or 10am?	73	0	73
<b>Question 10</b> - Indefinite earlier cut off for same-day processing of discharge and non imprest requests over the weekend at all sites currently providing a weekend service; brought forward to 12pm or 10am?	73	0	73
<b>Question 11</b> - An unlimited number of periodic or continuous bans of dispensing services over the weekend at all sites currently providing a weekend service?	73	0	73
<b>Question 12</b> - An unlimited number of periodic or continuous bans on Webster Paks or other dose administration aids to be filled by pharmacy on discharge, including patients discharged to services such as Hospital in the Home & NT operated locations such as the Lorraine Brennan Centre?	73	0	73
<b>Question 13</b> - An unlimited number of periodic or continuous bans on dose administration aids to be provided for patients discharging to "boarder" status? DAAs may be supplied to wards for treating team or nursing staff to fill with discharge medications as deemed appropriate by them for the patient?	73	0	73
<b>Question 14</b> - An unlimited number of periodic or continuous bans on discharge supply of medications exceeding 1 week to any location?	72	1	73
<b>Question 15</b> - Medications to be dispensed privately (i.e. without submitting a claim to PBS for reimbursement) indefinitely?	73	0	73
<b>Question 16</b> - An unlimited number of indefinite or periodic bans reporting workload data to patient flow and hospital executive at their request. Pharmacy may still provide this data to highlight ongoing impacts of work shortage and industrial action at the discretion of the pharmacy directors/managers?	73	0	73
<b>Question 17</b> - An unlimited number of indefinite or periodic bans on reporting end-of-the-month financials at the request of executives, including at members discretion ceasing all automated regular reporting through pharmacy systems. Pharmacy may still provide data to highlight ongoing impacts of work shortage and industrial action at the discretion of the pharmacy directors/managers?	73	0	73
<b>Question 18</b> - Closing of external pharmacy doors, windows, & hatches for 1 to 2 hours at midday & phones/pages not to be answered during this time (usual tasks and lunch breaks to continue within pharmacy during this time)?	73	0	73
<b>Question 19</b> - Unlimited numbers of indefinite or periodic bans on the answering of phone calls and pagers?	73	0	73
<b>Question 20</b> - Diverting all general telephone calls to the relevant hospital general manager or, where a site does not have a general manager, to the relevant regional executive director?	73	0	73
<b>Question 21</b> - An unlimited number of indefinite or periodic bans on making phone calls to wards or other areas notifying them that items are ready for collection?	73	0	73

<b>Question 22</b> - An unlimited number of indefinite or periodic bans on the sending and receiving of emails?	73	0	73
<b>Question 23</b> - An unlimited number of indefinite or periodic bans of pharmacy services over the weekend at sites currently operating a weekend service?	73	0	73
<b>Question 24</b> - An unlimited number of indefinite or periodic bans of pharmacy services from the Hospital in the Home service including no ordering of specific antibiotic infusers (only ordering 'blank' infusers for nursing staff use) & withdrawal of pharmacy services from HITH entirely with no infuser ordering (blank or otherwise)?	73	0	73
<b>Question 25</b> - An unlimited number of indefinite, periodic or partial bans on working overtime including additional rostered weekend shifts?	73	0	73
<b>Question 26</b> - An unlimited number of indefinite, periodic or partial bans on redeployment to any area of the pharmacy service than where originally rostered, with the exception of redeployment to dispensary or distribution services?	73	0	73
<b>Question 27</b> - An unlimited number of indefinite or periodic bans on pharmacist presence on wards during the week (In the event of such a ban, Ward pharmacists will direct all queries and medications to the dispensary)?	73	0	73
<b>Question 28</b> - Stoppages of work for up to 12-hour periods?	73	0	73
<b>Question 29</b> - n indefinite ban on review or progression of formulary applications, IPU forms and/or medication related guidelines through pharmacy led committees. Formulary restrictions not to be imposed?	73	0	73
<b>Question 30</b> - A ban on AMS reporting for duration of industrial action?	73	0	73
<b>Question 31</b> - A ban claiming activity-based funding & completion of documentation required in order to claim ABF for the duration of industrial action?	73	0	73

I declare and report that:

- 76 ballots were issued for voting in this protected action ballot.
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-31
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil.

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