

Reference: 2024/3229

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**Declaration of results - PAB Order: B2024/420**

Pursuant to the Protected Action Ballot Order B2024/420 issued by the Fair Work Commission, the AEC has conducted the protected action ballot and the declaration of the result is provided below.

Preliminary scrutiny	
Number of employees on the Roll of Voters (Voters)	26
Postal votes returned by voters	23
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	22
Percentage of postal votes returned*	84.61

\*This is the number of postal votes admitted to further scrutiny as a percentage of the number of employees on the Roll of Voters (the number of voters who voted).

The further scrutiny has been conducted. The table below provides the results for each question.

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	Informal
1	An unlimited number of stoppages of work for 1-hour periods?	22	0	0
2	An unlimited number of stoppages of work for 2-hour periods?	22	0	0
3	An unlimited number of stoppages of work for 4-hour periods?	22	0	0
4	An unlimited number of stoppages of work for 8-hour periods?	22	0	0
5	An unlimited number of stoppages of work for indefinite periods?	21	1	0
6	An unlimited number of stoppages of work of up to 1 hours' duration for the purposes of speaking to the media about the reasons for the industrial action and the Union's campaign for a new enterprise bargaining agreement?	22	0	0
7	An unlimited number of stoppages of work of up to 1 hour's duration for the purposes of distributing material and speaking to the employer's customers or clients, their families or other members of the public about the reasons for the industrial action and the Union's campaign for a new enterprise bargaining agreement?	22	0	0

8	Indefinite refusal to send emails unless email signatures have campaign messaging such as 'HSU members in Medical Physics are campaigning for equal wages across states. We have more responsibility than our industry colleagues, with lesser pay and conditions. Show your support for our campaign by emailing mark.middleton@icon.team'?	22	0	0
9	Indefinite refusal to attend meetings unless Zoom/Microsoft Teams background to commonly used HSU backgrounds?	22	0	0
10	Indefinite refusal to complete Litmos courses?	22	0	0
11	Indefinite refusal to provide input on Riskman cases?	22	0	0
12	Indefinite refusal to perform Quality Assurance out of hours?	22	0	0
13	Unlimited refusal to perform Quality Assurance for more than one hour per day?	22	0	0
14	Indefinite refusal to accept calls out of hours?	22	0	0
15	Indefinite refusal to complete project work (including system upgrades)?	22	0	0
16	Indefinite refusal to participate in Technical Stream meetings and associated activities?	22	0	0
17	Indefinite refusal to participate in Vendor research or development collaborations and projects?	22	0	0
18	Unlimited stoppages of work for up to 1 hour to post on social media about the campaign?	22	0	0
19	Unlimited stoppages of non-clinical work?	22	0	0
20	Indefinite refusal to perform higher duties?	22	0	0
21	Indefinite refusal to provide training or inductions?	22	0	0
22	Indefinite refusal to work at or for any site except home site specified in contract?	22	0	0
23	Indefinite refusal to cover other sites due to staff leave/absence?	22	0	0
24	Indefinite stoppages of work for up to 1 hour to write to ICON's PPP Partners about the campaign?	22	0	0

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was achieved.
- The majority of voters who cast a valid vote were in favour of the action set out in question(s) 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Ballot Agent  
Australian Electoral Commission

24/05/2024

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