



**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**

**Tasmanian Networks Pty Ltd T/A Tasnetworks  
(B2024/1077)**

**10 September 2024**

# 1. Ballot Result

Total Eligible Voters: 14  
Total Participated: 14

14 out of 14 have answered all questions 100%

Final Ballot Audit: Tuesday, 10 September 2024 at 12:05pm AWST

*Diagram 1: Final Vote Participation*

**Association Of Professional Engineers, Scientists And Managers Australia Protected Action Ballot (B2024/1077)**  
Voters: 14  
Total Participated: 14 (100.0%)

## 2. CiVS Independence Declaration

The Association Of Professional Engineers, Scientists And Managers Australia Protected Action Ballot (B2024/1077) has been managed and declared independent of all other parties.

The Association Of Professional Engineers, Scientists And Managers Australia Protected Action Ballot (B2024/1077) result has been audited and the declared result is assured.

Yours Sincerely,



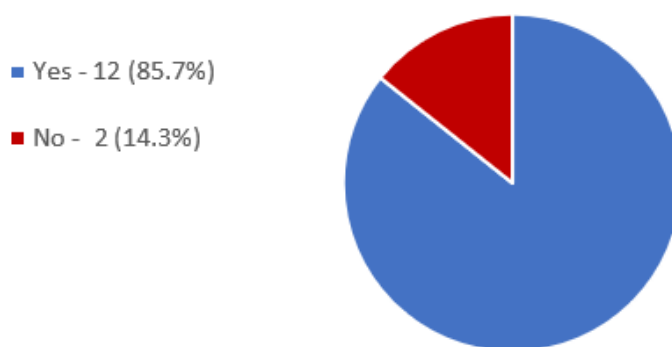
Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

#### Question 1

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

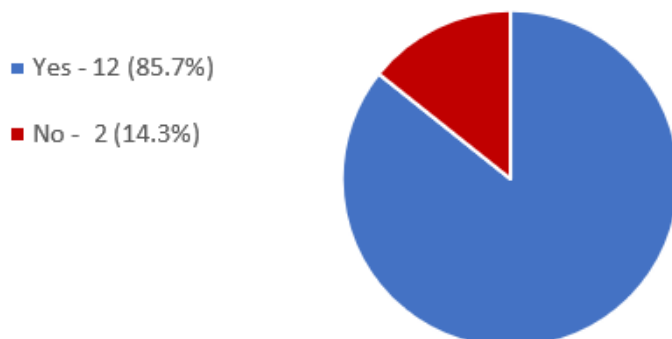
1. The imposition of a ban, for a specified period, including indefinitely, on conduct of work to fill in for, or otherwise replace staff conducting industrial action?



#### Question 2

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:

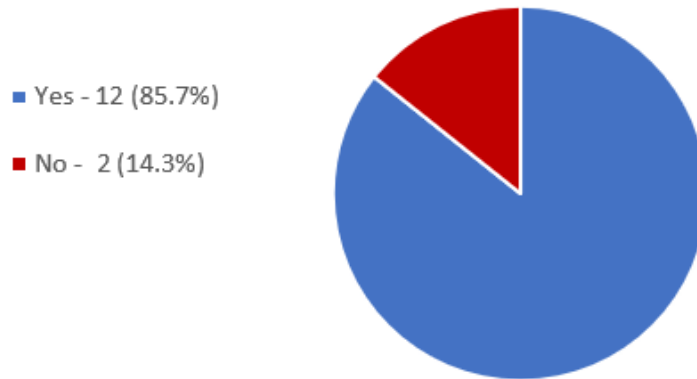
2. Indefinite or periodic bans on contingency planning relating to any Protected action at TasNetworks?



### Question 3

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:

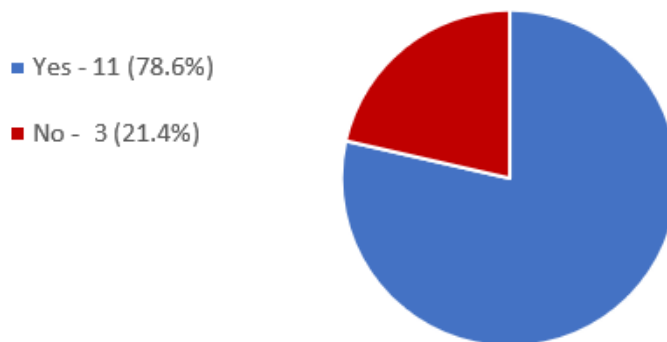
3. Indefinite or periodic bans on contingency planning relating to the Enterprise Bargaining Negotiation at TasNetworks?



### Question 4

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:

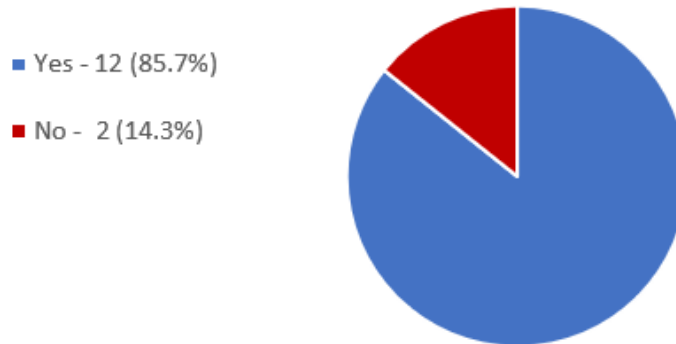
4. Indefinite or periodic employee claim action in the form of not undertaking work, tasks or responsibilities normally undertaken by supervisors or managers?



## Question 5

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:

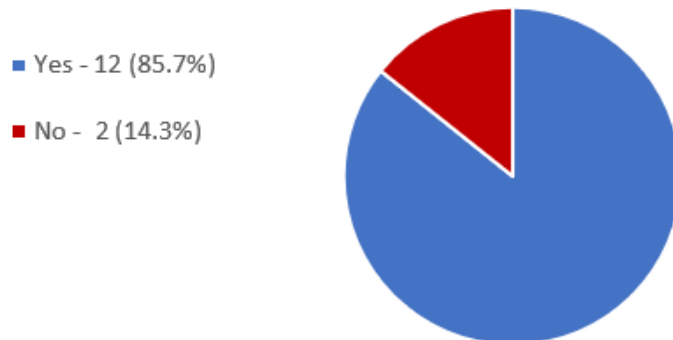
5. Indefinite or period bans on the performance of any work outside the normal spread hours (7.00 a.m. to 6.00 p.m., Monday to Friday inclusive)?



## Question 6

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:

6. Indefinite or periodic bans on the performance of more than 7.5 hours work in one day?



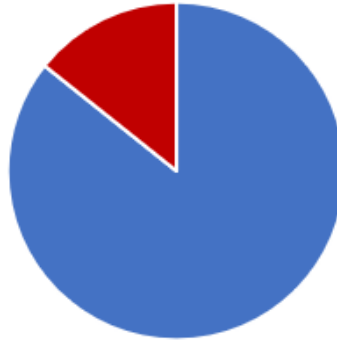
## Question 7

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:

7. Indefinite or periodic bans on the performance of overtime or accrual of flex time?

■ Yes - 12 (85.7%)

■ No - 2 (14.3%)



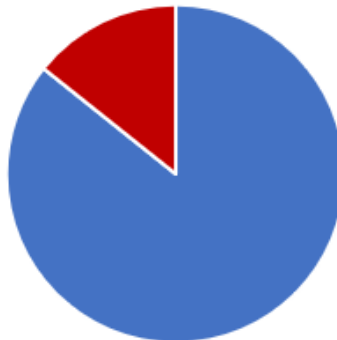
## Question 8

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:

8. The imposition of a ban, for a specified period, including indefinitely on "On Call. Or being available for communications and or the performance of any duties outside of the standard spread of hours"?

■ Yes - 12 (85.7%)

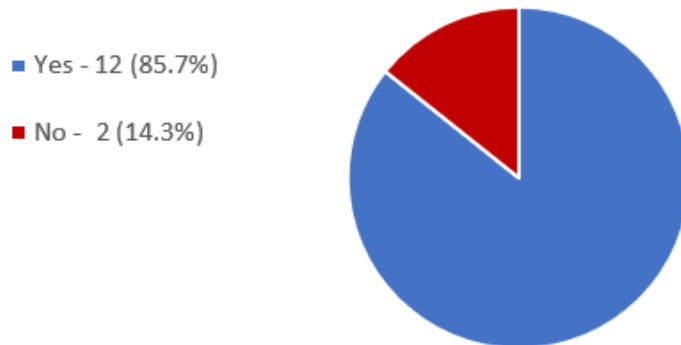
■ No - 2 (14.3%)



## Question 9

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:

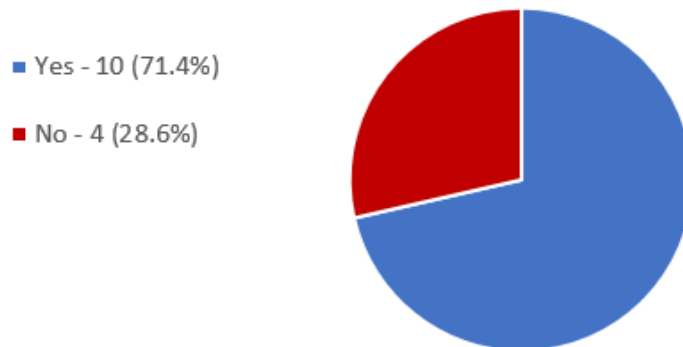
9. The imposition of a ban for a specified period, including indefinitely, on working rostered days off and public holidays?



## Question 10

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:

10. The imposition of a ban for a specified period, including indefinitely, on using electronic devices for work-related purposes (including, without limitation, computers or iPads)?

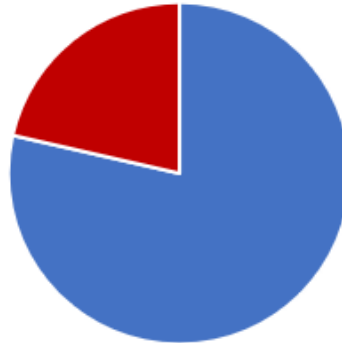


## Question 11

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:

11. The imposition of a ban for a specified period, including indefinitely, on responding to emails or texts messages including other messaging applications such as Microsoft Teams?

- Yes - 11 (78.6%)
- No - 3 (21.4%)

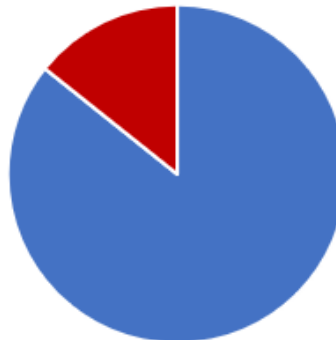


## Question 12

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:

12. The imposition of a ban for a specified period, including indefinitely, on completing any paperwork, reports, EWCs and job packs?

- Yes - 12 (85.7%)
- No - 2 (14.3%)

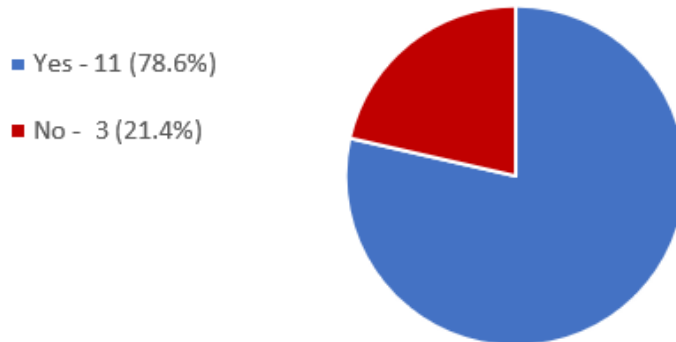




## Question 13

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:

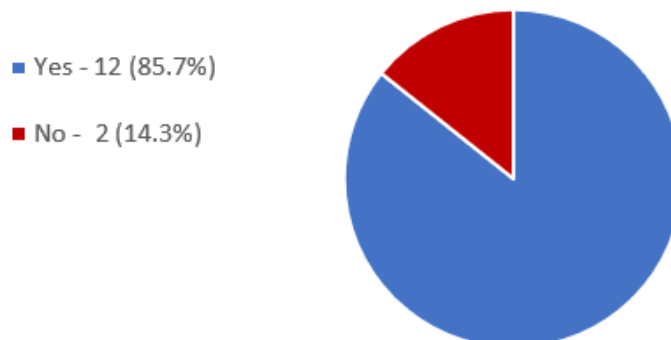
13. The imposition of a ban for a specified period, including indefinitely, on using mobile phones?



## Question 14

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:

14. The imposition of a ban, for a specified period, including indefinitely, on working with and or the supervision or authorisation of contractors or consultants to TasNetworks including the issuing permits?

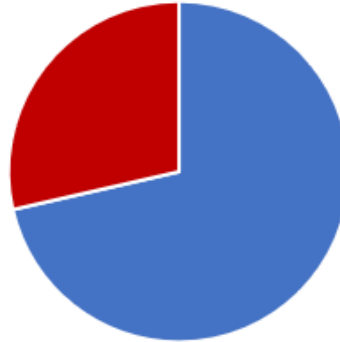


## Question 15

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:

15. Stoppage of work for a period of 15 minutes including consecutive stoppages?

- Yes - 10 (71.4%)
- No - 4 (28.6%)

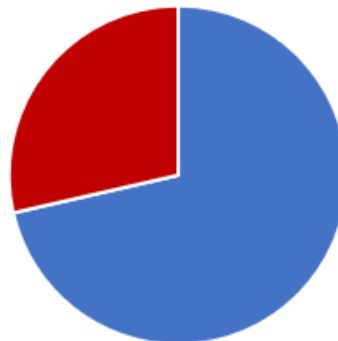


## Question 16

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:

16. Stoppage of work for a period of 1 hour, including consecutive stoppages?

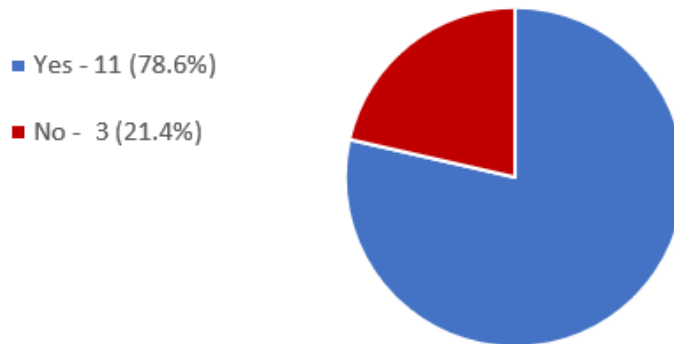
- Yes - 10 (71.4%)
- No - 4 (28.6%)



## Question 17

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:

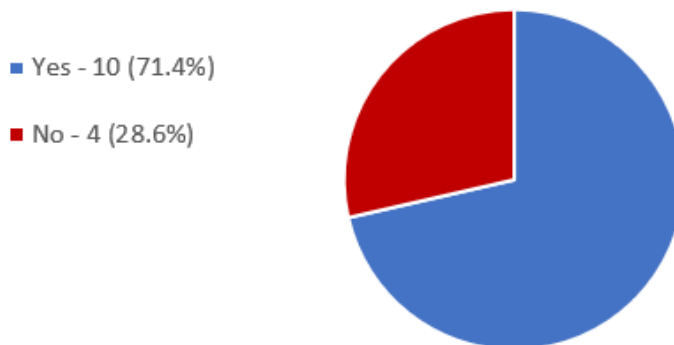
17. Stoppage of work for a period of 4 hours, including consecutive stoppages?



## Question 18

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:

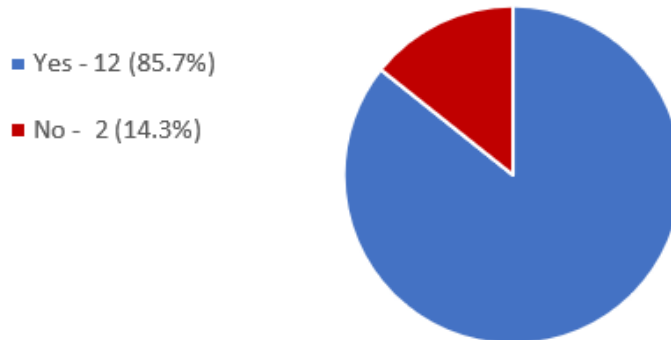
18. Employee action in the form of wearing and or displaying of Union related clothing and material?



## Question 19

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:

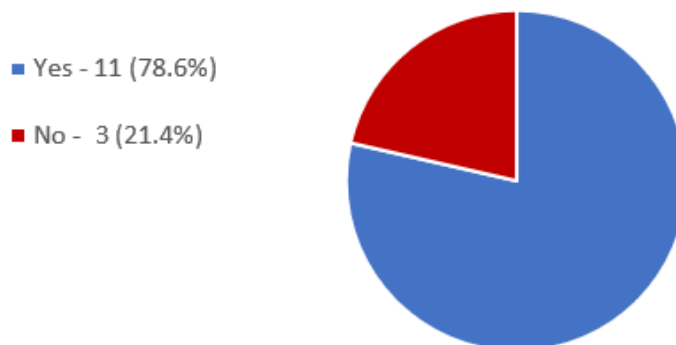
19. The imposition of a ban for a specified period, including indefinitely, on working outside the employee's normal geographical area?



## Question 20

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:

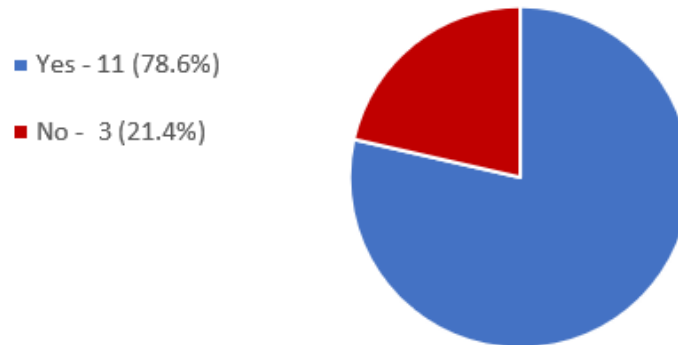
20. The imposition of a ban for a specified period, including indefinitely, on participating in any meetings via any video conference platform?



## Question 21

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:

21. Indefinite or periodic bans of not communicating with AEMO?





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