



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

**Energy Queensland Limited T/A Energex, Ergon Energy, Ergon
Energy Retail, Yurika
B2024/112**

4 March 2024

1. Ballot Result

Total Eligible Voters: 182
Total Participated: 165

165 out of 182 have answered all questions 90.7%

Final Ballot Audit: Monday, 4 March 2024 at 2.15pm AWST

Diagram 1: Final Vote Participation

**Association Of Professional Engineers, Scientists And Managers Australia
Protected Action Ballot (B2024/112)**
Voters: 182
Total Participated: 165 (90.7%)

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

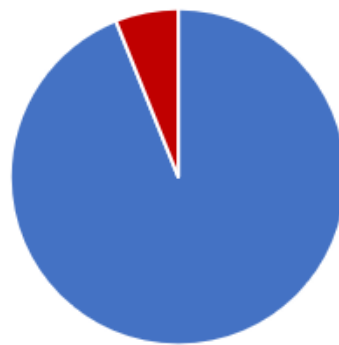
3. Questions and Results

Question 1

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work, including consecutive stoppages of work, for one (1) hour in duration?

- Yes - 155 (93.9%)
- No - 10 (6.1%)

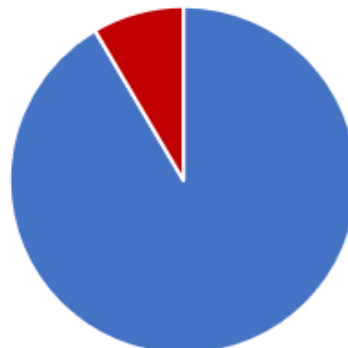


Question 2

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work, including consecutive stoppages of work, for four (4) hours in duration?

- Yes - 151 (91.5%)
- No - 14 (8.5%)



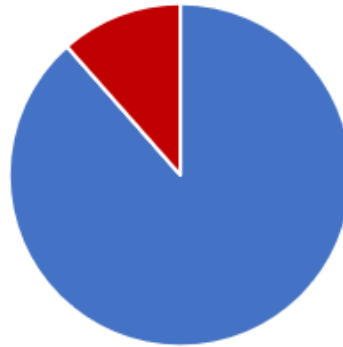
Question 3

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

3. An unlimited number of stoppages of work, including consecutive stoppages of work, for twenty-four (24) hours in duration?

■ Yes - 146 (88.5%)

■ No - 19 (11.5%)



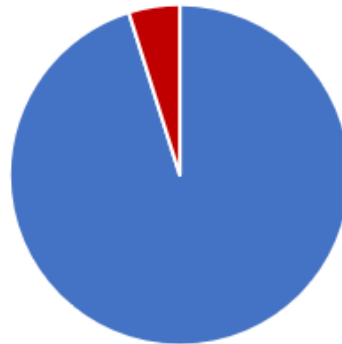
Question 4

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

4. A ban on labour costing and booking time to Work Orders?

■ Yes - 157 (95.2%)

■ No - 8 (4.8%)

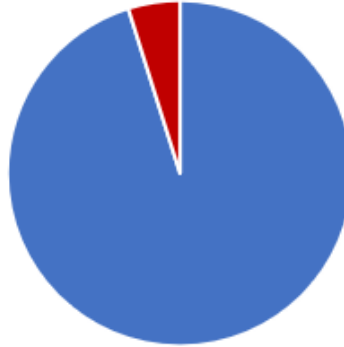


Question 5

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

5. A ban on providing On-Call Support, excluding situations where there is an immediate risk to health and safety?

- Yes - 157 (95.2%)
- No - 8 (4.8%)

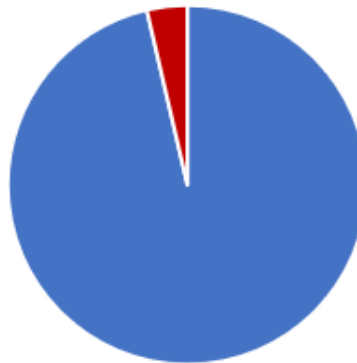


Question 6

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

6. An indefinite or periodic ban on signing off on reviews, approvals, return to service of plant, drawings, methodology, plans and documentation, including RPEQ sign-off, excluding where doing so would have an immediate impact on health and safety?

- Yes - 159 (96.4%)
- No - 6 (3.6%)

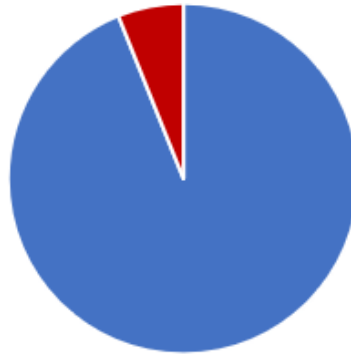


Question 7

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

7. An indefinite or periodic ban on EQL staff, providing support to projects, including but not limited to smart metering installations, AER submissions, SPoW, UDMS, SAS NG & MV Switch Gear, 11Kv Feeder Capacity Upgrade, etc?

- Yes - 155 (93.9%)
- No - 10 (6.1%)

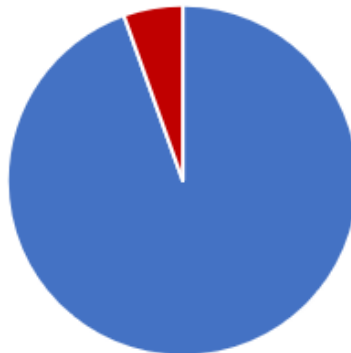


Question 8

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

8. An indefinite or periodic ban on engaging with internal and external contractors, consultants, or external authorities (e.g. Powerlink, CS Energy, Stanwell, Queensland Rail, etc)?

- Yes - 156 (94.5%)
- No - 9 (5.5%)

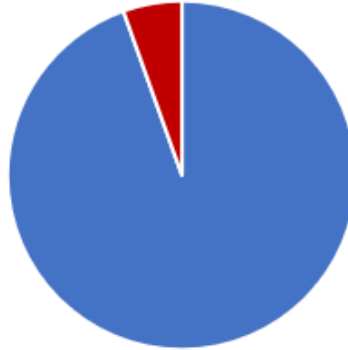


Question 9

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

9. An indefinite or periodic ban on working additional hours (OT/TOIL)?

- Yes - 156 (94.5%)
- No - 9 (5.5%)

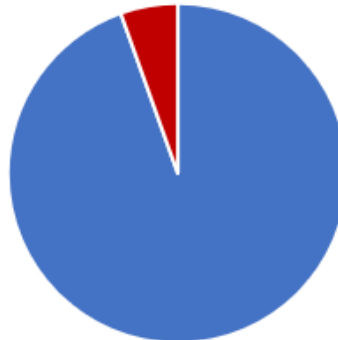


Question 10

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

10. An indefinite or periodic ban on using email, mobile phones and/or attending meetings outside set times?

- Yes - 156 (94.5%)
- No - 9 (5.5%)

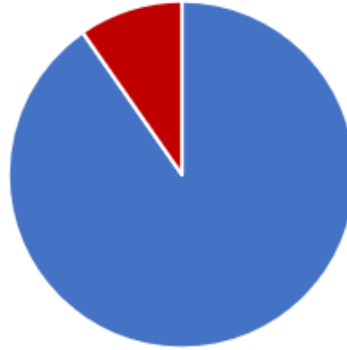


Question 11

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

11. Indefinite or periodic ban on accepting direction to perform tasks other than by 'face to face'?

- Yes - 149 (90.3%)
- No - 16 (9.7%)

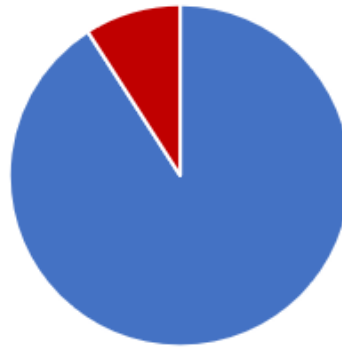


Question 12

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

12. Indefinite or periodic ban on giving direction to perform tasks other than by 'face to face'?

- Yes - 150 (90.9%)
- No - 15 (9.1%)

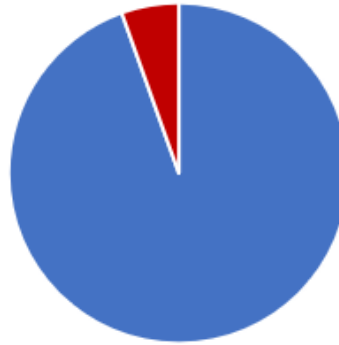


Question 13

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

13. Indefinite or periodic bans on ICT support out of hours, excluding where doing so would have an immediate impact on health and safety?

- Yes - 156 (94.5%)
- No - 9 (5.5%)

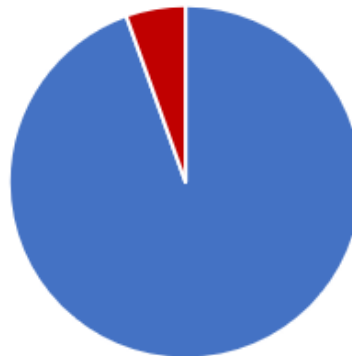


Question 14

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

14. Indefinite or periodic prioritisation of providing supervision and/or mentoring?

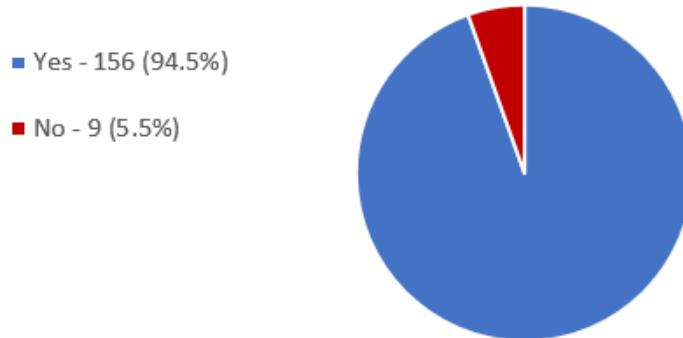
- Yes - 156 (94.5%)
- No - 9 (5.5%)



Question 15

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

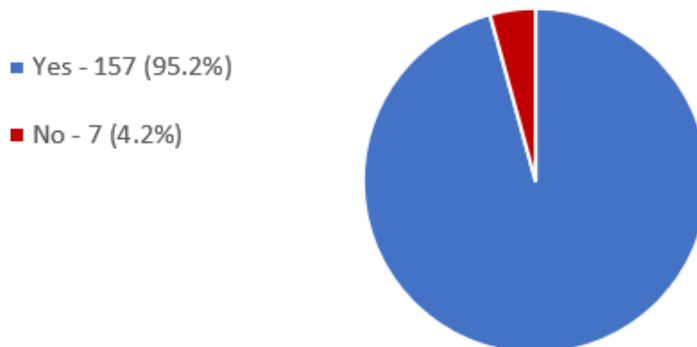
15. Indefinite or periodic prioritisation of training?



Question 16

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

16. Indefinite or periodic ban on responding to Requests for Information (RFI), Freedom of Information (FOI), or Ministerial requests for information?

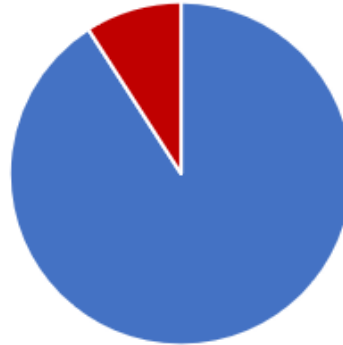


Question 17

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

17. An unlimited number of indefinite or periodic bans on the use of video/audio conferencing software?

- Yes - 150 (90.9%)
- No - 15 (9.1%)

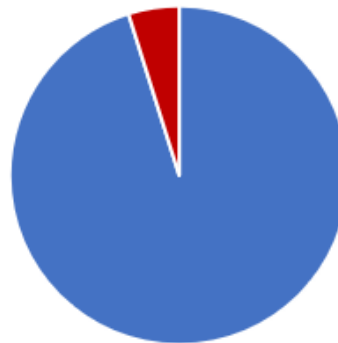


Question 18

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

18. An unlimited number of indefinite or periodic bans on performing any additional duties outside of a Position Description?

- Yes - 157 (95.2%)
- No - 8 (4.8%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

