



**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**

**Australian Nuclear Science and Technology Organisation  
(B2024/433)**

**26 April 2024**

# 1. Ballot Result

Total Eligible Voters: 48  
Total Participated: 41

41 out of 48 have answered all questions 85.4%

Final Ballot Audit: Friday, 26 April 2024 at 12.30pm AWST

*Diagram 1: Final Vote Participation*

<p><b>The Association of Professional Engineers, Scientists and Managers, Australia Protected Action Ballot (B2024/433)</b> Voters: 48 Total Participated: 41 (85.4%)</p>
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## 2. CiVS Independence Declaration

The Association of Professional Engineers, Scientists and Managers, Australia Protected Action Ballot (B2024/433) has been managed and declared independent of all other parties.

The Association of Professional Engineers, Scientists and Managers, Australia Protected Action Ballot (B2024/433) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

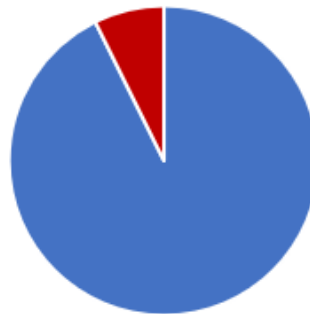
### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

1. Indefinite or periodic bans on work-related travel outside of an employee's ordinary hours of duty, except in situations to address critical safety requirements?

- Yes - 38 (92.7%)
- No - 3 (7.3%)

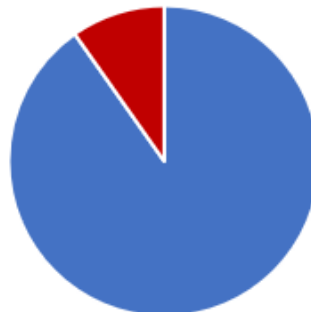


#### Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

2. Indefinite or periodic bans on any work-related travel, except in situations to address critical safety requirements?

- Yes - 37 (90.2%)
- No - 4 (9.8%)

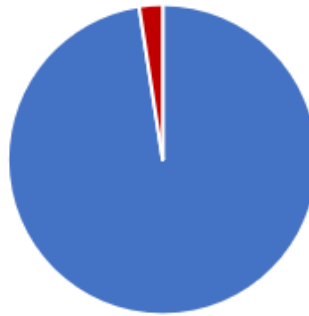


## Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

3. Indefinite or periodic bans on performing ordinary hours of work outside of 8am – 6pm, Monday to Friday, except in situations to address critical safety requirements?

- Yes - 40 (97.6%)
- No - 1 (2.4%)



## Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

4. Indefinite or periodic bans on the performance of overtime/additional hours on weekdays, except in situations to address critical safety requirements?

- Yes - 41 (100%)
- No - 0 (0%)

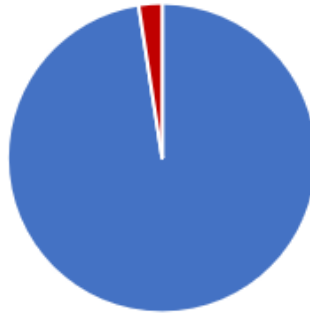


## Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

5. Indefinite or periodic bans on the performance of overtime/additional hours on weekends, except in situations to address critical safety requirements?

- Yes - 40 (97.6%)
- No - 1 (2.4%)



## Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

6. Indefinite or periodic bans on performing periods of on call, except in situations to address critical safety requirements?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

7. Indefinite or periodic bans on being recalled to duty, except in situations to address critical safety requirements?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

8. Indefinite or periodic bans on contacting employees on the on-call roster?

- Yes - 41 (100%)
- No - 0 (0%)

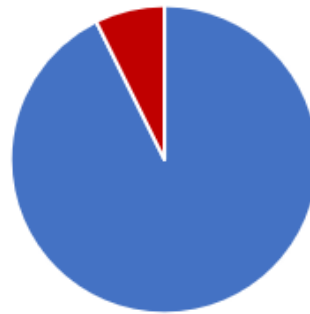


## Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

9. Indefinite or periodic bans on attending or participating in any meetings with ANSTO or Synchrotron management?

- Yes - 38 (92.7%)
- No - 3 (7.3%)

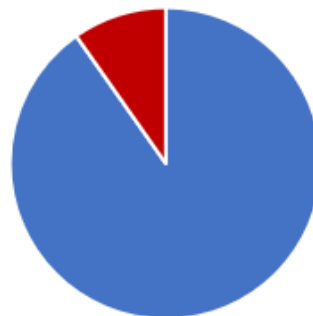


## Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

10. Indefinite or periodic bans on attending or participating in any team or all-staff meetings?

- Yes - 37 (90.2%)
- No - 4 (9.8%)

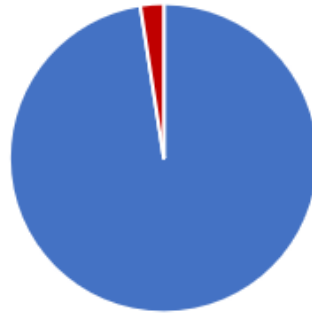


## Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

11. Indefinite or periodic action in the form of employees taking their meal break at a time or times they determine?

- Yes - 40 (97.6%)
- No - 1 (2.4%)



## Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

12. Indefinite or periodic bans on performing the work of another employee who is taking protected industrial action?

- Yes - 41 (100%)
- No - 0 (0%)





## Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

13. Indefinite or periodic bans on collecting, disseminating or advising of data relating to employees who intend to take, will be, are, or have been taking protected industrial action?

- Yes - 41 (100%)
- No - 0 (0%)

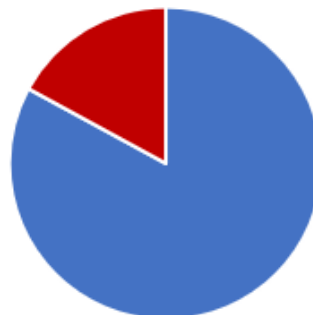


## Question 14

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

14. Indefinite or periodic bans on delivering induction training to external users of the Synchrotron?

- Yes - 34 (82.9%)
- No - 7 (17.1%)



## Question 15

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

15. Indefinite or periodic bans on completing training on the Learning Management System (LMS)?

- Yes - 41 (100%)
- No - 0 (0%)

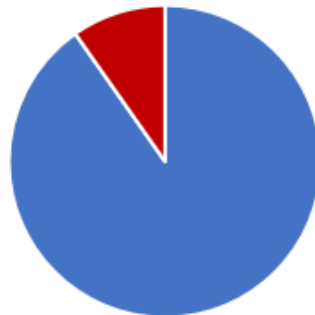


## Question 16

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

16. Indefinite or periodic bans on delivering or completing specialist training on systems or processes?

- Yes - 37 (90.2%)
- No - 4 (9.8%)

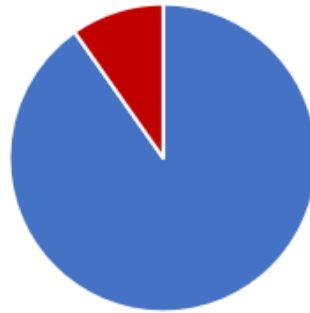


## Question 17

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

17. Indefinite or periodic bans on receiving, inspecting or testing goods received?

- Yes - 37 (90.2%)
- No - 4 (9.8%)

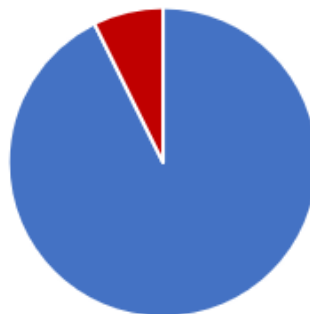


## Question 18

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

18. Indefinite or periodic action in the form of setting top-up mode current to a specified amount between 100mA – 200mA?

- Yes - 38 (92.7%)
- No - 3 (7.3%)

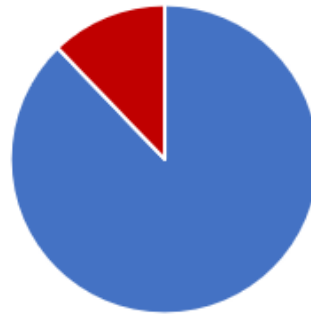


## Question 19

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

19. Indefinite or periodic bans on the processing, recording or actioning of financial transactions?

- Yes - 36 (87.8%)
- No - 5 (12.2%)

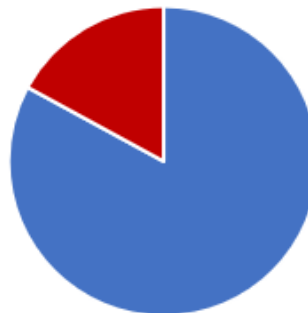


## Question 20

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

20. Indefinite or periodic bans on processing Experimental Authorisations?

- Yes - 34 (82.9%)
- No - 7 (17.1%)

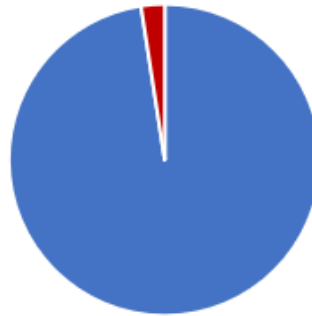


## Question 21

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

21. Indefinite or periodic bans on the use of the SAP online system?

- Yes - 40 (97.6%)
- No - 1 (2.4%)

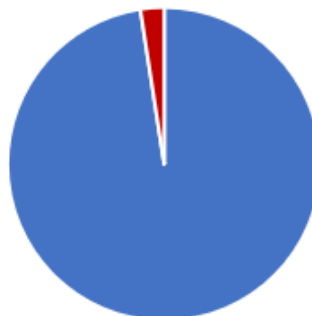


## Question 22

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

22. Indefinite or periodic bans on the use of the Quality online system?

- Yes - 40 (97.6%)
- No - 1 (2.4%)

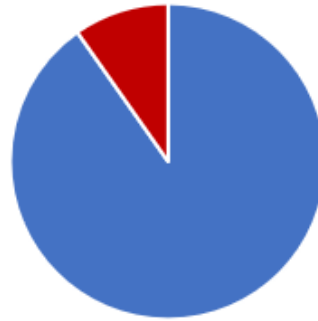


## Question 23

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

23. Indefinite or periodic bans on the use of the online IT ticket system?

- Yes - 37 (90.2%)
- No - 4 (9.8%)



## Question 24

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

24. Indefinite or periodic bans on the use of the online People Hub system?

- Yes - 41 (100%)
- No - 0 (0%)

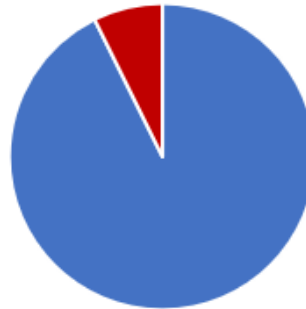


## Question 25

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

25. Indefinite or periodic bans on performing duties or tasks relating to user accommodation?

- Yes - 38 (92.7%)
- No - 3 (7.3%)

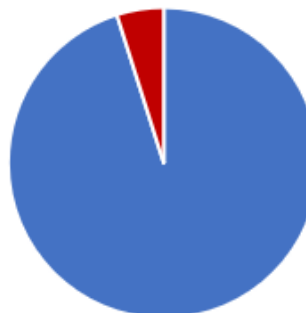


## Question 26

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

26. Indefinite or periodic bans on performing duties or tasks relating to the Storage Ring, except in situations to address critical safety requirements?

- Yes - 39 (95.1%)
- No - 2 (4.9%)

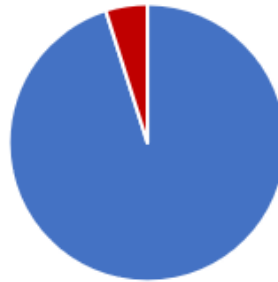


## Question 27

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

27. Indefinite or periodic bans on performing duties or tasks relating to the Booster Ring, except in situations to address critical safety requirements?

- Yes - 39 (95.1%)
- No - 2 (4.9%)

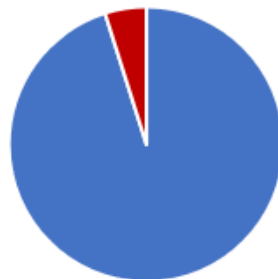


## Question 28

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

28. Indefinite or periodic bans on performing duties or tasks relating to Beamlines, except in situations to address critical safety requirements?

- Yes - 39 (95.1%)
- No - 2 (4.9%)



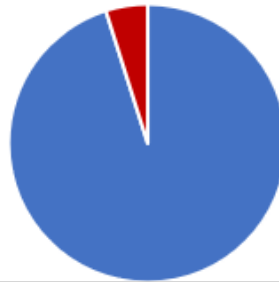


## Question 29

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

29. Indefinite or periodic bans on performing duties or tasks relating to the Linear Accelerator, except in situations to address critical safety requirements?

- Yes - 39 (95.1%)
- No - 2 (4.9%%)



## Question 30

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

30. Indefinite or periodic bans on resetting crashed or interlocked software or hardware systems (except in situations to address critical safety requirements)?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 31

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

31. Indefinite or periodic actions in the form diverting incoming phone calls to the office or mobile phone of the CEO, except by Accelerator Operators, First Aid officers and employees of the Work Health and Safety Team?

- Yes - 41 (100%)
- No - 0 (0%)

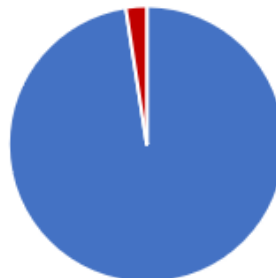


## Question 32

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

32. Indefinite or periodic bans on answering phone calls, except by Accelerator Operators, First Aid officers and employees of the Work Health and Safety Team?

- Yes - 40 (97.6%)
- No - 1 (2.4%)

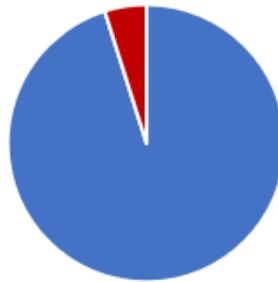


## Question 33

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

33. Indefinite or periodic bans on responding to any emails, except by Accelerator Operators, First Aid officers and employees of the Work Health and Safety Team?

- Yes - 39 (95.1%)
- No - 2 (4.9%)



## Question 34

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

34. Indefinite or periodic actions in the form of interrupting or stopping work to provide an authorised Professionals Australia statement to clients, stakeholders, users or customers?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 35

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

35. Indefinite or periodic actions in the form of interrupting or stopping work to provide an authorised Professionals Australia statement in emails, auto-reply messages and voicemail?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 36

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

36. An unlimited number of stoppages of work for periods of between 1 minute and 59 minutes inclusive?

- Yes - 41 (100%)
- No - 0 (0%)



## Question 37

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

37. An unlimited number of stoppages of work for periods of between 1 hour and 4 hours inclusive?

- Yes - 41 (100%)
- No - 0 (0%)

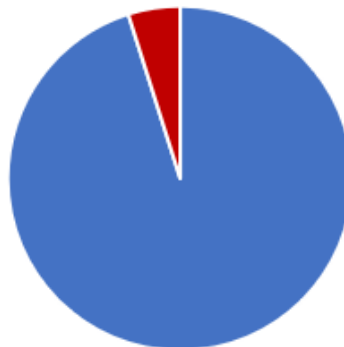


## Question 38

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

38. An unlimited number of stoppages of work for 24 hour periods?

- Yes - 39 (95.1%)
- No - 2 (4.9%)





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