



Reference: 2023/5101

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2023/590

Pursuant to the Protected Action Ballot Order B2023/590 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)	47
Postal votes returned by voters	39
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	39
Percentage of postal votes returned*	82.98

*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 Ramsay Health Care Australia Pty Limited do you endorse the approval of the protected industrial actions listed in this ballot whether to be taken separately, concurrently and/or consecutively against your employer, in the form of:

	Question	Yes	No	Informal
1	Interrupting work at times that are not essential to patient safety to distribute information and speak to clients, their families, the community and the media about the reason for industrial action? and the wearing of campaign related materials, such as badges and stickers?	38	1	0

2	Interrupting work at times that are not essential to patient safety to attach and wear campaign related materials such as badges and stickers?	39	0	0
3	All medications to be dispensed privately and the cost changed to zero for either a specified period of time or to continue indefinitely?	39	0	0
4	An unlimited number of indefinite or periodic bans on entering either a paperless or paper claim for the reimbursement of drug costs from Medicare or private health insurance that are not a legal requirement?	39	0	0
5	An unlimited number of indefinite, periodic or partial bans on working overtime, including additional rostered weekend shifts?	38	1	0
6	An unlimited number of indefinite or periodic bans on assisting with, or submitting high-cost drug forms, telephone authorities, and/or informed financial consent forms?	39	0	0
7	Interrupting or stopping work at times that are not essential to patient safety to display and post campaign material in the workplace?	38	1	0
8	Diverting all DECT phones to Ramsay Pharmacy Group's Chief Operating Officer or Human Resources Manager?	39	0	0
9	An unlimited number of indefinite or periodic bans on the answering of phone calls?	38	1	0
10	Diverting all general telephone calls to Ramsay Pharmacy Group's Chief Operating Officer or Human Resource Manager?	39	0	0
11	An unlimited number of indefinite or periodic bans on the sending and receiving of emails that are not essential to patient safety?	38	1	0
12	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?	38	1	0
13	An unlimited number of indefinite or periodic bans on the follow-up of billing queries and patient supply disputes that are not essential to patient safety?	39	0	0
14	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 inpatient pharmacy as is normal practice on weekends)?	38	1	0
15	Stoppages of work for up to 12-hour periods?	38	1	0
16	An unlimited number of indefinite or periodic bans on reporting end of month financials?	39	0	0
17	An unlimited number of indefinite or periodic bans on signing off timecards (MyTime)?	38	1	0
18	An unlimited number of indefinite or periodic bans on wearing Ramsay uniforms?	38	1	0

19	An unlimited number of indefinite or periodic bans on all oncology billing?	39	0	0
20	An unlimited number of indefinite or periodic bans on performing controlled drug ward audits?	38	1	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.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Kaye Bartlett
Returning Officer
Delegate of the Ballot Agent
Australian Electoral Commission
02/08/2023

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