

Reference: 2023/7095

The General Manager
 Fair Work Commission
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Declaration of results - PAB Order: B2023/875

Pursuant to the Protected Action Ballot Order B2023/875 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)	93
Postal votes returned by voters	71
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	70
Percentage of postal votes returned*	75.27

*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 I-Med Queensland Pty Ltd, do you authorise 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 of 4 hours duration?	70	0	0
2	An unlimited number of stoppages of work of 15-minute duration?	68	2	0
3	An unlimited number of stoppages of work of 1-hour duration?	68	2	0
4	An unlimited number of stoppages of work of 2-hour duration?	69	1	0
5	An unlimited number of stoppages of work of 4-hour duration?	69	1	0
6	An unlimited number of stoppages of work of 8-hour duration?	70	0	0
7	An unlimited number of stoppages of work of indefinite duration?	67	3	0
8	An unlimited number of stoppages of work and/or stoppages of compliance with the Communications, Government & Public Relations Policy of up to 1 hour duration for the purposes of speaking to the media about the reasons for the industrial action?	68	2	0
9	An unlimited number of stoppages of work of up to 1 hour duration for the purposes of speaking to the employer's	68	2	0

customers/clients, their families or other members of the public about the reasons for the industrial action?

10	An unlimited number of stoppages of work of up to 1 hour duration for the purposes of distributing printed material to the employer's customers/clients, their families or other members of the public about the reasons for the industrial action?	68	2	0
11	An unlimited number of indefinite or periodic bans on the performance of work without a union badge, sticker and/or lanyard attached or connected to the prescribed uniform?	67	3	0
12	An unlimited number of indefinite or periodic bans on the performance of work without wearing campaign clothing instead of the employees prescribed uniform (excluding any required personal protective equipment)?	66	4	0
13	An unlimited number of indefinite or periodic bans on the performance of work while using the company's standard email signatures? The employee will perform work if the email signature is changed to campaign messaging, which is: I-Med employees see through management's wage offer of 3.5%.	67	3	0
14	An indefinite ban on performing scans without first confirming a patient's identity through multiple forms of identification?	64	6	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.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Delegate of the Ballot Agent
Australian Electoral Commission
04/10/2023

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