



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**United Workers' Union (108V)**

**v**

**Integrated Clinical Oncology Network Pty Ltd (Icon Cancer  
Centre)**

**B2024/221**

**12 April 2024**

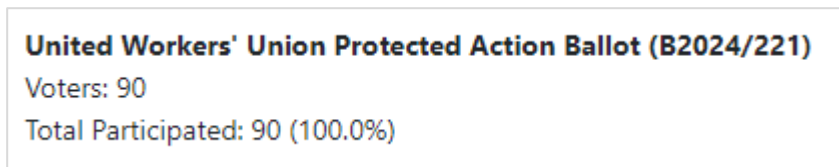
# 1. Ballot Result

Total Eligible Voters: 90  
Total Participated: 90

90 out of 90 have answered all questions 100%

Final Ballot Audit: Friday, 12 April 2024 at 12.05pm AWST

*Diagram 1: Final Vote Participation*



# 2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot has been managed and declared independent of all other parties.

The United Workers' Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

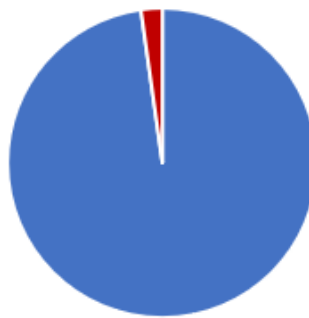
### 3. Questions and Results

#### Question 1

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

1. An unlimited number of stoppages of work of 15-minute duration?

- Yes - 88 (97.8%)
- No - 2 (2.2%)

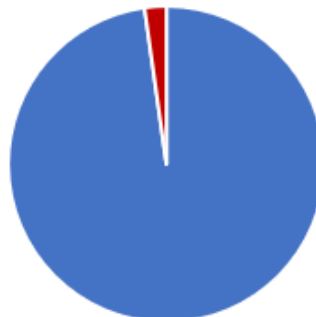


#### Question 2

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. An unlimited number of stoppages of work of 1 hour duration?

- Yes - 88 (97.8%)
- No - 2 (2.2%)



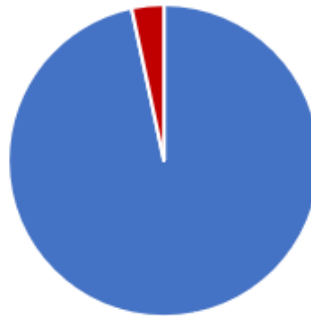
## Question 3

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. An unlimited number of stoppages of work of 2 hours duration?

■ Yes - 87 (96.7%)

■ No - 3 (3.3%)



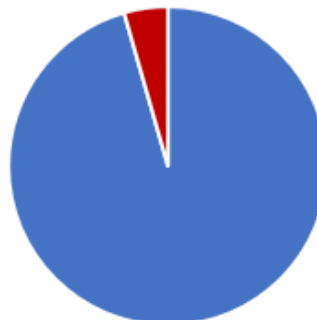
## Question 4

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. An unlimited number of stoppages of work of 4 hours duration?

■ Yes - 86 (95.6%)

■ No - 4 (4.4%)

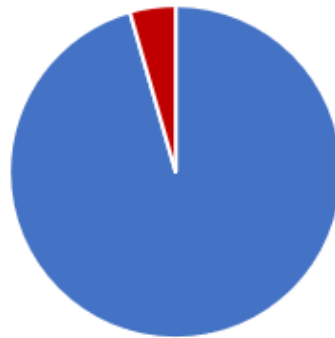


## Question 5

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. An unlimited number of stoppages of work of 8 hours duration?

- Yes - 86 (95.6%)
- No - 4 (4.4%)

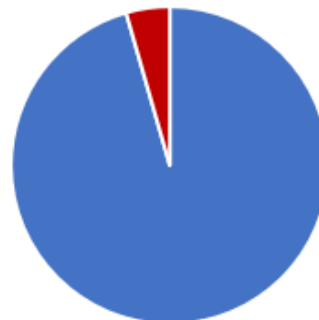


## Question 6

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. An unlimited number of stoppages of work of indefinite duration?

- Yes - 86 (95.6%)
- No - 4 (4.4%)

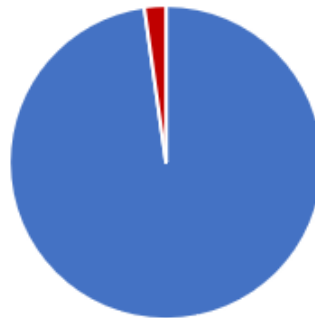


## Question 7

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. An unlimited number of stoppages of work of up to 1 hour duration for the purposes of speaking to the media about the reasons for the industrial action?

- Yes - 88 (97.8%)
- No - 2 (2.2%)

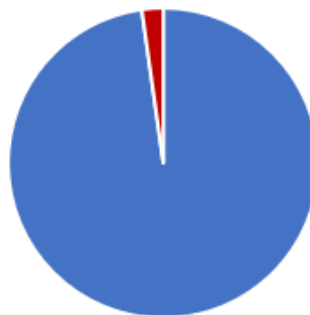


## Question 8

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. An unlimited number of stoppages of work of up to 1 hour duration for the purposes of speaking to the employer's customers, their families, and/or other members of the public about the reasons for the industrial action?

- Yes - 88 (97.8%)
- No - 2 (2.2%)

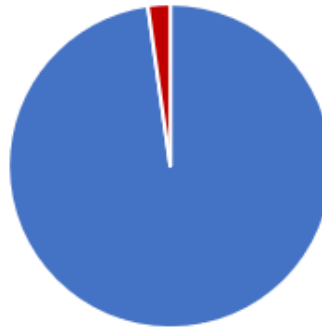


## Question 9

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

- Yes - 88 (97.8%)
- No - 2 (2.2%)

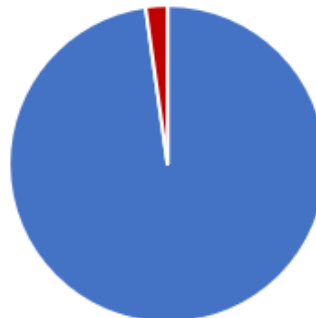


## Question 10

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. An unlimited number of indefinite or periodic bans on the performance of work without either; a union badge; a sticker; and/or lanyard attached or connected to Icon Cancer Centre's uniform?

- Yes - 88 (97.8%)
- No - 2 (2.2%)

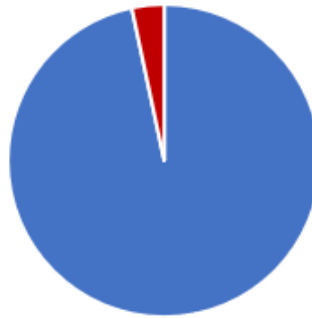


## Question 11

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. An unlimited number of indefinite bans on the performance of work without union campaign clothing worn over or instead of Icon Cancer Centre's uniform (excluding any required personal protective equipment)?

- Yes - 87 (96.7%)
- No - 3 (3.3%)

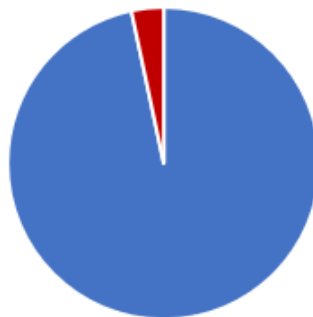


## Question 12

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. An unlimited number of indefinite or periodic bans on the performance of work without using an email signature containing part or all of campaign messaging being "Not so Iconic" and/or "Close the private-public pay gap."

- Yes - 87 (96.7%)
- No - 3 (3.3%)



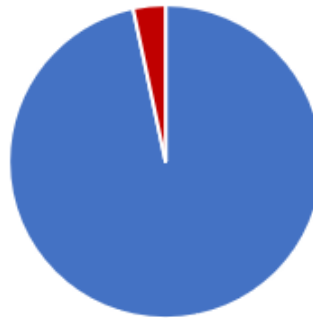


## Question 13

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. An unlimited number of indefinite or periodic bans on capturing or recording treatment related Medicare codes for any Radiation Therapy planning and/or imaging?

- Yes - 87 (96.7%)
- No - 3 (3.3%)

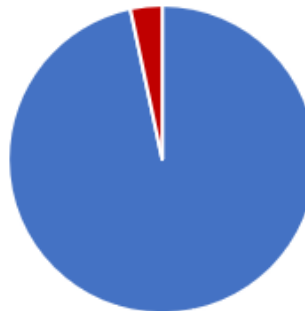


## Question 14

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. An unlimited number of indefinite or periodic bans on using Radformation Auto contour computer applications?

- Yes - 87 (96.7%)
- No - 3 (3.3%)

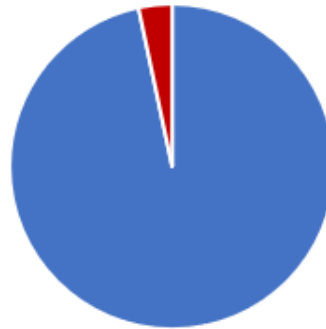


## Question 15

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. An unlimited number of indefinite or periodic bans on completing any Litmos courses or training?

- Yes - 87 (96.7%)
- No - 3 (3.3%)

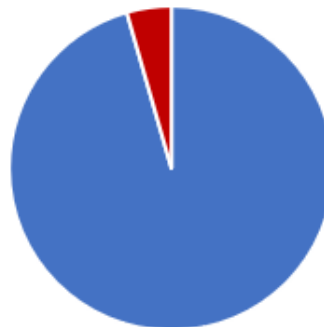


## Question 16

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. An unlimited number of indefinite or periodic bans on any modulated planning for breast patients?

- Yes - 86 (95.6%)
- No - 4 (4.4%)

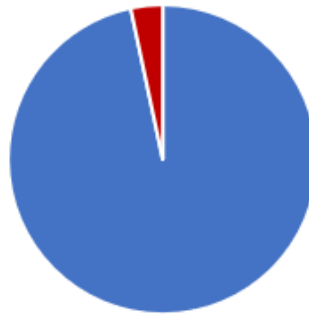


## Question 17

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. An unlimited number of indefinite or periodic bans on any assistance planning pool work?

- Yes - 87 (96.7%)
- No - 3 (3.3%)

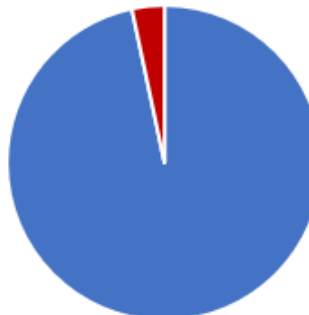


## Question 18

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. An unlimited number of indefinite or periodic bans on the performance of work at any Icon Cancer Centre worksite other than an employee's usual worksite?

- Yes - 87 (96.7%)
- No - 3 (3.3%)

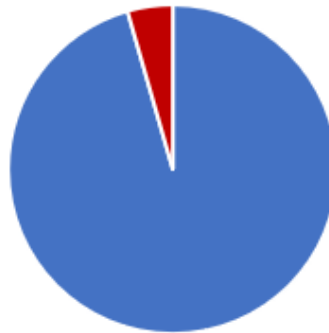


## Question 19

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. An unlimited number of indefinite or periodic stoppages of work of 15 minutes for the purpose of posting commentary from personal accounts on social media and other platforms about the experience of working for Icon Cancer Centre?

- Yes - 86 (95.6%)
- No - 4 (4.4%)

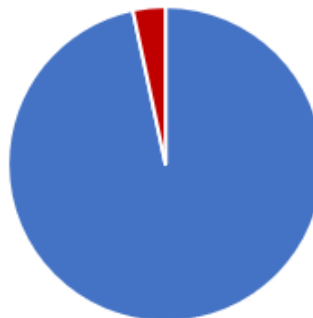


## Question 20

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. An unlimited number of indefinite or periodic bans on completing history checks?

- Yes - 87 (96.7%)
- No - 3 (3.3%)

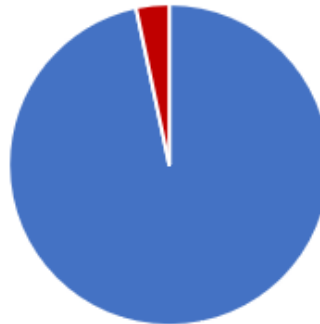


## Question 21

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. An unlimited number of indefinite or periodic bans on image reviews?

- Yes - 87 (96.7%)
- No - 3 (3.3%)

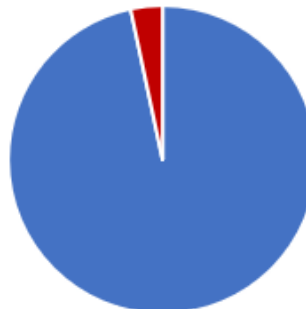


## Question 22

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:

22. An unlimited number of indefinite or periodic bans on patient surveys?

- Yes - 87 (96.7%)
- No - 3 (3.3%)

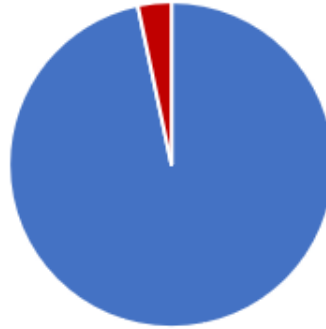


## Question 23

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:

23. An unlimited number of indefinite or periodic bans on real time image reviews in Radiation Oncology without a Radiation Oncologist present?

- Yes - 87 (96.7%)
- No - 3 (3.3%)

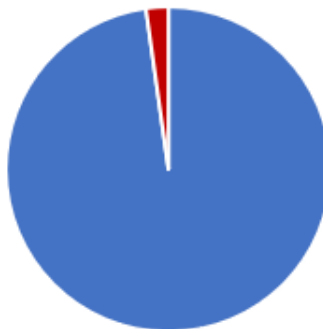


## Question 24

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:

24. An unlimited number of indefinite or periodic bans on the performance of overtime work?

- Yes - 88 (97.8%)
- No - 2 (2.2%)



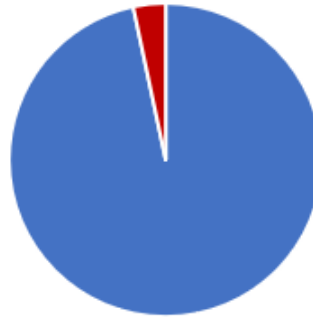
## Question 25

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:

25. An unlimited number of indefinite or periodic bans on scheduling work?

■ Yes - 87 (96.7%)

■ No - 3 (3.3%)



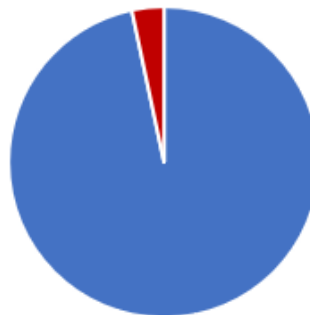
## Question 26

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:

26. An unlimited number of indefinite or periodic bans on student supervision?

■ Yes - 87 (96.7%)

■ No - 3 (3.3%)



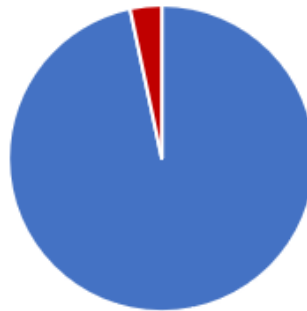
## Question 27

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:

27. An unlimited number of indefinite or periodic bans on performing work of rostered employees who are absent and whose rostered shift is not backfilled?

■ Yes - 87 (96.7%)

■ No - 3 (3.3%)



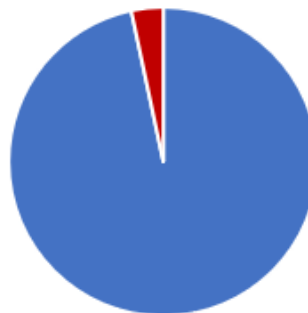
## Question 28

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:

28. An unlimited number of indefinite or periodic bans on responding within 24 hours to emails which would not directly impact on patient care?

■ Yes - 87 (96.7%)

■ No - 3 (3.3%)



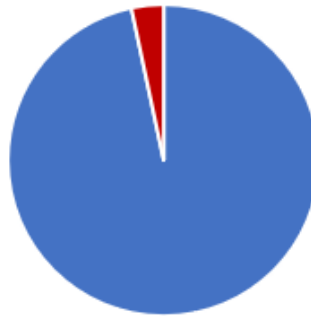


## Question 29

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:

29. A ban on setting up an out of office response automatic reply without the inclusion of the United Workers Union logo/branding and campaign messaging being "Not so Iconic" and/or "Close the private-public pay gap".

- Yes - 87 (96.7%)
- No - 3 (3.3%)

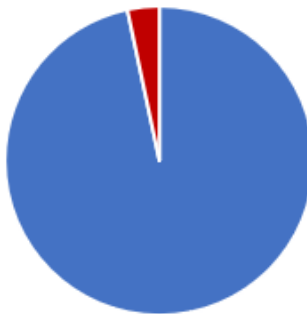


## Question 30

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:

30. An unlimited number of indefinite or periodic bans on answering all internal telephone calls and diverting such calls to the Queensland State Manager or Group Manager, Employee Relations?

- Yes - 87 (96.7%)
- No - 3 (3.3%)



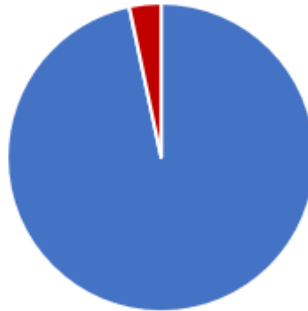
## Question 31

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:

31. An unlimited number of indefinite or periodic bans on compliance with the employer's Media and Social Media Policy IG-POL-0070 inside and/or outside of the workplace?

■ Yes - 87 (96.7%)

■ No - 3 (3.3%)





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