



Reference: 2023/9214

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Declaration of results - PAB Order: B2023/1133

Pursuant to the Protected Action Ballot Order B2023/1133 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)	6
Postal votes returned by voters	2
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	2
Percentage of postal votes returned*	33.33

*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 your employer, do you authorise the taking of 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, including consecutive stoppages of work, for one (1) hour in duration?	0	2	0
2	An unlimited number of stoppages of work, including consecutive stoppages of work, for two (2) hours in duration?	1	1	0
3	An unlimited number of stoppages of work, including consecutive stoppages of work, for four (4) hours in duration?	1	1	0

4	An unlimited number of stoppages of work, including consecutive stoppages of work, for eight and a half (8.5) hours in duration?	2	0	0
5	An unlimited number of indefinite or periodic bans on the performance of working overtime only?	1	1	0
6	Ban on cleaning toilets and replacing toilet paper in administration/management areas except for patient rooms?	2	0	0
7	Ban on emptying of linen. Linen will be bagged but not removed from all areas?	2	0	0
8	Ban on collection or return of all empty bed changes/mattresses?	1	1	0
9	Ban on cleaning unless in an emergency except for patient rooms?	2	0	0
10	Ban on loading or unloading linen trolleys?	2	0	0
11	Ban on cleaning of non-clinical areas with exception to operational staff locker rooms and operational staff dining areas?	2	0	0
12	Ban on cleaning of any office/management areas?	2	0	0
13	Ban on doing any periodical cleaning in non-clinical areas?	2	0	0
14	Ban on moving equipment around the facility (excluding wheelchairs or walking aids/assistance equipment and in case of emergency)?	2	0	0
15	Ban on moving or emptying any waste bins?	2	0	0
16	Ban on members taking direction from nursing stream staff, supervisors and/or managers, unless in writing?	2	0	0
17	Ban on working extra duties that are given to staff because of the protected action/bans?	2	0	0
18	Ban on paperwork and any routine record keeping or filing including auditing?	2	0	0
19	A ban on undertaking any duties in a work area that management have not backfilled?	2	0	0
20	A ban on undertaking any duties in a work area if the preceding shift was not backfilled by management?	2	0	0
21	Ban on collecting empty food trays and moving of trolleys with exception of delivering meals?	2	0	0
22	Ban on using equipment, Polyvacs, Carpet Cleaners, Roto wash in non-clinical areas?	2	0	0
23	Ban on cleaning the kitchen floors?	2	0	0
24	Ban on collecting cardboard or moving cardboard from around the facility?	2	0	0
25	Ban on supervisors and managers that are AWU members performing the work of staff participating in protected action/bans?	2	0	0
26	A ban on opening boxes?	2	0	0
27	A ban on delivering water jugs to the resident's rooms?	2	0	0

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was not achieved.
- The majority of voters who cast a valid vote were in favour of the action set out in question(s) 4, 6, 7, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27.
- The majority of voters who cast a valid vote were against the action set out in question(s) 1.
- A majority was not reached as there were an equal number of votes for and against the action set out in question(s) 2, 3, 5, 8.

Delegate of the Ballot Agent
Australian Electoral Commission

29/11/2023

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