



Fair Vote Services
HACSU v Forensicare Protected Action Ballot

PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the HACSU v Forensicare Protected Action Ballot has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/468)

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and up to 24 hours, save where such action would endanger the life, the personal safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?	182	10	192
Question 2 - An unlimited number of indefinite or periodic bans on collection, recording or documenting, either physically or electronically, non-clinical/administrative information, including: collection of statistics, contact records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics?	183	10	193
Question 3 - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?	188	5	193
Question 4 - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?	182	9	191
Question 5 - An unlimited number of indefinite or periodic bans on employees transferring to another team, unit or role where requested by the employer?	172	20	192

Question 6 - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?	185	6	191
Question 7 - An unlimited number of indefinite or periodic bans on undertaking any overtime and/or any hours in addition to an employee's rostered or contracted ordinary hours of work and/or any work during unpaid break times?	167	24	191
Question 8 - An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?	183	10	193
Question 9 - An unlimited number of indefinite or periodic bans on attending meetings with management without a union representative?	179	13	192
Question 10 - An unlimited number of indefinite or periodic bans on accepting secondary community caseloads?	176	16	192
Question 11 - An unlimited number of indefinite or periodic bans on escorting patients unless there are two staff members present, except in cases of emergency, and dependent on the level of risk which will be assessed by the clinicians on duty?	176	16	192
Question 12 - An unlimited number of indefinite or periodic bans on clinical staff completing any non-clinical duties, including handling bed linen, filing and car servicing?	183	9	192
Question 13 - An unlimited number of indefinite or periodic bans on completing any duties associated with bed transfer without 2 hours' notice?	175	17	192
Question 14 - An unlimited number of indefinite or periodic bans on enforcing any non-smoking policy in inpatient units (by not challenging consumers) except inside units?	160	30	190
Question 15 - An unlimited number of indefinite or periodic bans on participating in any activities associated with working towards accreditation to the National Safety and Quality Health Service Standards, including audits, but excluding mandatory training?	180	11	191
Question 16 - An unlimited number of indefinite or periodic bans on unplanned discharges with less than 4 hours' notice?	175	18	193
Question 17 - An unlimited number of indefinite or periodic bans on admissions within 1 hour of shift start or finish?	171	21	192
Question 18 - An unlimited number of indefinite or periodic bans on admissions until the room has been appropriately cleaned and prepared?	184	9	193
Question 19 - An unlimited number of indefinite or periodic bans on admissions where the staffing level is not appropriate to maintain standards of safety and care (as determined by the shift leader/clinician in charge)?	186	7	193
Question 20 - An unlimited number of indefinite or periodic bans on completing Individual Development Plans?	179	14	193

Question 21 - An unlimited number of indefinite or periodic bans on completing rosters?	163	26	189
Question 22 - A ban on providing information to management which identifies who is participating in protected industrial action?	185	8	193
Question 23 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from including an EBA campaign message in their e-mail signature?	182	7	189
Question 24 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from using their company email to distribute EBA or union campaign material or messages?	177	12	189
Question 25 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from including an EBA campaign message as a name or background in video conference meetings?	179	12	191
Question 26 - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?	174	16	190
Question 27 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a campaign t-shirt or union t-shirt during working hours?	181	8	189
Question 28 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a cowboy hat or western-style hat during working hours?	161	30	191
Question 29 - Undertaking stoppages of work to display campaign posters, slogans and/or colours in the workplace and in vehicles and/or refusing to work in areas where campaign materials are not on display?	171	17	188
Question 30 - Delaying or restricting the performance of normal duties by speaking to, and making HACSU-approved campaign related statements to the media including during working hours?	172	17	189
Question 31 - Delaying or restricting the performance of normal duties by speaking to consumers, families/carers, visitors, members of the public and other staff members about enterprise bargaining and HACSU campaigns during working hours?	177	14	191
Question 32 - A ban on compliance with the employer's policies or code of conduct to the extent that they prevent members from participating in HACSU social media campaigns related to enterprise bargaining and/or valuing Mental Health work?	180	8	188
Question 33 - A ban on compliance with the employer's policies or code of conduct to the extent that they prevent	180	10	190

<i>members from publishing or distributing or communicating information relating to enterprise bargaining or HACSU campaigns, including via social media and speaking to the media, consumers, families/carers, visitors, members of the public and other staff members?</i>			
Question 34 - <i>Undertaking stoppages of work or delaying the performance of normal duties by attending site rallies, BBQs, or campaign stalls inside health service / facility buildings and properties?</i>	185	5	190

I declare that:

- **348** ballots were issued for voting in this protected action ballot.
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): **1-34**.
- The majority of voters who cast a valid vote were against the action set down in question(s): **Nil**.

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