



B2023/1251 Protected Action Ballot

Health Services Union

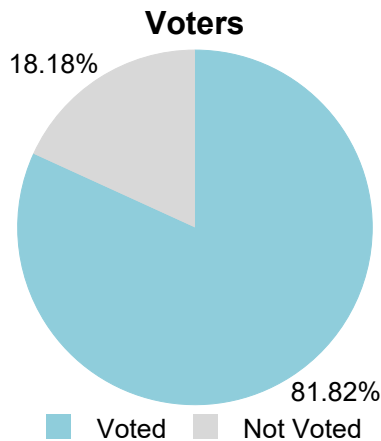
23 November 2023 to 6 December 2023

Ballot Report

The following ballot report is for B2023/1251 Protected Action Ballot conducted by TrueVote on behalf of Health Services Union. The ballot was live from 23/11/23 8:00 AM AEDT to 6/12/23 4:00 PM AEDT.

Voter Roll

The voter roll for the ballot consisted of 44 registered voters. 36 voters responded to the ballot notification sent out by TrueVote.



Voter Notifications

The following notifications were sent to the Voter roll by TrueVote as part of conducting the ballot.

Note: All times are shown in Eastern Australia Time.

Subject	Date	Type	Event
Notice of Protected Action Ballot B2023/1251	22/11/23 8:00 AM	Email	Generic
Vote Open B2023/1251 Protected Action Ballot	23/11/23 8:00 AM	Email	Voting open
SMS Reminder	23/11/23 11:00 AM	SMS	Voting reminder
Vote Reminder B2023/1251 Protected Action Ballot	30/11/23 8:00 AM	Email	Voting reminder
SMS Reminder	30/11/23 12:00 PM	SMS	Voting reminder
Vote Reminder B2023/1251 Protected Action Ballot	6/12/23 8:00 AM	Email	Voting reminder

Do you, for the purpose of advancing Victorian Allied Health Professionals Association (VAHPA) claims in the negotiation of an enterprise agreement with Epworth Medical Imaging (EMI), authorise the following forms of industrial action:

FORMS OF PROPOSED INDUSTRIAL ACTION

TO BE ENGAGED IN SEPARATELY OR CONCURRENTLY

Clearly mark either 'YES' or 'NO'

Action 1: Ban on dress code

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's uniform policy or dress code, including but not limited to putting on VAHPA campaign t-shirts, buffs, badges, stickers, lanyards and/or props.

Response	Result	% of Total (44)	% of Response Rate (36)
YES	34	77.27%	94.44%
NO	2	4.55%	5.56%

Action 2: Displaying campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of displaying or using VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props.

Response	Result	% of Total (44)	% of Response Rate (36)
YES	35	79.55%	97.22%
NO	1	2.27%	2.78%

Action 3: Distributing campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of distributing VAHPA campaign materials, including but not limited to distributing petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props, either by electronic means (including but not limited to email) or by providing them in person, to media, staff, patients, clients, customers, visitors, residents and/or members of the public.

Response	Result	% of Total (44)	% of Response Rate (36)
YES	32	72.73%	88.89%
NO	4	9.09%	11.11%

Action 4: Stoppages of work

Industrial action in the form of an unlimited number of stoppages of work, including but not limited to consecutive stoppages of work, of between five (5) minutes and twentyfour (24) hours in duration, including but not limited to stoppages to travel to and from stop work meetings.

Response	Result	% of Total (44)	% of Response Rate (36)
YES	34	77.27%	94.44%
NO	2	4.55%	5.56%

Action 5: Public events

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of attending public events in support of the proposed enterprise agreement and/or the VAHPA campaign, including but not limited to morning tea events, afternoon tea events and lunch time rallies.

Response	Result	% of Total (44)	% of Response Rate (36)
YES	32	72.73%	88.89%
NO	4	9.09%	11.11%

Action 6: Ban on overtime/additional hours

During an indefinite period or specified periods, industrial action in the form of not working any overtime and/or any hours in addition to an employee's rostered or contracted ordinary hours of work.

Response	Result	% of Total (44)	% of Response Rate (36)
YES	31	70.45%	86.11%
NO	5	11.36%	13.89%

Action 7: Taking breaks

During an indefinite period or specified periods, industrial action in the form of taking the full period of all breaks (including meal breaks and rest/tea breaks), including but not limited to taking breaks at the same time as other employees.

Response	Result	% of Total (44)	% of Response Rate (36)
YES	35	79.55%	97.22%
NO	1	2.27%	2.78%

Action 8: Ban on cannulation

During an indefinite period or specified periods, industrial action in the form of a ban on cannulating patients/clients/customers.

Response	Result	% of Total (44)	% of Response Rate (36)
YES	27	61.36%	75.00%
NO	9	20.45%	25.00%

Action 9: Ban on seeking or directing payment

During an indefinite period or specified periods, industrial action in the form of a ban on seeking payment from patients/clients/customers and/or directing patients/clients/customers to other EMI employees to make payment.

Response	Result	% of Total (44)	% of Response Rate (36)
YES	34	77.27%	94.44%
NO	2	4.55%	5.56%

Action 10: Ban on changing incorrect billing data

During an indefinite period or specified periods, industrial action in the form of a ban on changing incorrect billing data via the Radiology Information System (RIS) portal.

Response	Result	% of Total (44)	% of Response Rate (36)
YES	32	72.73%	88.89%
NO	4	9.09%	11.11%

Action 11: Ban on assisting a nurse decanting fluids

During an indefinite period or specified periods, industrial action in the form of a ban on assisting a nurse with decanting fluids.

Response	Result	% of Total (44)	% of Response Rate (36)
YES	29	65.91%	80.56%
NO	7	15.91%	19.44%

Action 12: Ban on provision of equipment to nursing colleagues during a sterile procedure

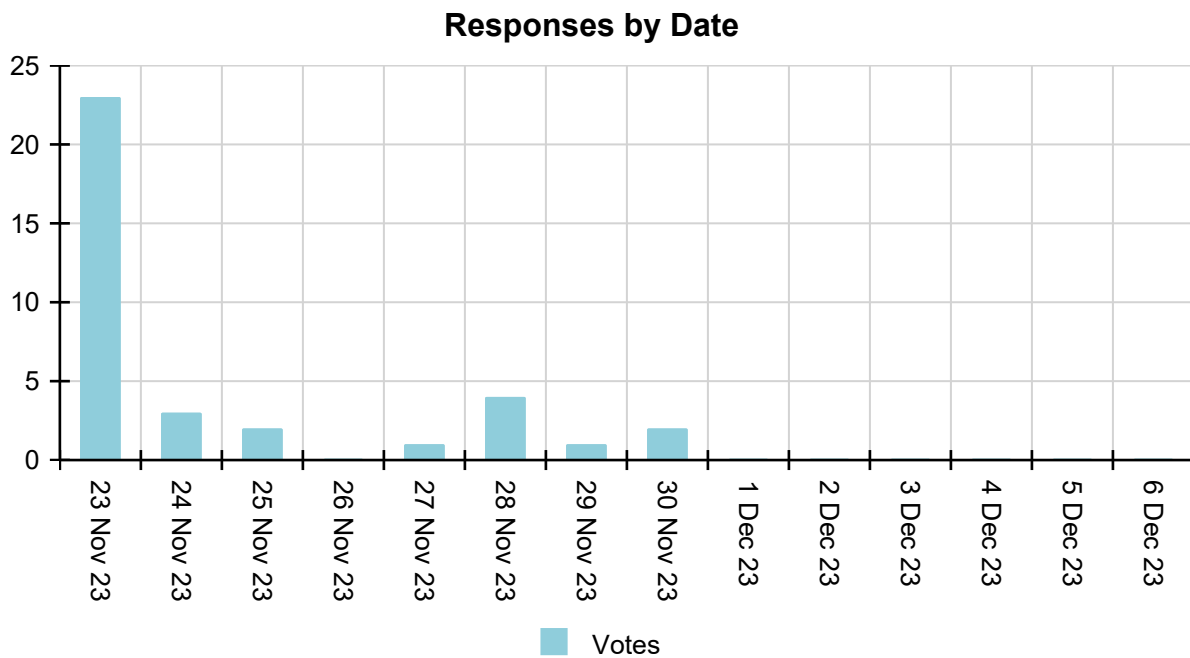
During an indefinite period or specified periods, industrial action in the form of a ban on providing equipment to nursing colleagues during a sterile procedure.

Response	Result	% of Total (44)	% of Response Rate (36)
YES	28	63.64%	77.78%
NO	8	18.18%	22.22%

Responses By Date

The following section shows a breakdown of voter response by day while the ballot was open. Voters cast their vote by using the voting link supplied to them.

Date	Votes	% of Total (44)	% of Response Rate (36)
23 Nov 23	23	52.27%	63.89%
24 Nov 23	3	6.82%	8.33%
25 Nov 23	2	4.55%	5.56%
26 Nov 23	0	0.00%	0.00%
27 Nov 23	1	2.27%	2.78%
28 Nov 23	4	9.09%	11.11%
29 Nov 23	1	2.27%	2.78%
30 Nov 23	2	4.55%	5.56%
1 Dec 23	0	0.00%	0.00%
2 Dec 23	0	0.00%	0.00%
3 Dec 23	0	0.00%	0.00%
4 Dec 23	0	0.00%	0.00%
5 Dec 23	0	0.00%	0.00%
6 Dec 23	0	0.00%	0.00%



Systems / Security / Help Desk

TrueVote portal 100% online during the ballot period.
There was no suspicious activity detected during the ballot period.
Voter assistance was provided throughout the ballot.



6 December 2023

Stephen Donaldson

TrueVote Returning Officer