



Reference: 2023/6578

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2023/819

Pursuant to the Protected Action Ballot Order B2023/819 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)	120
Postal votes returned by voters	41
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	40
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 advancing the Health Services Union/Health Workers Union (HWU) claims in the negotiation of an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below:

	Question	Yes	No	Informal
1	An unlimited number of stoppages of work for periods of between 2 hours and up to and including 24 hours?	35	4	1
2	An unlimited number of periodic or indefinite partial work bans?	33	4	3

3	Refusing to work beyond the rostered starting and finishing times?	36	2	2
4	Refusing to work overtime?	35	3	2
5	Refusing to perform higher duties?	33	5	2
6	During working hours, wearing, displaying and distributing HWU and industrial campaign-related material, including but not limited to clothing, colours, caps, badges, stickers, facemasks, posters, flyers, slogans, additions to email signatures, video conference and calling software virtual backgrounds or other campaign merchandise?	32	5	3
7	Interrupting or stopping work to put on, display or distribute HWU and industrial campaign-related material?	31	6	3
8	During working hours, providing information, in any form, concerning the views of employees about the industrial campaign for a new enterprise agreement, the HWU's claims and the industrial action, to members of the public (which includes patients and their family and friends, and members of the media)?	31	6	3
9	During working hours, attaching HWU and industrial campaign-related material to outgoing mail and/or emails and adding HWU and industrial campaign-related material to Healthscope materials and displays?	31	6	3
10	Refusing to use personal telephones for work purposes?	35	3	2
11	Refusing to operate facsimile and scanning machines?	31	4	5
12	Refusing to empty rubbish bins?	34	4	2
13	Refusing to replenish paper towel dispensers/holders?	34	4	2
14	Refusing to collect, fill or re-fill water jugs?	31	5	4
15	For employees other than Cleaners, refusing to clean non-clinical areas?	34	4	2
16	For Clerical and Administrative employees, refusing to provide or process any patient invoices or payments for third party entities including visiting medical officers (VMOs)?	28	3	9
17	For Orderlies, refusing to conduct bed transfers/movements for patients on admission to wards?	27	5	8
18	For Orderlies, refusing to make beds?	30	3	7
19	For Orderlies, refusing to perform any cleaning tasks?	29	3	8
20	For Orderlies, refusing to transfer medical records?	30	3	7
21	For Food and Domestic Services Assistants, refusing to remove meal trays, dishes or food waste arising from meal service?	25	5	10
22	For Food and Domestic Services Assistants, refusing to wash dishes?	26	5	9
23	For Theatre Technicians, refusing to perform any cleaning tasks?	26	4	10

24	For Ward Clerks, refusing to answer telephone calls?	26	3	11
25	For Instrument Technicians, refusing to process any loan sets which have not arrived in accordance with any relevant Healthscope policies and procedures?	26	4	10

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) 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25.
- 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
20/09/2023

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