



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Health Services Union

v

**The Office of the Commissioner for Public Employment –
Northern
Territory Government
(B2025/1299)**

2 September 2025

1. Ballot Result

Total Eligible Voters: 156
Total Participated: 125

125 out of 156 have answered all questions 80.1%

Final Ballot Audit: Tuesday, 2 September 2025 at 12.45pm AWST

Diagram 1: Final Vote Participation

Health Services Union Protected Action Ballot (B2025/1299)
Voters: 156
Total Participated: 125 (80.1%)

2. CiVS Independence Declaration

The Health Services Union Protected Action Ballot (B2025/1299) has been managed and declared independent of all other parties.

The Health Services Union Protected Action Ballot (B2025/1299) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

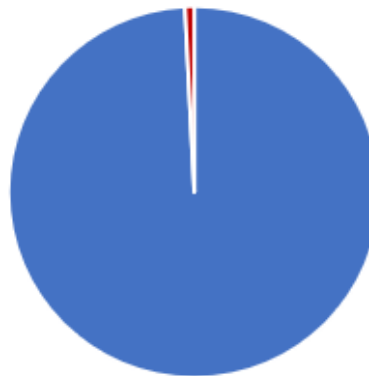
Question 1

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. Interrupting work to attach and wear and display campaign related materials, including but not limited to wearing badges, campaign clothing and stickers, displaying and distributing campaign posters, letters and flyers?

■ Yes - 124 (99.2%)

■ No - 1 (0.8%)



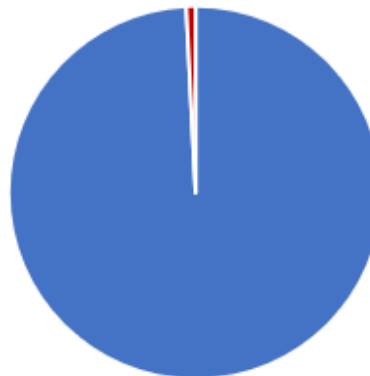
Question 2

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. Interrupting work to distribute information and speak to clients/patients, their families, colleagues, the community, and the media about the reason for industrial action?

■ Yes - 124 (99.2%)

■ No - 1 (0.8%)



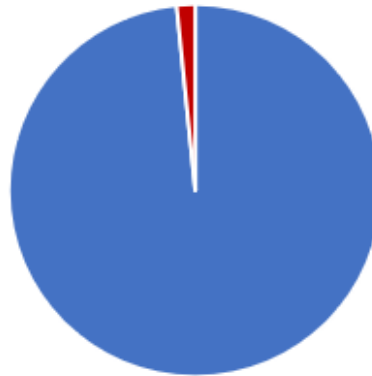
Question 3

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. Unlimited numbers of indefinite or periodic bans on answering phone calls and pagers?

■ Yes - 123 (98.4%)

■ No - 2 (1.6%)



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 indefinite, periodic or partial ban on unpaid overtime including but not limited to not staying after end of rostered shift, and not answering pager or phone during lunch breaks, not shortening tea or meal breaks to accommodate workload?

■ Yes - 125 (100.0%)

■ No - 0 (0%)



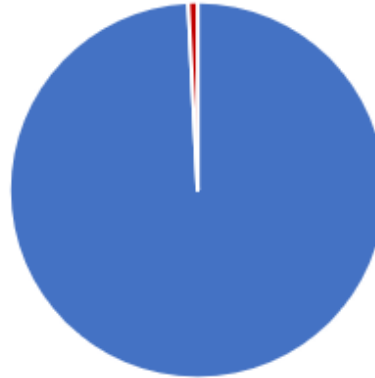
Question 5

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 indefinite, periodic or partial bans of allied health and pathology services over the weekend at sites currently operating a weekend service?

■ Yes - 124 (99.2%)

■ No - 1 (0.8%)



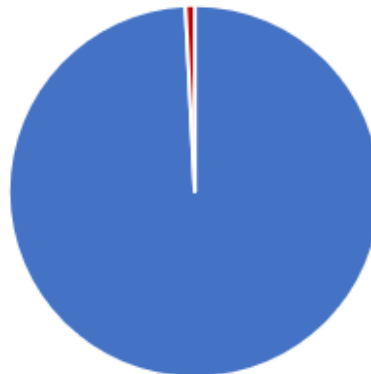
Question 6

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 indefinite, periodic or partial bans of working overtime shifts, including rostered weekend and evening shifts?

■ Yes - 124 (99.2%)

■ No - 1 (0.8%)



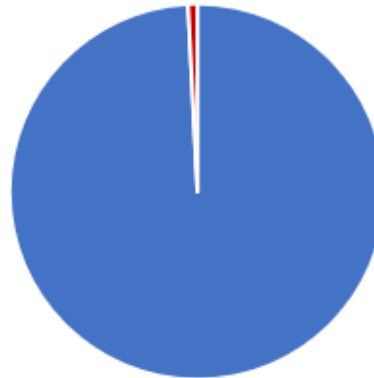
Question 7

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 periodic or continuous bans on following directions in relation to email signatures including a campaign message in email signature when sending emails internally and externally?

■ Yes - 124 (99.2%)

■ No - 1 (0.8%)



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 periodic or continuous bans on completing non-patient-care administrative tasks including not completing financial reports, statistics, data reports, and others?

■ Yes - 125 (100.0%)

■ No - 0 (0%)



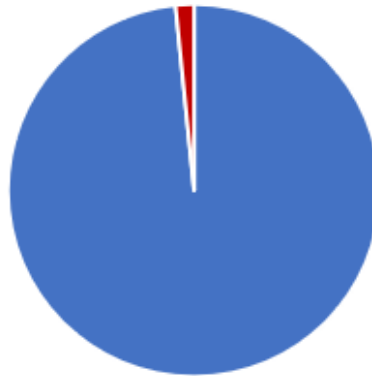
Question 9

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 indefinite, periodic or partial bans on redeployment to any role, facility or service area other than where originally rostered without 2 weeks prior notice of roster changes?

■ Yes - 123 (98.4%)

■ No - 2 (1.6%)



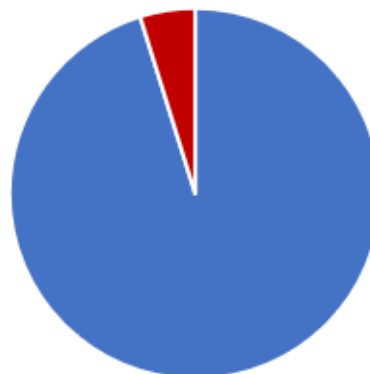
Question 10

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. Stoppages of work for up to 12 hours?

■ Yes - 119 (95.2%)

■ No - 6 (4.8%)



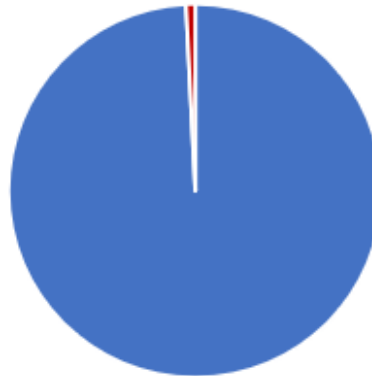
Question 11

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. A ban on actioning or completing activity-based funding processes and documentation including but not limited to entering Medicare numbers required for ABF claims for the duration of industrial action?

■ Yes - 124 (99.2%)

■ No - 1 (0.8%)



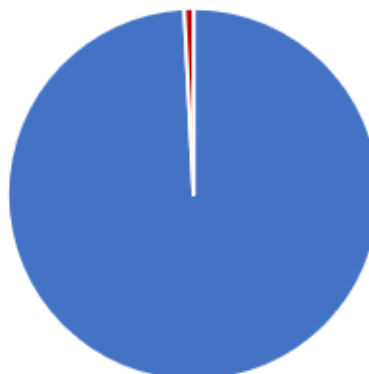
Question 12

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. A ban on accepting or actioning new referrals or requests (including add-ons or discharges) after 2pm (for 4:21 finishing shifts) except for urgent or high-risk cases for the duration of industrial action?

■ Yes - 124 (99.2%)

■ No - 1 (0.8%)



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. Indefinite ban on carrying additional workloads, including carrying or diverting additional pagers and phones of absent staff members?

■ Yes - 125 (100.0%)

■ No - 0 (0%)



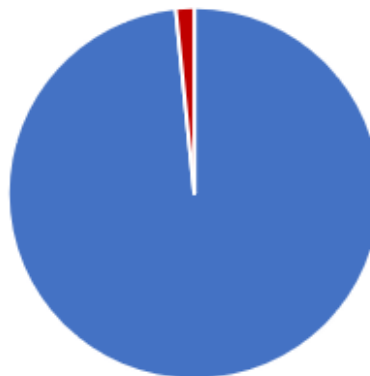
Question 14

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, periodic or partial bans on attending nonpatient-related meetings or activities including but not limited to huddles, committees, recruitment activities, external teaching?

■ Yes - 123 (98.4%)

■ No - 2 (1.6%)



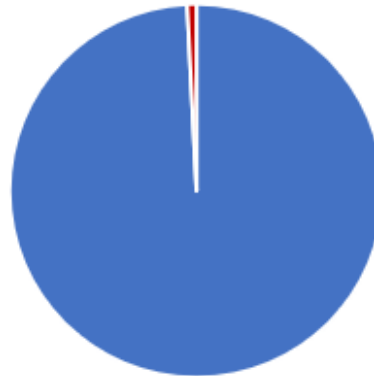
Question 15

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. Quarantining of 2 hours per week (pro rata for part-time) for continuous quality improvement work, and 2 hours per week (pro rata for part-time) for professional development activities, which can be undertaken via work-from-home?

■ Yes - 124 (99.2%)

■ No - 1 (0.8%)



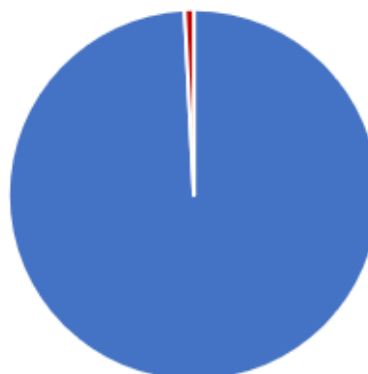
Question 16

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, periodic or partial bans on accepting referrals and work requests which are not correctly submitted via appropriate form or electronic system?

■ Yes - 124 (99.2%)

■ No - 1 (0.8%)



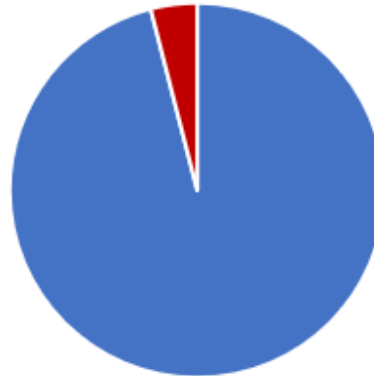
Question 17

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. Unlimited numbers of indefinite or periodic bans on complying with social media policy to share campaign materials on social media and in public forums?

■ Yes - 120 (96.0%)

■ No - 5 (4.0%)



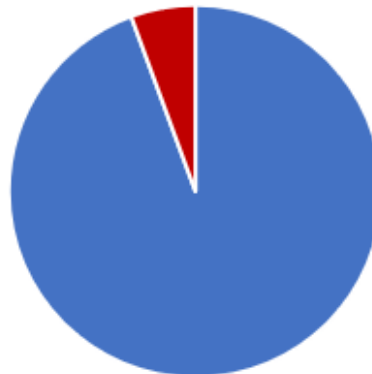
Question 18

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. Unlimited numbers of indefinite or periodic bans on cancelling, limiting or otherwise changing student supervisory and/or clinical education activities?

■ Yes - 118 (94.4%)

■ No - 7 (5.6%)

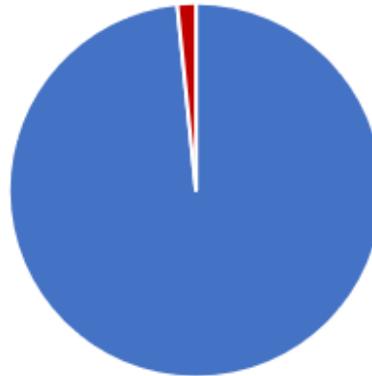


Question 19

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. Unlimited numbers of indefinite or periodic bans on delaying response to nonurgent queries or release of results?

- Yes - 123 (98.4%)
- No - 2 (1.6%)

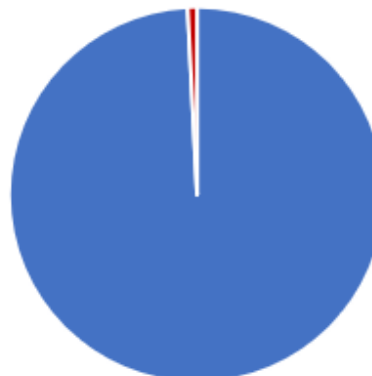


Question 20

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. Unlimited numbers of indefinite or periodic bans on redirecting requests to appropriate private providers (corrections screening and non-urgent testing)?

- Yes - 124 (99.2%)
- No - 1 (0.8%)



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. Unlimited numbers of indefinite or periodic bans on not obtaining samples which are within clinical scope of ward and registered nurses?

■ Yes - 125 (100.0%)

■ No - 0 (0%)



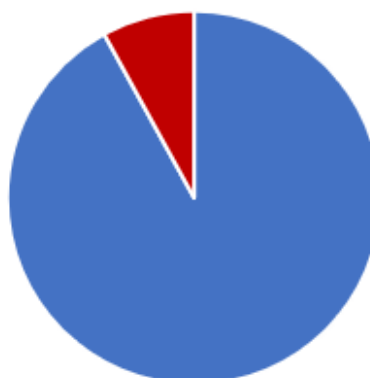
Question 22

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 periodic and/or indefinite bans on preparing laboratory equipment for the next shift?

■ Yes - 115 (92.0%)

■ No - 10 (8.0%)



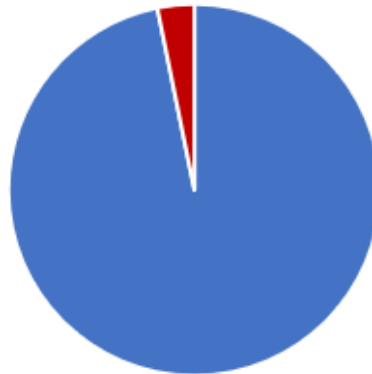
Question 23

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 periodic and/or indefinite bans on undertaking non-urgent vehicle-related duties, including cleaning and/or refueling fleet vehicles, completing vehicle logbooks, and/or transporting internal mail, paperwork, and/or other non-clinical deliveries between sites?

■ Yes - 121 (96.8%)

■ No - 4 (3.2%)



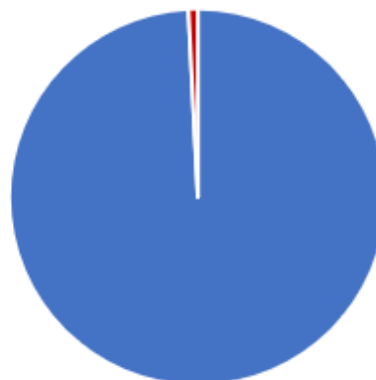
Question 24

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 periodic and/or indefinite bans on processing non-urgent specimens?

■ Yes - 124 (99.2%)

■ No - 1 (0.8%)

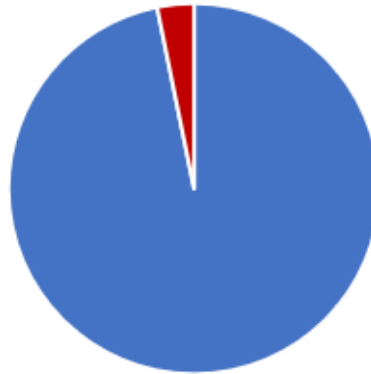


Question 25

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 periodic and/or indefinite partial work bans?

- Yes - 121 (96.8%)
- No - 4 (3.2%)

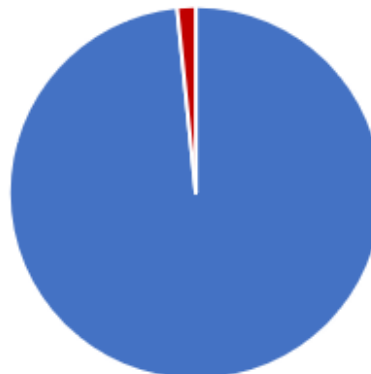


Question 26

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. Indefinite ban on entering Medicare details and/or billing codes and/or account codes into the pathology information systems (however named)?

- Yes - 123 (98.4%)
- No - 2 (1.6%)



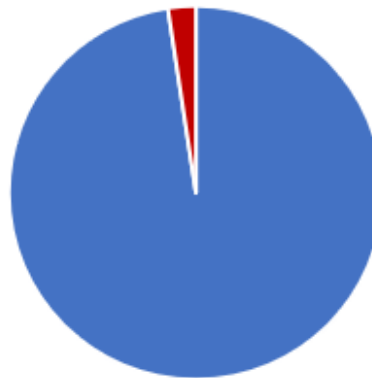
Question 27

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 indefinite ban on compliance with the employers Media Policy (however named)?

■ Yes - 122 (97.6%)

■ No - 3 (2.4%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

