



Ballot Report

B2025-620 Protected Action Ballot

Health Services Union

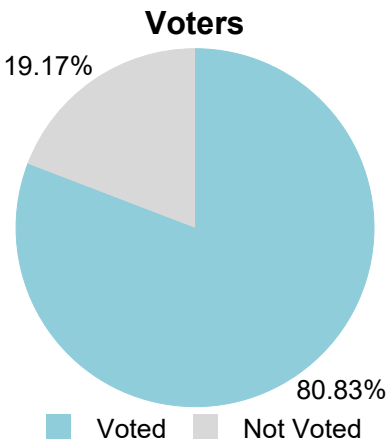
23 April 2025 to 7 May 2025

Ballot Report

The following ballot report is for B2025-620 Protected Action Ballot conducted by TrueVote on behalf of Health Services Union. The ballot was live from 23/4/25 6:00 AM AEST to 7/5/25 4:00 PM AEST.

Voter Roll

The voter roll for the ballot consisted of 193 registered voters. 156 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 B2025-620 Protected Action Ballot	22/4/25 6:00 AM	Email	Generic
Vote Open B2025-620 Protected Action Ballot	23/4/25 6:00 AM	Email	Voting open
SMS Vote Open	23/4/25 6:00 AM	SMS	Voting open
Vote Reminder B2025-620 Protected Action Ballot	30/4/25 6:00 AM	Email	Voting reminder
SMS Reminder	30/4/25 6:00 AM	SMS	Voting reminder
Vote Reminder - B2025-620 Protected Action Ballot	7/5/25 6:00 AM	Email	Voting reminder
SMS Reminder	7/5/25 6:00 AM	SMS	Voting reminder

Do you, for the purpose of advancing VAHPA claims in the negotiation of an enterprise agreement with I-MED, authorise all the following forms of industrial action:

FORMS OF PROPOSED INDUSTRIAL ACTION TO BE ENGAGED IN SEPARATELY OR CONCURRENTLY

1. ACTION ONE: 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, badges, stickers, lanyards, and props.

Response	Result	% of Total (193)	% of Response Rate (156)
YES	147	76.17%	94.23%
NO	9	4.66%	5.77%

2. ACTION TWO: 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 props.

Response	Result	% of Total (193)	% of Response Rate (156)
YES	150	77.72%	96.15%
NO	6	3.11%	3.85%

3. ACTION THREE: 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 petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and props, either via 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 (193)	% of Response Rate (156)
YES	147	76.17%	94.23%
NO	9	4.66%	5.77%

4. ACTION FOUR: 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 twenty-four (24) hours in duration, including but not limited to stoppages to travel to and from stop work meetings, subject to VAHPA providing I-MED with five (5) working days' notice.

Response	Result	% of Total (193)	% of Response Rate (156)
YES	143	74.09%	91.67%
NO	13	6.74%	8.33%

5. ACTION FIVE: 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 hours of work, subject to VAHPA providing I-MED with five (5) working days' notice.

Response	Result	% of Total (193)	% of Response Rate (156)
YES	134	69.43%	85.90%
NO	22	11.40%	14.10%

6. ACTION SIX: 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 (193)	% of Response Rate (156)
YES	139	72.02%	89.10%
NO	17	8.81%	10.90%

7. ACTION SEVEN: BAN ON BILLING DOCUMENTATION

During an indefinite period or specified periods, industrial action in the form of not processing or submitting files, statistics, spreadsheets or any other clerical work, including but not limited to any paperwork or electronic forms or documentation, which enables the employer to bill or invoice people and/or businesses.

Response	Result	% of Total (193)	% of Response Rate (156)
YES	140	72.54%	89.74%
NO	16	8.29%	10.26%

8. ACTION EIGHT: TAKING BREAKS

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

Response	Result	% of Total (193)	% of Response Rate (156)
YES	153	79.27%	98.08%
NO	3	1.55%	1.92%

9. ACTION NINE: BAN ON ADDITIONAL OR NEW DUTIES

During an indefinite period or specified periods, industrial action in the form of not performing duties outside of those explicitly required by an employee's Job Description/Position Description as they were at the time of this order.

Response	Result	% of Total (193)	% of Response Rate (156)
YES	148	76.68%	94.87%
NO	8	4.15%	5.13%

10. ACTION TEN: ONLY SEEING THE FIRST CLIENT BOOKED

During an indefinite period or specified periods, industrial action in the form of attending to only the first client/patient/customer that was booked in a specified time slot where multiple clients/patients/customers have been booked for an appointment during the same time slot, subject to VAHPA providing I-MED with five (5) working days' notice.

Response	Result	% of Total (193)	% of Response Rate (156)
YES	143	74.09%	91.67%
NO	13	6.74%	8.33%

11. ACTION ELEVEN: ONLY SEEING PATIENTS WHO ARE ON TIME FOR THEIR APPOINTMENT

During an indefinite period or specified periods, industrial action in the form of only attending to clients/patients/customers who are ready to be seen at their scheduled appointment start time, that is not seeing clients/patients/customers who are late for their appointment.

Response	Result	% of Total (193)	% of Response Rate (156)
YES	140	72.54%	89.74%
NO	16	8.29%	10.26%

12. ACTION TWELVE: BAN ON DIRECTING PATIENTS TO PAY

During an indefinite period or specified periods, industrial action in the form of not asking or directing clients/patients/customers to the counter or to other staff to pay.

Response	Result	% of Total (193)	% of Response Rate (156)
YES	140	72.54%	89.74%
NO	16	8.29%	10.26%

Responses By Date

Date	Votes	% of Total (193)	% of Response Rate (156)
23 Apr 25	102	52.85%	65.38%
24 Apr 25	11	5.70%	7.05%
25 Apr 25	3	1.55%	1.92%
26 Apr 25	3	1.55%	1.92%
27 Apr 25	5	2.59%	3.21%
28 Apr 25	12	6.22%	7.69%
29 Apr 25	1	0.52%	0.64%
30 Apr 25	7	3.63%	4.49%
1 May 25	2	1.04%	1.28%
5 May 25	1	0.52%	0.64%
6 May 25	3	1.55%	1.92%
7 May 25	6	3.11%	3.85%

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.

A handwritten signature in black ink, appearing to read 'SD', followed by a long horizontal flourish.

7 May 2025

Stephen Donaldson

TrueVote Returning Officer