



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Health Services Union

v

**Clinpath Laboratories Pty Ltd T/A Clinpath Pathology
(B2025/666)**

15 May 2025

1. Ballot Result

Total Eligible Voters: 138
Total Participated: 112

112 out of 138 have answered all questions 81.2%

Final Ballot Audit: Thursday, 15 May 2025 at 12.45 pm AWST

Diagram 1: Final Vote Participation

Health Services Union Protected Action Ballot (B2025/666)
Voters: 138
Total Participated: 112 (81.2%)

2. CiVS Independence Declaration

The Health Services Union Protected Action Ballot (B2025/666) has been managed and declared independent of all other parties.

The Health Services Union Protected Action Ballot (B2025/666) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

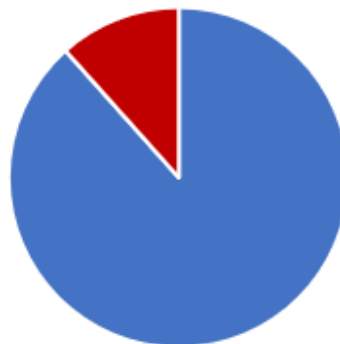
Question 1

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. An unlimited number of stoppages of work for 15 minutes, 30 minutes, 60 minutes, or 120 minutes?

■ Yes - 99 (88.4%)

■ No - 13 (11.6%)



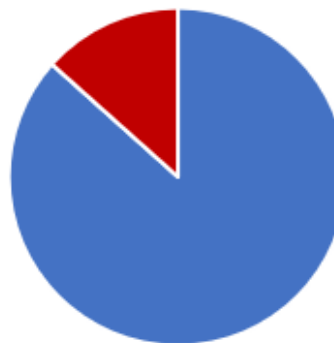
Question 2

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. An unlimited number of indefinite stoppages of work?

■ Yes - 97 (86.6%)

■ No - 15 (13.4%)



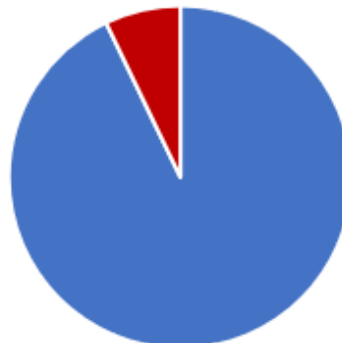
Question 3

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. An unlimited number of indefinite bans on the working of overtime?

■ Yes - 104 (92.9%)

■ No - 8 (7.1%)



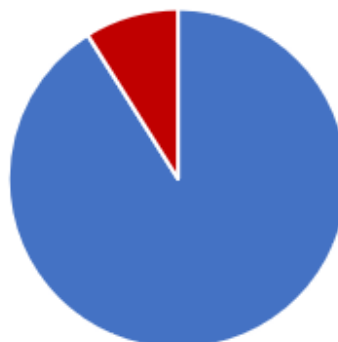
Question 4

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 bans on performing work unless wearing union clothing, badges and/or other campaign items and/or the placing of union campaign material in the workplace?

■ Yes - 102 (91.1%)

■ No - 10 (8.9%)

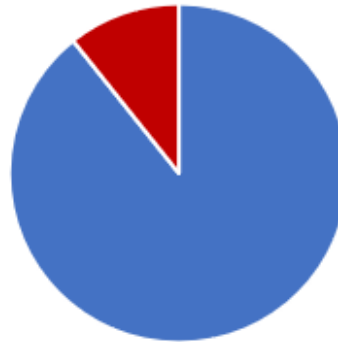


Question 5

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 periodic and/or indefinite partial work bans?

- Yes - 100 (89.3%)
- No - 12 (10.7%)

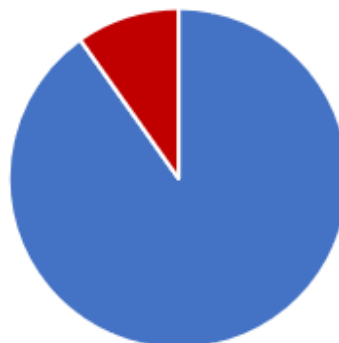


Question 6

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. Altering how you ordinarily perform work by speaking with patients and/or their families about protected industrial action (excluding clinical advice) and providing them with Union information?

- Yes - 101 (90.2%)
- No - 11 (9.8%)



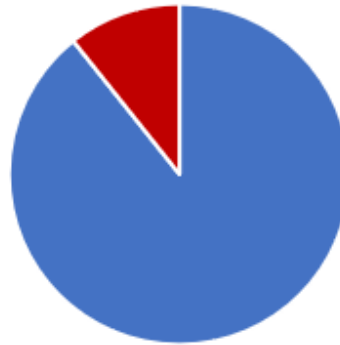
Question 7

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 15-minute stoppages for the purpose of posting lawful union content and/or sharing the experience of working at Clinpath Pathology on social media and/or other platforms?

■ Yes - 100 (89.3%)

■ No - 12 (10.7%)



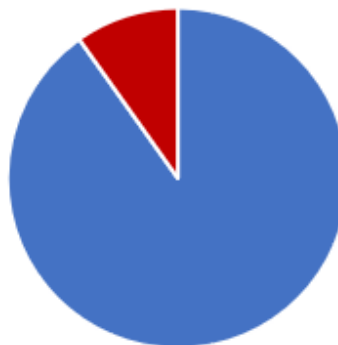
Question 8

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

■ Yes - 101 (90.2%)

■ No - 11 (9.8%)

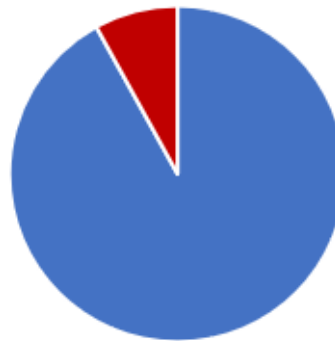


Question 9

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. Indefinite bans on non-essential cleaning and/or the emptying of bins (excluding infection control requirements, spills or safety-related mess)?

- Yes - 103 (92.0%)
- No - 9 (8.0%)

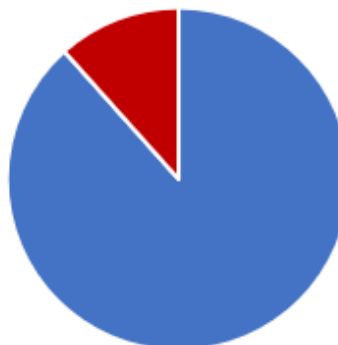


Question 10

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. An indefinite ban on signing in or out of shift?

- Yes - 99 (88.4%)
- No - 13 (11.6%)



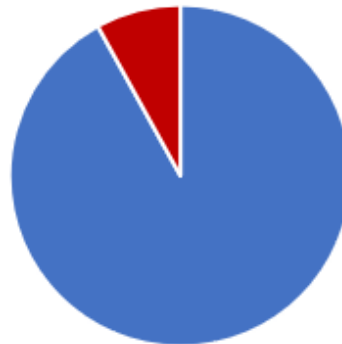
Question 11

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. Indefinite ban on deviating from Standard Operating Procedures — all tasks to be completed in strict accordance with documented procedures, including where minor time-saving shortcuts are commonly used?

■ Yes - 103 (92.0%)

■ No - 9 (8.0%)



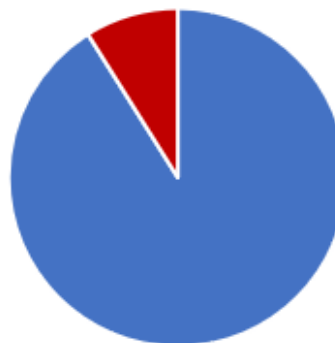
Question 12

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

■ Yes - 102 (91.1%)

■ No - 10 (8.9%)



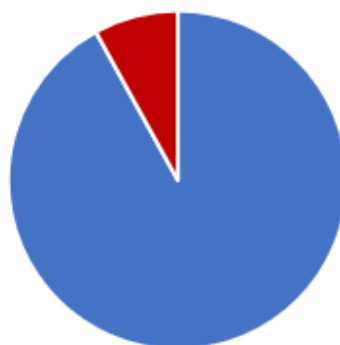
Question 13

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 accepting and/or entering non-urgent pathology referrals that are not submitted on Clinpath-issued request forms?

■ Yes - 103 (92.0%)

■ No - 9 (8.0%)



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. Indefinite ban on entering new bookings and/or making changes to existing bookings in Clinpath's systems, including rescheduling patients?

■ Yes - 100 (89.3%)

■ No - 12 (10.7%)

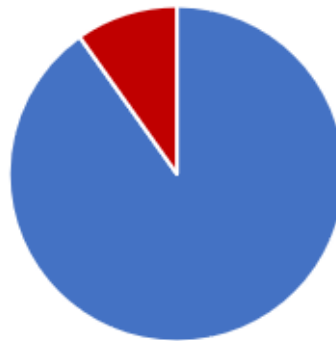


Question 15

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. An unlimited number of periodic and/or indefinite bans on the answering of telephone calls?

- Yes - 101 (90.2%)
- No - 11 (9.8%)

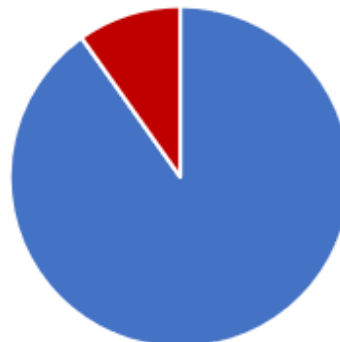


Question 16

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. Indefinite ban on restocking supplies/stock, moving supplies/stock between areas, and/or reporting low supplies/stock levels, except where the items are clinically urgent or pathology-critical (e.g. no topping up gloves, forms, and/or non-clinical supplies such as paper, toner, and/or kitchen items during courier runs or at the end of shift)?

- Yes - 101 (90.2%)
- No - 11 (9.8%)



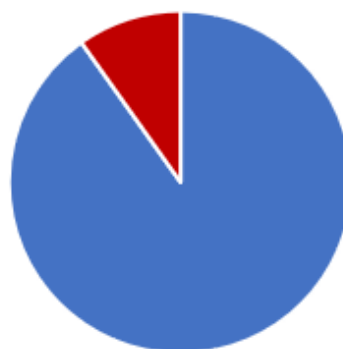
Question 17

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. An unlimited number of periodic and/or indefinite bans on processing nonurgent specimens?

■ Yes - 101 (90.2%)

■ No - 11 (9.8%)



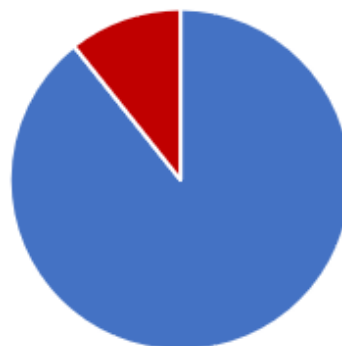
Question 18

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. An unlimited number of periodic and/or indefinite bans on preparing laboratory equipment for the next shift?

■ Yes - 100 (89.3%)

■ No - 12 (10.7%)

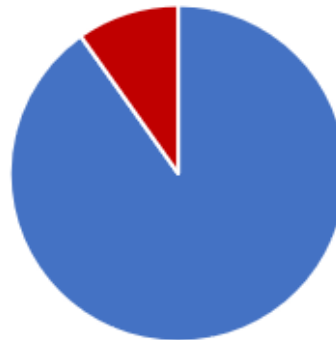


Question 19

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. An unlimited number of periodic and/or indefinite bans on responding to internal emails unrelated to patient samples?

- Yes - 101 (90.2%)
- No - 11 (9.8%)

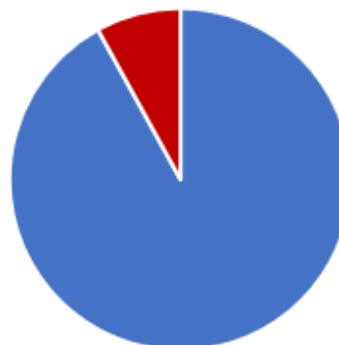


Question 20

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. An unlimited number of periodic and/or indefinite bans on undertaking nonurgent vehicle-related duties, including cleaning and/or refuelling fleet vehicles, completing vehicle logbooks, and/or transporting internal mail, paperwork, and/or other non-clinical deliveries between sites?

- Yes - 103 (92.0%)
- No - 9 (8.0%)





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