



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

Ambulance Victoria

(B2024/142)

6 March 2024

1. Ballot Result

Total Eligible Voters: 265
Total Participated: 144

144 out of 265 have answered all questions 54.3%

Final Ballot Audit: Wednesday, 6 March 2024 at 1.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot (B2024/142) has been managed and declared independent of all other parties.

The United Workers' Union Protected Action Ballot (B2024/142) result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Question and Result

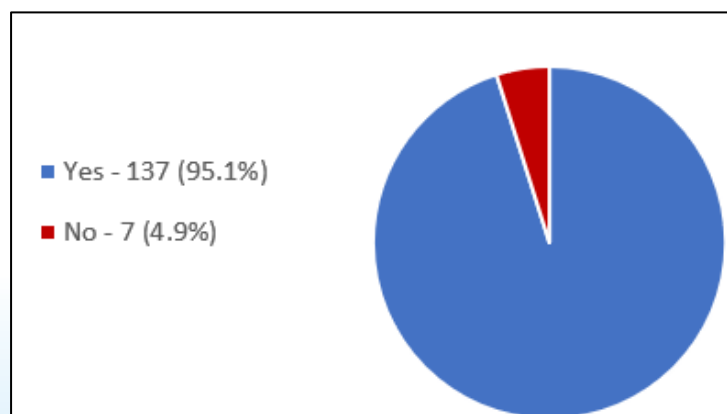
In support of reaching an Enterprise Agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages of work for a period of ten minutes.
2. An unlimited number of stoppages of work for a period of one hour.
3. An unlimited number of periodic or indefinite bans of indefinite duration on recording patient details into the Victorian Ambulance Clinical Information System (VACIS) and instead using a hard copy Patient Care Record (PCR).
4. An unlimited number of periodic or indefinite bans of indefinite duration on completing patient details on the Ambulance Victoria copy of Patient Care Record (PCR).
5. An unlimited number of periodic or indefinite ban on taking billing details from patients of indefinite duration.
6. An unlimited number of periodic or indefinite bans on undertaking training or education via the Learning Management System (LMS) of indefinite duration.
7. An unlimited number of periodic or indefinite ban on appearing in Ambulance Victoria social media posts unless wearing campaign clothing of indefinite duration.
8. Employees will undertake stoppages of work to write enterprise bargaining campaign messages on the outside of Ambulance Victoria vehicles.
9. An unlimited number of periodic or indefinite ban on the use of Ambulance Victoria vehicles to perform work unless enterprise bargaining campaign messages are written on the outside of the vehicle.
10. An unlimited number of indefinite or periodic bans of indefinite duration on employees performing work unless wearing union t-shirts.
11. An unlimited number of stoppages of work unless employees are able to distribute campaign material and speak to patients and members of the public about the purpose of taking industrial action of indefinite duration.
12. An unlimited number of indefinite or periodic bans on employees performing work unless employees are able to communicate with the media about the enterprise bargaining campaign and ambulance resourcing of indefinite duration.
13. An unlimited number of indefinite or periodic bans on employees performing work unless they are able to publish information, including photos, on social media about the enterprise bargaining campaign and ambulance resourcing.
14. An unlimited number of periodic or indefinite bans on being assigned to perform the Ambulance Patient Offload Team (APOT) role of indefinite duration.
15. An unlimited number of periodic or indefinite ban on updating arrivals boards at hospitals of indefinite duration.
16. An unlimited number of periodic or indefinite ban on performing tasks at hospital that are outside of the paramedic role (e.g. taking bloods, moving patients to an area of a hospital other than their designated emergency department bed) of indefinite duration.
17. An unlimited number of periodic or indefinite bans of indefinite duration on remaining with a patient in a hospital ambulance bay or inside a hospital after a period of 40 minutes has elapsed, unless ambulance beacons are activated.

18. An unlimited number of periodic or indefinite ban of indefinite duration on Advanced Life Support (ALS) paramedics driving Mobile Intensive Care Ambulance (MICA) single responder vehicles from scene to hospital.
19. An unlimited number of periodic or indefinite ban of indefinite duration on attending meetings with management via phone or video conference.
20. An unlimited number of periodic or indefinite bans of indefinite duration on attending meetings with management at a location other than the employee's home branch.
21. An unlimited number of periodic or indefinite bans of indefinite duration on MICA paramedics performing Clinical Instructing duties.
22. An unlimited number of periodic or indefinite bans of indefinite duration on participating in clinical trials.
23. An unlimited number of periodic or indefinite bans of indefinite duration on employees endorsing or signing off on competencies, other than for Graduate Ambulance Paramedics.
24. An unlimited number of periodic or indefinite bans of indefinite duration on training new employees, other than Graduate Ambulance Paramedics.
25. An unlimited number of periodic or indefinite bans of indefinite duration on SECC employees answering queries from the Ambulance Victoria media unit.
26. An unlimited number of periodic or indefinite bans of indefinite duration on reporting or recording employees' participation in industrial action.
27. An unlimited number of stoppages of work of up to one hours duration for the purpose of writing non-permanent/removable messages about the enterprise bargaining campaign on the outside of Ambulance Victoria vehicles.
28. An unlimited number of bans on fleet maintenance officers doing after hours call out or roadside work (with the exception of any major incident) of indefinite duration.
29. An unlimited number of bans on fleet maintenance officers doing after hours call out or roadside work (with the exception of any major incident) for a period of one hour.
30. An unlimited number of bans of indefinite duration on fleet maintenance officers attending to minor vehicle faults.
31. An unlimited number of bans of indefinite duration on fleet maintenance officers transporting or relocating vehicles.
32. An unlimited number of bans of indefinite duration on fleet maintenance officers performing warranty work on any vehicle.
33. An unlimited number of bans of indefinite duration on fleet maintenance officers modifying vehicles or equipment.
34. An unlimited number of bans of indefinite duration on fleet maintenance officers servicing or repairing administration vehicles.
35. An unlimited number of bans of indefinite duration on fleet maintenance officers doing data entry into MatMan or Oracle systems.
36. An unlimited number of bans of indefinite duration on fleet maintenance officers raising purchase orders in Oracle Financials.

37. An unlimited number of bans of indefinite duration on fleet maintenance officers receipting invoices for Oracle Financials.
38. An unlimited number of bans of indefinite duration on fleet maintenance officers training in the use of any new Fleet Maintenance Information System.
39. An unlimited number of bans of indefinite duration on fleet maintenance officers working at other workshop locations other than their home workshop.
40. An unlimited number of bans of indefinite duration on fleet maintenance officers using electronic diagnosis tools on vehicles.
41. An unlimited number of bans of indefinite duration on fleet maintenance officers updating vehicle movements and locations in FMIS system.
42. An unlimited number of bans of indefinite duration on fleet maintenance officers entering odometer readings into any Routine Maintenance reports in MatMan.
43. An unlimited number of bans of indefinite duration on fleet maintenance officers performing repairs to minor windscreen damages.
44. An unlimited number of bans of indefinite duration on fleet maintenance officers ordering stock items used in the maintenance of vehicles such as filters and oil etc.
45. An unlimited number of stoppages of work on fleet maintenance officers of 4 hours duration.
46. An unlimited number of stoppages of work unless fleet maintenance officer employees are able to divert their workshop phones to AV management of indefinite duration.
47. An unlimited number of stoppages of work unless fleet maintenance officer employees are able to divert their workshop phones to AV management for a period of 30 minutes.
48. An unlimited number of bans of indefinite duration on fleet maintenance officer employees from performing NoCo Covid Cleans on vehicles.
49. An unlimited number of bans on overtime of an indefinite duration for non-operational employees or staff.
50. An unlimited number of stoppages of work unless non-operational employees are able to attend union meetings during paid work time.
51. An unlimited number of stoppages of work on non-operational employees of indefinite duration.
52. An unlimited number of indefinite or periodic bans of indefinite duration on non-operational employees sending emails without including at the end of the email a union message about why employees are taking industrial action.
53. *An unlimited number of stoppages of work of indefinite duration on non-operational employees unless they can take photos at work and post those photos on social media.*
54. *An unlimited number of bans of indefinite duration on non-operational employees attending team meetings.*
55. *An unlimited number of indefinite or periodic bans of indefinite duration on non-operational employees attending team meetings without a campaign or union t-shirt.*

56. An unlimited number of bans on Fleet Admin employees writing up Discoverer reports of indefinite duration.
57. An unlimited number of bans of indefinite duration on Fleet Admin employees ordering fuel cards.
58. An unlimited number of stoppages of work on Fleet Admin employees of 2 hours duration.
59. An unlimited number of bans of indefinite duration on Fleet Admin employees processing the payment of infringement notices.
60. An unlimited number of bans of indefinite duration on Fleet Admin employees attending workshop group meetings.
61. An unlimited number of bans on Fleet Admin employees responding to emails.
62. An unlimited number of bans of an indefinite duration on Financial Transaction Services employees working more than the prescribed 105 PCR per hour limit within the employee position description.
63. An unlimited number of stoppages of work on Commencing Practice Employees of 2 hours duration.
64. An unlimited number of stoppages of indefinite duration on Regional Administration Employees on managing management's diary.
65. An unlimited number of stoppages of work on Regional Administration Employees of 20 minutes duration.
66. An unlimited number of bans of indefinite duration on Regional Administration employees editing and processing Flexible Work Arrangements.
67. An unlimited number of bans of indefinite duration on Regional Administration employees on proofreading, editing, and updating briefing notes, business cases, letters, and Regional Director briefings.
68. An unlimited number of bans of indefinite duration on Regional Administration employees attending Regional Management Team meetings, Area Manager meetings, Flexible Work Arrangement meetings, Clinical Governance meetings, Occupational Health and Safety Committee meetings, PCSC Palliative Care meetings and First Responder meetings.
69. An unlimited number of stoppages of work on Communications Admin Support Officer Employees of 2 hours duration.
70. An unlimited number of bans of an indefinite duration on Accounts Payable employees processing the payment of AV bills.
71. An unlimited number of bans of an indefinite duration on Accounts Payable employees attending AP and FTS team meetings.
72. An unlimited number of bans of an indefinite duration on Accounts Payable employees entering more than 60 invoice entries per day per AP officer.





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