



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Ambulance Employees Association Western Australia Inc. T/A  
AEAWA**

**v**

**St John Ambulance Western Australia Ltd T/A St John  
Ambulance WA  
B2025/512**

**14 April 2025**

# 1. Ballot Result

Total Eligible Voters: 847  
Total Participated: 686

686 out of 847 have answered all questions 81.0%

Final Ballot Audit: Monday, 14 April 2025 at 2.05pm AWST

*Diagram 1: Final Vote Participation*

**Ambulance Employees Association Western Australia Protected Action Ballot (B2025/512)**  
Voters: 847  
Total Participated: 686 (81.0%)

## 2. CiVS Independence Declaration

The Ambulance Employees Association Western Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Ambulance Employees Association Western Australia Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

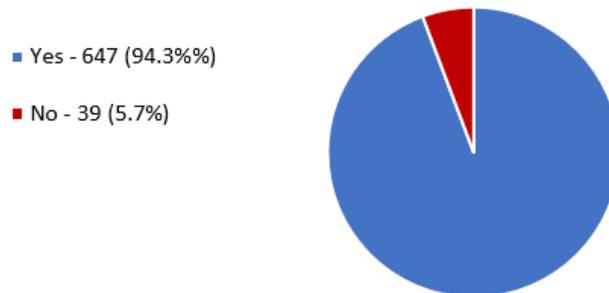


Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

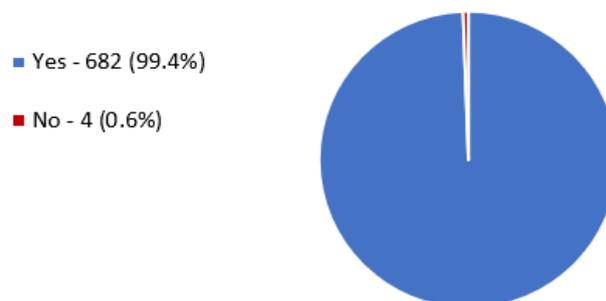
### 3. Questions and Results

**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:**

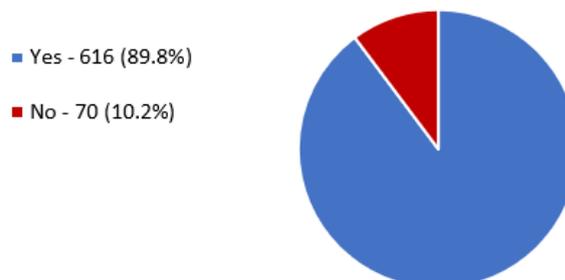
1. An unlimited number of stoppages of work for a period of ten minutes.



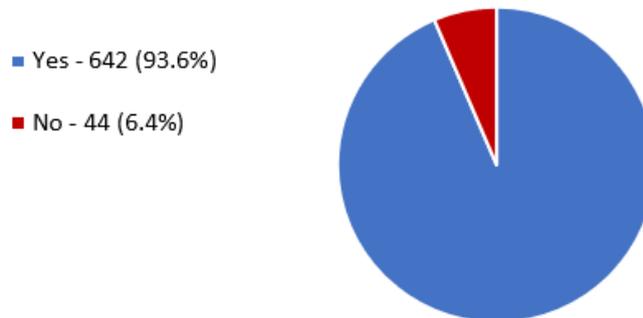
2. Employees will put themselves first in relation to fatigue management and only accept overtime shifts of their choosing?



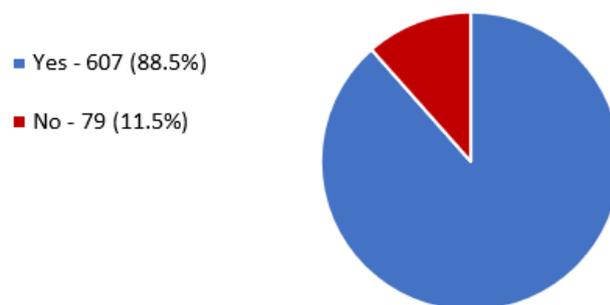
3. Employees will not perform work unless they are wearing union t-shirts or black t-shirts?



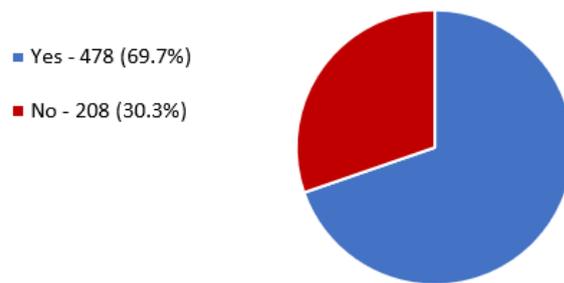
4. Employees will undertake stoppages of work to write enterprise bargaining campaign messages on the outside of St John WA vehicles. All attachments and or markings will not be permanent and or cause damage to the vehicles. All attachments will not obstruct vision and will not cover reflective strips. Members will immediately respond to “emergency: life threatening” and “emergency: non-life threatening calls”?



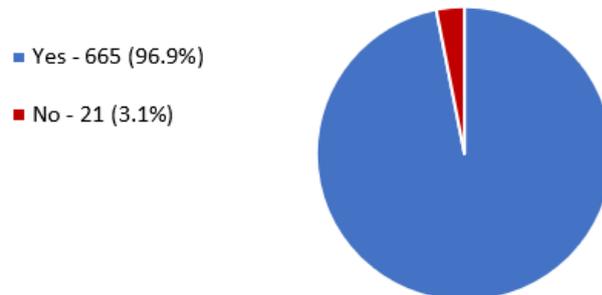
5. A periodic or indefinite ban on the use of St John WA vehicles to perform work unless enterprise bargaining campaign messages are written on the outside of the vehicle. All attachments and or markings will not be permanent and or cause damage to the vehicles. All attachments will not obstruct vision and will not cover reflective strips. Members will immediately respond to “emergency: life threatening” and “emergency: non-life threatening calls”?



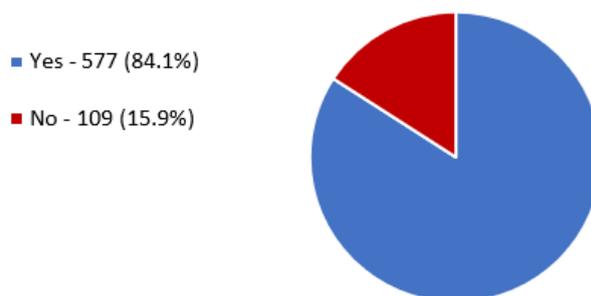
6. A periodic or indefinite ban on training/tutoring employees on the road?



7. A periodic or indefinite ban on the use of the St John controlled Yammer and WhatsApp groups?

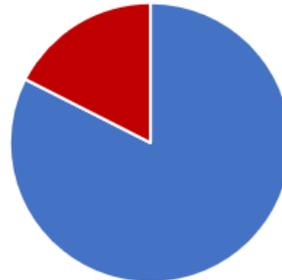


8. A periodic or indefinite ban on the use of status update buttons, instead providing status updates via radio?



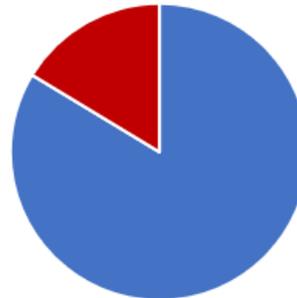
9. A periodic or indefinite ban on initiating Virtual Emergency Department consultations?

■ Yes - 566 (82.5%)  
■ No - 120 (17.5%)



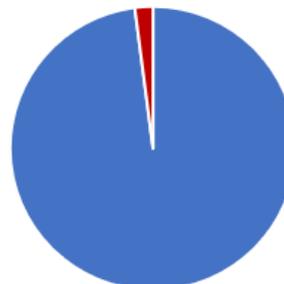
10. A periodic or indefinite ban on clearing cases until a paper CR has been completed?

■ Yes - 574 (83.7%)  
■ No - 112 (16.3%)

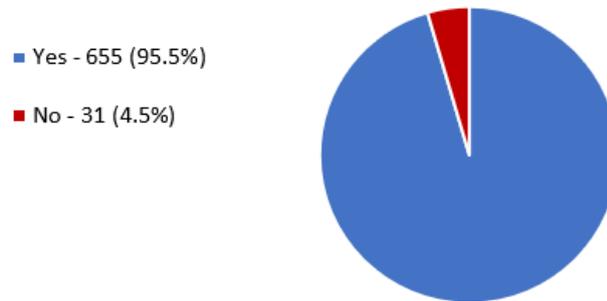


11. A periodic or indefinite ban on responding to, or acting upon contact received from St John WA outside of normal hours of work?

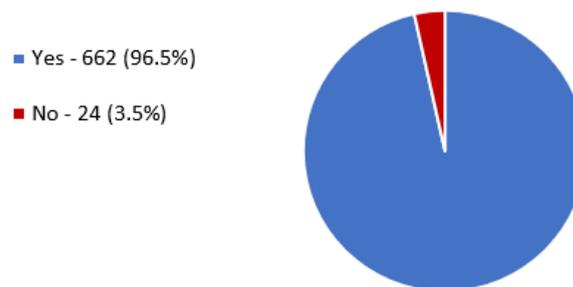
■ Yes - 672 (98.0%)  
■ No - 14 (2.0%)



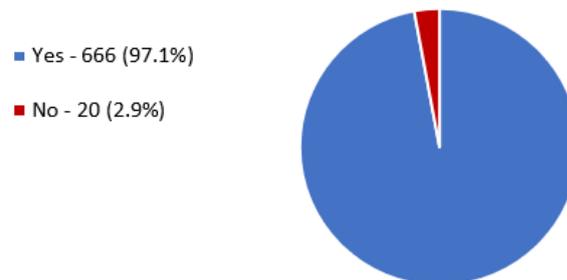
12. A periodic or indefinite ban on commencing vehicle and equipment checks prior to the commencement of work hours?



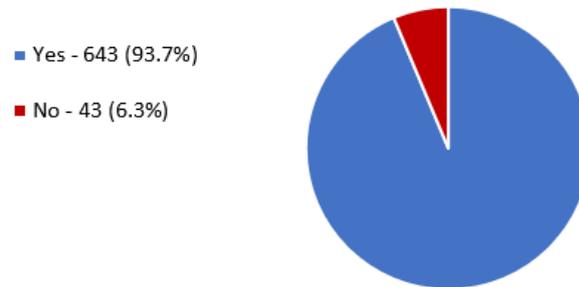
13. A periodic or indefinite ban on the use of the Overtime Calendar to indicate availability for overtime?



14. A periodic or indefinite ban on completing the S8 medication check outside hours of work?



15. A periodic or indefinite ban on the acceptance of emergency calls outside of work hours?





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