

This Notice of Results covers all results from all Employers Protected Action Ballots listed in FWC Order B2025/142 Albury Wodonga Health & Ors. The 19 employers covered by the order are listed in this Notice sequentially in alphabetical order.

B2025/142 Albury Wodonga Health & Ors PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v Albury Wodonga Health has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and			
up to 24 hours, save where such action would endanger the life, the personal	35	1	36
safety or health, or the welfare, of workers and/or consumers receiving mental	33	<u>I</u>	30
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	35	1	36
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	34	1	35
either physically or electronically, vehicle logbooks?	34		
Question 4 - An unlimited number of indefinite or periodic bans on	33	1	34
participating in employer-initiated workplace change or restructures?	33	ı	
Question 5 - An unlimited number of indefinite or periodic bans on transferring	33	1	34
to another team, unit or role where requested by the employer?	33	ı	
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	36	0	36
description/position description as they were at the time of this order?			
Question 7 - An unlimited number of indefinite or periodic bans on undertaking	33	2	35



any overtime and/or any hours in addition to an employee's rostered or			
contracted ordinary hours of work and/or any work during unpaid break times?			
Question 8 - An unlimited number of indefinite or periodic bans on attending	34	2	36
employer-initiated meetings that are not fully backfilled?	54	_	30
Question 9 - An unlimited number of indefinite or periodic bans on attending	33	2	35
meetings with management without a union representative?	33	_	33
Question 10 - An unlimited number of indefinite or periodic bans on accepting	33	1	34
secondary community caseloads?	33	'	34
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of	33	2	0.5
emergency, and dependent on the level of risk which will be assessed by the	33	_	35
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	33	1	34
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on <u>clinical</u>		1	36
staff completing any non-clinical duties, including handling bed linen, filing and	35		
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	34	0	2.4
any duties associated with bed transfer without 2 hours' notice?	34		34
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			36
any non-smoking policy in inpatient units (by not challenging consumers)	35	1	
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to	33	1	34
the National Safety and Quality Health Service Standards, excluding mandatory	33	'	34
training?			
Question 17 - An unlimited number of indefinite or periodic bans on	33	2	35
unplanned discharges with less than 4 hours' notice?	33	_	35
Question 18 - An unlimited number of indefinite or periodic bans on	34	2	36
admissions within 1 hour of shift start or finish?	34	_	36
Question 19 - An unlimited number of indefinite or periodic bans on	26	0	26
admissions until the room has been appropriately cleaned and prepared?	36	0	36
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	35	1	36
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	32	2	34
consumers upon admission if they have private health insurance?	32		34
1			



Question 22 - An unlimited number of indefinite or periodic bans on completing	33	1	34
private health insurance claim forms and processing such claims?			
Question 23 - A ban on compliance with the employer's policies	0.4		00
and/or code of conduct to the extent that they prevent members from	34	2	36
including an EBA campaign message in their e-mail signature?			
Question 24 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	34	1	35
using their company email to distribute EBA or union campaign	•		
material or messages?			
Question 25 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	33	1	34
including an EBA campaign message as a name or background in video	33	•	34
conference meetings?			
Question 26 - Delaying or restricting the performance of normal duties	2.4	0	2.4
by including or copying management staff into all work-related emails?	34	0	34
Question 27 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	22	0	20
code, including by wearing a campaign or union t-shirt during working	33	3	36
hours?			
Question 28 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	20	4	20
code, including by wearing a cowboy hat or western-style hat during	32	4	36
working hours?			
Question 29 - Undertaking stoppages of work to display campaign			
posters, slogans and/or colours in the workplace and in vehicles	00		0.5
and/or refusing to work in areas where campaign materials are not on	32	3	35
display?			
Question 30 - Delaying or restricting the performance of normal duties			
by speaking to, and making HACSU-approved campaign related	33	2	35
statements to the media including during working hours?			
Question 31 - Delaying or restricting the performance of normal duties			
by speaking to consumers, families/carers, visitors, members of the			0.5
public and other staff members about enterprise bargaining and	32	3	35
HACSU campaigns during working hours?			
Question 32 - A ban on compliance with the employer's policies or			
code of conduct to the extent that they prevent members from			0-
participating in HACSU social media campaigns related to enterprise	35	0	35
bargaining and/or valuing Mental Health work?			



Question 33 - A ban on compliance with the employer's policies or code of			
conduct to the extent that they prevent members from publishing or distributing			
or communicating information relating to enterprise bargaining or HACSU	33	2	35
campaigns, including via social media and speaking to the media, consumers,			
families/carers, visitors, members of the public and other staff members?			
Question 34 - Undertaking stoppages of work or delaying the			
performance of normal duties by attending site rallies, BBQs, or	34	0	34
campaign stalls inside health service / facility buildings and properties?			

- 65 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

Gavin Ryan

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Fair Vote Services B2025/142 Alfred Health Protected Action Ballot

B2025/142 Alfred Health PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v Alfred Health has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and			
up to 24 hours, save where such action would endanger the life, the personal	65	1	66
safety or health, or the welfare, of workers and/or consumers receiving mental	05	,	
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	64	3	67
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	64	3	67
either physically or electronically, vehicle logbooks?	64		
Question 4 - An unlimited number of indefinite or periodic bans on	64	3	67
participating in employer-initiated workplace change or restructures?	04	3	
Question 5 - An unlimited number of indefinite or periodic bans on transferring	65	2	67
to another team, unit or role where requested by the employer?	65	2	67
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	67	0	67
description/position description as they were at the time of this order?			
Question 7 - An unlimited number of indefinite or periodic bans on undertaking			
any overtime and/or any hours in addition to an employee's rostered or	60	6	66
contracted ordinary hours of work and/or any work during unpaid break times?			



Question 8 - An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?	66	1	67
Question 9 - An unlimited number of indefinite or periodic bans on attending meetings with management without a union representative?	62	4	66
Question 10 - An unlimited number of indefinite or periodic bans on accepting	64	_	
secondary community caseloads?	61	5	66
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of	62	4	67
emergency, and dependent on the level of risk which will be assessed by the	63	4	67
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	65	2	67
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on clinical			
staff completing any non-clinical duties, including handling bed linen, filing and	64	3	67
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	60	4	
any duties associated with bed transfer without 2 hours' notice?	62	4	66
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	64	3	67
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to	64	2	cc
the National Safety and Quality Health Service Standards, excluding mandatory	64	2	66
training?			
Question 17 - An unlimited number of indefinite or periodic bans on	C 4	0	
unplanned discharges with less than 4 hours' notice?	64	2	66
Question 18 - An unlimited number of indefinite or periodic bans on	63	4	67
admissions within 1 hour of shift start or finish?	63	4	67
Question 19 - An unlimited number of indefinite or periodic bans on	66	1	67
admissions until the room has been appropriately cleaned and prepared?	00	,	67
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	64	2	66
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	GE.	2	67
consumers upon admission if they have private health insurance?	65	~	07
Question 22 - An unlimited number of indefinite or periodic bans on completing	65	2	67
private health insurance claim forms and processing such claims?	00		67



Question 23 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	67	0	67
including an EBA campaign message in their e-mail signature?			
Question 24 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	63	2	65
using their company email to distribute EBA or union campaign	03	2	05
material or messages?			
Question 25 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	64	1	65
including an EBA campaign message as a name or background in video	04		05
conference meetings?			
Question 26 - Delaying or restricting the performance of normal duties	61	5	66
by including or copying management staff into all work-related emails?	01	5	00
Question 27 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	63	2	65
code, including by wearing a campaign or union t-shirt during working	63	2	65
hours?			
Question 28 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	59	6	65
code, including by wearing a cowboy hat or western-style hat during	39	O	05
working hours?			
Question 29 - Undertaking stoppages of work to display campaign			
posters, slogans and/or colours in the workplace and in vehicles	61	5	66
and/or refusing to work in areas where campaign materials are not on	01	3	00
display?			
Question 30 - Delaying or restricting the performance of normal duties			
by speaking to, and making HACSU-approved campaign related	61	5	66
statements to the media including during working hours?			
Question 31 - Delaying or restricting the performance of normal duties			
by speaking to consumers, families/carers, visitors, members of the	63	3	66
public and other staff members about enterprise bargaining and	03	3	00
HACSU campaigns during working hours?			
Question 32 - A ban on compliance with the employer's policies or			
code of conduct to the extent that they prevent members from	65	1	66
participating in HACSU social media campaigns related to enterprise	00	ı	50
bargaining and/or valuing Mental Health work?			



Question 33 - A ban on compliance with the employer's policies or code of			
conduct to the extent that they prevent members from publishing or distributing			
or communicating information relating to enterprise bargaining or HACSU	64	2	66
campaigns, including via social media and speaking to the media, consumers,			
families/carers, visitors, members of the public and other staff members?			
Question 34 - Undertaking stoppages of work or delaying the			
performance of normal duties by attending site rallies, BBQs, or	65	2	67
campaign stalls inside health service / facility buildings and properties?			

- 115 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

Gavin Ryan

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Fair Vote Services B2025/142 Austin Health Protected Action Ballot

B2025/142 Austin Health PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v Austin Health has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and			
up to 24 hours, save where such action would endanger the life, the personal	87	3	90
safety or health, or the welfare, of workers and/or consumers receiving mental	07		
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	87	3	90
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	89	1	90
either physically or electronically, vehicle logbooks?	69		
Question 4 - An unlimited number of indefinite or periodic bans on	86	4	90
participating in employer-initiated workplace change or restructures?	80	4	
Question 5 - An unlimited number of indefinite or periodic bans on transferring	81	9	00
to another team, unit or role where requested by the employer?	01	9	90
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	89	1	90
description/position description as they were at the time of this order?			
Question 7 - An unlimited number of indefinite or periodic bans on undertaking			
any overtime and/or any hours in addition to an employee's rostered or	80	8	88
contracted ordinary hours of work and/or any work during unpaid break times?			



Question 8 - An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?	83	4	87
Question 9 - An unlimited number of indefinite or periodic bans on attending meetings with management without a union representative?	77	9	86
Question 10 - An unlimited number of indefinite or periodic bans on accepting secondary community caseloads?	84	4	88
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of			
emergency, and dependent on the level of risk which will be assessed by the	77	8	85
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	82	4	86
on level of risk which will be assessed by the clinicians on duty?	62	4	80
<u> </u>			
Question 13 - An unlimited number of indefinite or periodic bans on clinical	0.5	0	07
staff completing any non-clinical duties, including handling bed linen, filing and	85	2	87
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	85	2	87
any duties associated with bed transfer without 2 hours' notice?			
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	75	12	87
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to	84	5	89
the National Safety and Quality Health Service Standards, excluding mandatory	04	5	09
training?			
Question 17 - An unlimited number of indefinite or periodic bans on	0.4	0	0.7
unplanned discharges with less than 4 hours' notice?	84	3	87
Question 18 - An unlimited number of indefinite or periodic bans on	85	2	87
admissions within 1 hour of shift start or finish?	65		67
Question 19 - An unlimited number of indefinite or periodic bans on	0.0	1	0.7
admissions until the room has been appropriately cleaned and prepared?	86	1	87
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	87	0	87
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	0.1	_	86
consumers upon admission if they have private health insurance?	81	5	
Question 22 - An unlimited number of indefinite or periodic bans on completing	0.0		86
private health insurance claim forms and processing such claims?	83	3	



Question 23 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	85	2	87
including an EBA campaign message in their e-mail signature?			
Question 24 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	84	3	87
using their company email to distribute EBA or union campaign	04	0	07
material or messages?			
Question 25 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	84	3	87
including an EBA campaign message as a name or background in video	04	3	67
conference meetings?			
Question 26 - Delaying or restricting the performance of normal duties	81	6	87
by including or copying management staff into all work-related emails?	01	O	0/
Question 27 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	0.4	4	00
code, including by wearing a campaign or union t-shirt during working	84	4	88
hours?			
Question 28 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	70	16	86
code, including by wearing a cowboy hat or western-style hat during	/0	10	00
working hours?			
Question 29 - Undertaking stoppages of work to display campaign			
posters, slogans and/or colours in the workplace and in vehicles	81	7	88
and/or refusing to work in areas where campaign materials are not on	01	,	00
display?			
Question 30 - Delaying or restricting the performance of normal duties			
by speaking to, and making HACSU-approved campaign related	83	3	86
statements to the media including during working hours?			
Question 31 - Delaying or restricting the performance of normal duties			
by speaking to consumers, families/carers, visitors, members of the	82	6	88
public and other staff members about enterprise bargaining and	02	o o	00
HACSU campaigns during working hours?			
Question 32 - A ban on compliance with the employer's policies or			
code of conduct to the extent that they prevent members from	85	3	88
participating in HACSU social media campaigns related to enterprise	0.5	3	55
bargaining and/or valuing Mental Health work?			
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Question 33 - A ban on compliance with the employer's policies or code of conduct to the extent that they prevent members from publishing or distributing or communicating information relating to enterprise bargaining or HACSU campaigns, including via social media and speaking to the media, consumers,	85	3	88
families/carers, visitors, members of the public and other staff members?			
Question 34 - Undertaking stoppages of work or delaying the			
performance of normal duties by attending site rallies, BBQs, or	87	2	89
campaign stalls inside health service / facility buildings and properties?			

- 163 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

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Fair Vote Services B2025/142 Barwon Health Protected Action Ballot

B2025/142 Barwon Health PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v Barwon Health has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and			
up to 24 hours, save where such action would endanger the life, the personal	141	5	146
safety or health, or the welfare, of workers and/or consumers receiving mental	141	3	140
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	145	2	147
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	144	2	146
either physically or electronically, vehicle logbooks?	144		
Question 4 - An unlimited number of indefinite or periodic bans on	137	7	144
participating in employer-initiated workplace change or restructures?	137		
Question 5 - An unlimited number of indefinite or periodic bans on transferring	137	9	1.46
to another team, unit or role where requested by the employer?	137	9	146
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	142	4	146
description/position description as they were at the time of this order?			
Question 7 - An unlimited number of indefinite or periodic bans on undertaking			
any overtime and/or any hours in addition to an employee's rostered or	128	15	143
contracted ordinary hours of work and/or any work during unpaid break times?			



Question 8 - An unlimited number of indefinite or periodic bans on attending	141	4	145
employer-initiated meetings that are not fully backfilled?		-	
Question 9 - An unlimited number of indefinite or periodic bans on attending	134	1 10	144
meetings with management without a union representative?	104		
Question 10 - An unlimited number of indefinite or periodic bans on accepting	138	6	144
secondary community caseloads?	100		144
Question 11 - An unlimited number of indefinite or periodic bans on escorting			146
patients unless there are two staff members present, except in cases of	141	5	
emergency, and dependent on the level of risk which will be assessed by the	141	5	140
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	141	4	145
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on clinical			
staff completing any non-clinical duties, including handling bed linen, filing and	142	4	146
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	100	7	1.40
any duties associated with bed transfer without 2 hours' notice?	136	'	143
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	142	4	146
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to	1 4 1	4	145
the National Safety and Quality Health Service Standards, excluding mandatory	141	4	
training?			
Question 17 - An unlimited number of indefinite or periodic bans on	134	10	1.1.1
unplanned discharges with less than 4 hours' notice?	134	10	144
Question 18 - An unlimited number of indefinite or periodic bans on	134	10	1.1.1
admissions within 1 hour of shift start or finish?	134	10	144
Question 19 - An unlimited number of indefinite or periodic bans on	142	2	111
admissions until the room has been appropriately cleaned and prepared?	142		144
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	142	2	144
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	141	2	140
consumers upon admission if they have private health insurance?		2	143
Question 22 - An unlimited number of indefinite or periodic bans on completing	1.11	Л	1 / E
private health insurance claim forms and processing such claims?	141	4	145
1			



Question 23 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	136	5	141
including an EBA campaign message in their e-mail signature?			
Question 24 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	139	4	143
using their company email to distribute EBA or union campaign	100	7	140
material or messages?			
Question 25 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	134	8	142
including an EBA campaign message as a name or background in video	154	0	142
conference meetings?			
Question 26 - Delaying or restricting the performance of normal duties	137	8	145
by including or copying management staff into all work-related emails?	137	0	143
Question 27 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	140	2	1 4 5
code, including by wearing a campaign or union t-shirt during working	142	3	145
hours?			
Question 28 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	100	10	1.40
code, including by wearing a cowboy hat or western-style hat during	130	13	143
working hours?			
Question 29 - Undertaking stoppages of work to display campaign			
posters, slogans and/or colours in the workplace and in vehicles	138	8	1.46
and/or refusing to work in areas where campaign materials are not on	136	0	146
display?			
Question 30 - Delaying or restricting the performance of normal duties			
by speaking to, and making HACSU-approved campaign related	133	9	142
statements to the media including during working hours?			
Question 31 - Delaying or restricting the performance of normal duties			
by speaking to consumers, families/carers, visitors, members of the	137	0	1 1 5
public and other staff members about enterprise bargaining and	13/	8	145
HACSU campaigns during working hours?			
Question 32 - A ban on compliance with the employer's policies or			
code of conduct to the extent that they prevent members from	142	3	145
participating in HACSU social media campaigns related to enterprise	142	S	145
bargaining and/or valuing Mental Health work?			



Question 33 - A ban on compliance with the employer's policies or code of conduct to the extent that they prevent members from publishing or distributing or communicating information relating to enterprise bargaining or HACSU campaigns, including via social media and speaking to the media, consumers, families/carers, visitors, members of the public and other staff members?	141	4	145
Question 34 - Undertaking stoppages of work or delaying the performance of normal duties by attending site rallies, BBQs, or campaign stalls inside health service / facility buildings and properties?	142	3	145

- 218 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

Gavin Ryan

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Fair Vote Services B2025/142 Bendigo Health Protected Action Ballot

B2025/142 Bendigo Health PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v Bendigo Health has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and			
up to 24 hours, save where such action would endanger the life, the personal	78	3	81
safety or health, or the welfare, of workers and/or consumers receiving mental	/ / /		01
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	80	2	82
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	80	2	82
either physically or electronically, vehicle logbooks?	80		
Question 4 - An unlimited number of indefinite or periodic bans on	78	3	81
participating in employer-initiated workplace change or restructures?	/6	3	
Question 5 - An unlimited number of indefinite or periodic bans on transferring	79	1	90
to another team, unit or role where requested by the employer?	/9	I	80
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	81	1	82
description/position description as they were at the time of this order?			
Question 7 - An unlimited number of indefinite or periodic bans on undertaking			
any overtime and/or any hours in addition to an employee's rostered or	77	5	82
contracted ordinary hours of work and/or any work during unpaid break times?			



Question 8 - An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?	79	2	81
Question 9 - An unlimited number of indefinite or periodic bans on attending	78	4	82
meetings with management without a union representative?			
Question 10 - An unlimited number of indefinite or periodic bans on accepting	77	4	81
secondary community caseloads?			
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of	76	5	81
emergency, and dependent on the level of risk which will be assessed by the			
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	80	1	81
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on <u>clinical</u>			
staff completing any non-clinical duties, including handling bed linen, filing and	78	3	81
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	70	•	01
any duties associated with bed transfer without 2 hours' notice?	78	3	81
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	76	5	81
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to		_	
the National Safety and Quality Health Service Standards, excluding mandatory	79	3	82
training?			
Question 17 - An unlimited number of indefinite or periodic bans on			
unplanned discharges with less than 4 hours' notice?	76	5	81
Question 18 - An unlimited number of indefinite or periodic bans on	79	2	81
admissions within 1 hour of shift start or finish?	79	2	01
Question 19 - An unlimited number of indefinite or periodic bans on	0.0	1	01
admissions until the room has been appropriately cleaned and prepared?	80	1	81
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	80	1	81
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking			0.1
consumers upon admission if they have private health insurance?	78	3	81
Question 22 - An unlimited number of indefinite or periodic bans on completing	70	•	0.1
private health insurance claim forms and processing such claims?	78	3	81
L	l .		i



Question 23 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	78	3	81
including an EBA campaign message in their e-mail signature?			
Question 24 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	79	2	81
using their company email to distribute EBA or union campaign	/9		01
material or messages?			
Question 25 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	78	3	81
including an EBA campaign message as a name or background in video	/0	3	01
conference meetings?			
Question 26 - Delaying or restricting the performance of normal duties	70	_	01
by including or copying management staff into all work-related emails?	76	5	81
Question 27 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress			01
code, including by wearing a campaign or union t-shirt during working	77	4	81
hours?			
Question 28 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	71	10	81
code, including by wearing a cowboy hat or western-style hat during	/	10	01
working hours?			
Question 29 - Undertaking stoppages of work to display campaign			
posters, slogans and/or colours in the workplace and in vehicles	75	6	81
and/or refusing to work in areas where campaign materials are not on	/5	0	01
display?			
Question 30 - Delaying or restricting the performance of normal duties			
by speaking to, and making HACSU-approved campaign related	74	6	80
statements to the media including during working hours?			
Question 31 - Delaying or restricting the performance of normal duties			
by speaking to consumers, families/carers, visitors, members of the	76	5	81
public and other staff members about enterprise bargaining and	/6	5	01
HACSU campaigns during working hours?			
Question 32 - A ban on compliance with the employer's policies or			
code of conduct to the extent that they prevent members from	77	3	80
participating in HACSU social media campaigns related to enterprise	''		- 50
bargaining and/or valuing Mental Health work?			



Question 33 - A ban on compliance with the employer's policies or code of			
conduct to the extent that they prevent members from publishing or distributing			
or communicating information relating to enterprise bargaining or HACSU	79	2	81
campaigns, including via social media and speaking to the media, consumers,			
families/carers, visitors, members of the public and other staff members?			
Question 34 - Undertaking stoppages of work or delaying the			
performance of normal duties by attending site rallies, BBQs, or	77	5	82
campaign stalls inside health service / facility buildings and properties?			

- 145 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

Gavin Ryan

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Fair Vote Services B2025/142 Eastern Health Protected Action Ballot

B2025/142 Eastern Health PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v Eastern Health has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and			
up to 24 hours, save where such action would endanger the life, the personal	138	3	141
safety or health, or the welfare, of workers and/or consumers receiving mental	130	3	
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	139	2	141
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	139	2	141
either physically or electronically, vehicle logbooks?	139		
Question 4 - An unlimited number of indefinite or periodic bans on	139	2	141
participating in employer-initiated workplace change or restructures?	139	2	
Question 5 - An unlimited number of indefinite or periodic bans on transferring	137	4	1 1 1
to another team, unit or role where requested by the employer?	137	4	141
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	140	1	141
description/position description as they were at the time of this order?			
Question 7 - An unlimited number of indefinite or periodic bans on undertaking			
any overtime and/or any hours in addition to an employee's rostered or	133	8	141
contracted ordinary hours of work and/or any work during unpaid break times?			



Question 8 - An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?	137	4	141
Question 9 - An unlimited number of indefinite or periodic bans on attending meetings with management without a union representative?	135	5	140
Question 10 - An unlimited number of indefinite or periodic bans on accepting	134	6	140
secondary community caseloads?			
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of	136	4	140
emergency, and dependent on the level of risk which will be assessed by the			
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending	407	•	4.40
CATT visits unless there are a minimum of 2 staff members present, dependent	137	3	140
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on <u>clinical</u>			
staff completing any non-clinical duties, including handling bed linen, filing and	137	2	139
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	136	3	139
any duties associated with bed transfer without 2 hours' notice?	130		155
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	133	5	138
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to	407	0	4.40
the National Safety and Quality Health Service Standards, excluding mandatory	137	3	140
training?			
Question 17 - An unlimited number of indefinite or periodic bans on		_	
unplanned discharges with less than 4 hours' notice?	132	6	138
Question 18 - An unlimited number of indefinite or periodic bans on	132	4	136
admissions within 1 hour of shift start or finish?	102	4	130
Question 19 - An unlimited number of indefinite or periodic bans on	125	2	107
admissions until the room has been appropriately cleaned and prepared?	135	2	137
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	135	2	137
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	4.5.	_	
consumers upon admission if they have private health insurance?	134	4	138
Question 22 - An unlimited number of indefinite or periodic bans on completing	135	3	138
private health insurance claim forms and processing such claims?	100	J	130



Question 23 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	134	4	138
including an EBA campaign message in their e-mail signature?			
Question 24 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	134	4	138
using their company email to distribute EBA or union campaign	134	4	100
material or messages?			
Question 25 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	135	4	139
including an EBA campaign message as a name or background in video	135	4	139
conference meetings?			
Question 26 - Delaying or restricting the performance of normal duties	107	7	104
by including or copying management staff into all work-related emails?	127	7	134
Question 27 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	404	_	400
code, including by wearing a campaign or union t-shirt during working	134	5	139
hours?			
Question 28 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	100	47	407
code, including by wearing a cowboy hat or western-style hat during	120	17	137
working hours?			
Question 29 - Undertaking stoppages of work to display campaign			
posters, slogans and/or colours in the workplace and in vehicles	100		120
and/or refusing to work in areas where campaign materials are not on	133	6	139
display?			
Question 30 - Delaying or restricting the performance of normal duties			
by speaking to, and making HACSU-approved campaign related	129	8	137
statements to the media including during working hours?			
Question 31 - Delaying or restricting the performance of normal duties			
by speaking to consumers, families/carers, visitors, members of the	120	0	100
public and other staff members about enterprise bargaining and	130	8	138
HACSU campaigns during working hours?			
Question 32 - A ban on compliance with the employer's policies or			
code of conduct to the extent that they prevent members from	105	,	120
participating in HACSU social media campaigns related to enterprise	135	4	139
bargaining and/or valuing Mental Health work?			
1	•		



Question 33 - A ban on compliance with the employer's policies or code of			
conduct to the extent that they prevent members from publishing or distributing			
or communicating information relating to enterprise bargaining or HACSU	136	4	140
campaigns, including via social media and speaking to the media, consumers,			
families/carers, visitors, members of the public and other staff members?			
Question 34 - Undertaking stoppages of work or delaying the			
performance of normal duties by attending site rallies, BBQs, or	137	3	140
campaign stalls inside health service / facility buildings and properties?			

- 234 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

Gavin Ryan

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Fair Vote Services B2025/142 Goulburn Valley Health Protected Action Ballot

B2025/142 Goulburn Valley Health PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v Goulburn Valley Health has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and			
up to 24 hours, save where such action would endanger the life, the personal	43	1	44
safety or health, or the welfare, of workers and/or consumers receiving mental	45		
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	42	4	44
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	43	1	44
either physically or electronically, vehicle logbooks?	43		44
Question 4 - An unlimited number of indefinite or periodic bans on	43	1	44
participating in employer-initiated workplace change or restructures?	43	ı	
Question 5 - An unlimited number of indefinite or periodic bans on transferring	44	0	44
to another team, unit or role where requested by the employer?	44	0	
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	44	0	44
description/position description as they were at the time of this order?			
Question 7 - An unlimited number of indefinite or periodic bans on undertaking	42	2	44



any overtime and/or any hours in addition to an employee's rostered or			
contracted ordinary hours of work and/or any work during unpaid break times?			
Question 8 - An unlimited number of indefinite or periodic bans on attending	44	0	44
employer-initiated meetings that are not fully backfilled?	44	U	44
Question 9 - An unlimited number of indefinite or periodic bans on attending	42	2	44
meetings with management without a union representative?	42		44
Question 10 - An unlimited number of indefinite or periodic bans on accepting	42	2	44
secondary community caseloads?	42	2	44
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of	44	0	44
emergency, and dependent on the level of risk which will be assessed by the	44	0	44
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	43	1	44
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on clinical		44 0	
staff completing any non-clinical duties, including handling bed linen, filing and	44		44
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	4.4	0	4.4
any duties associated with bed transfer without 2 hours' notice?	44	0	44
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	42	2	44
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to	43	1	4.4
the National Safety and Quality Health Service Standards, excluding mandatory	43	ı	44
training?			
Question 17 - An unlimited number of indefinite or periodic bans on	42	2	44
unplanned discharges with less than 4 hours' notice?	42		44
Question 18 - An unlimited number of indefinite or periodic bans on	43	1	44
admissions within 1 hour of shift start or finish?	43	ı	44
Question 19 - An unlimited number of indefinite or periodic bans on	44	0	4.4
admissions until the room has been appropriately cleaned and prepared?	44	0	44
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	43	1	44
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	43	1	44
consumers upon admission if they have private health insurance?	43	1	
	•		•



private health insurance claim forms and processing such claims? Question 23 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from including an EBA campaign message in their e-mail signature? Question 24 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from using their company email to distribute EBA or union campaign material or messages? Question 25 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from including an EBA campaign message as a name or background in video conference meetings? Question 26 - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails? Question 27 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a campaign or union t-shirt during working hours? Question 28 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a cowboy hat or western-style hat during working hours? Question 29 - Undertaking stoppages of work to display campaign posters, slogans and/or colours in the workplace and in vehicles and/or refusing to work in areas where campaign materials are not on display? Question 30 - Delaying or restricting the performance of normal duties by speaking to, and making HACSU-approved campaign related statements to the media including during working hours? Question 31 - Delaying or restricting the performance of normal duties by speaking to consumers, families/carers, visitors, members of the public and other staff members about enterprise bargaining and HACSU campaigns during working hours? Question 32 - A ban on compliance with the employer's policies or code of conduct to the extent that they prevent members from parti	Question 22 - An unlimited number of indefinite or periodic bans on completing	43	1	44
and/or code of conduct to the extent that they prevent members from including an EBA campaign message in their e-mail signature? Question 24 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from using their company email to distribute EBA or union campaign material or messages? Question 25 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from including an EBA campaign message as a name or background in video conference meetings? Question 26 - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails? Question 27 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a campaign or union t-shirt during working hours? Question 28 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a cowboy hat or western-style hat during working hours? Question 29 - Undertaking stoppages of work to display campaign posters, slogans and/or colours in the workplace and in vehicles and/or refusing to work in areas where campaign materials are not on display? Question 30 - Delaying or restricting the performance of normal duties by speaking to, and making HACSU-approved campaign related statements to the media including during working hours? Question 31 - Delaying or restricting the performance of normal duties by speaking to, and making HACSU-approved campaign related statements to the media including during working hours? Question 31 - Delaying or restricting the performance of normal duties by speaking to consumers, families/carers, visitors, members of the public and other staff members about enterprise bargaining and HACSU campaigns during working hours?	private health insurance claim forms and processing such claims?	43	Į	44
including an EBA campaign message in their e-mail signature? Question 24 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from using their company email to distribute EBA or union campaign material or messages? Question 25 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from including an EBA campaign message as a name or background in video conference meetings? Question 26 - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails? Question 27 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a campaign or union t-shirt during working hours? Question 28 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a cowboy hat or western-style hat during working hours? Question 29 - Undertaking stoppages of work to display campaign posters, slogans and/or colours in the workplace and in vehicles and/or refusing to work in areas where campaign materials are not on display? Question 30 - Delaying or restricting the performance of normal duties by speaking to, and making HACSU-approved campaign related statements to the media including during working hours? Question 31 - Delaying or restricting the performance of normal duties by speaking to consumers, families/carers, visitors, members of the public and other staff members about enterprise bargaining and HACSU campaigns during working hours? Question 32 - A ban on compliance with the employer's policies or code of conduct to the extent that they prevent members from participating in HACSU social media campaigns related to enterprise	Question 23 - A ban on compliance with the employer's policies			
Question 24 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from using their company email to distribute EBA or union campaign material or messages? 42 2 44 Question 25 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from including an EBA campaign message as a name or background in video conference meetings? 42 2 44 Question 26 - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails? 44 0 44 Question 27 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a campaign or union t-shirt during working hours? 42 2 44 Question 28 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a cowboy hat or western-style hat during working hours? 38 6 44 Question 29 - Undertaking stoppages of work to display campaign posters, slogans and/or colours in the workplace and in vehicles and/or refusing to work in areas where campaign materials are not on display? 42 2 44 Question 30 - Delaying or restricting the performance of normal duties by speaking to, and making HACSU-approved campaign related statements to the media including during working hours? 40 4 44 <td< td=""><td>and/or code of conduct to the extent that they prevent members from</td><td>42</td><td>2</td><td>44</td></td<>	and/or code of conduct to the extent that they prevent members from	42	2	44
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bargaining and/or valuing Mental Health work?	narticinating in HACSU social media campaigns related to enterprise		ა	44
	participating in the 300 social media campaigns related to enterprise			



Question 33 - A ban on compliance with the employer's policies or code of conduct to the extent that they prevent members from publishing or distributing or communicating information relating to enterprise bargaining or HACSU campaigns, including via social media and speaking to the media, consumers,	43	1	44
families/carers, visitors, members of the public and other staff members?			
Question 34 - Undertaking stoppages of work or delaying the			
performance of normal duties by attending site rallies, BBQs, or	42	2	44
campaign stalls inside health service / facility buildings and properties?			

- 68 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

Gavin Ryan

Fair Vote Services Protected Action Ballot Agent gavin.ryan@fairvote.com.au / (03) 8592 9905 10-12 Gwynne Street, Cremorne VIC 3121 7 February 2025



Fair Vote Services B2025/142 Grampians Health Protected Action Ballot

B2025/142 Grampians Health PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v Grampians Health has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and			
up to 24 hours, save where such action would endanger the life, the personal	60	2	62
safety or health, or the welfare, of workers and/or consumers receiving mental			02
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	60	3	63
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	60	3	63
either physically or electronically, vehicle logbooks?	60		
Question 4 - An unlimited number of indefinite or periodic bans on	61	2	63
participating in employer-initiated workplace change or restructures?	01		
Question 5 - An unlimited number of indefinite or periodic bans on transferring	62	1	63
to another team, unit or role where requested by the employer?	62	1	
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	61	2	63
description/position description as they were at the time of this order?			
Question 7 - An unlimited number of indefinite or periodic bans on undertaking			
any overtime and/or any hours in addition to an employee's rostered or	60	3	63
contracted ordinary hours of work and/or any work during unpaid break times?			



Question 8 - An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?	63	0	63
Question 9 - An unlimited number of indefinite or periodic bans on attending	61	1	62
meetings with management without a union representative?			
Question 10 - An unlimited number of indefinite or periodic bans on accepting	60	3	63
secondary community caseloads?			
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of	62	1	63
emergency, and dependent on the level of risk which will be assessed by the	02		
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	61	2	63
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on clinical			
staff completing any non-clinical duties, including handling bed linen, filing and	61	1	62
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing			
any duties associated with bed transfer without 2 hours' notice?	62	1	63
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	60	2	62
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to	00	0	00
the National Safety and Quality Health Service Standards, excluding mandatory	60	2	62
training?			
Question 17 - An unlimited number of indefinite or periodic bans on		_	
unplanned discharges with less than 4 hours' notice?	60	2	62
Question 18 - An unlimited number of indefinite or periodic bans on	62	1	63
admissions within 1 hour of shift start or finish?	02	ı	03
Question 19 - An unlimited number of indefinite or periodic bans on	62	0	62
admissions until the room has been appropriately cleaned and prepared?	63	0	63
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	63	0	63
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	EO	Λ	60
consumers upon admission if they have private health insurance?	58	4	62
Question 22 - An unlimited number of indefinite or periodic bans on completing	60	2	62
private health insurance claim forms and processing such claims?			02



Question 23 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	60	3	63
including an EBA campaign message in their e-mail signature?			
Question 24 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	60	4	60
using their company email to distribute EBA or union campaign	62	1	63
material or messages?			
Question 25 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	60	4	63
including an EBA campaign message as a name or background in video	62	1	63
conference meetings?			
Question 26 - Delaying or restricting the performance of normal duties	F0	4	60
by including or copying management staff into all work-related emails?	59	4	63
Question 27 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	F0	4	63
code, including by wearing a campaign or union t-shirt during working	59	4	63
hours?			
Question 28 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	F.0	11	62
code, including by wearing a cowboy hat or western-style hat during	52		63
working hours?			
Question 29 - Undertaking stoppages of work to display campaign			
posters, slogans and/or colours in the workplace and in vehicles	59	4	62
and/or refusing to work in areas where campaign materials are not on	59	4	63
display?			
Question 30 - Delaying or restricting the performance of normal duties			
by speaking to, and making HACSU-approved campaign related	58	4	62
statements to the media including during working hours?			
Question 31 - Delaying or restricting the performance of normal duties			
by speaking to consumers, families/carers, visitors, members of the	58	4	62
public and other staff members about enterprise bargaining and	56	4	02
HACSU campaigns during working hours?			
Question 32 - A ban on compliance with the employer's policies or			
code of conduct to the extent that they prevent members from	60	2	62
participating in HACSU social media campaigns related to enterprise	90	_	02
bargaining and/or valuing Mental Health work?			



Question 33 - A ban on compliance with the employer's policies or code of			
conduct to the extent that they prevent members from publishing or distributing			
or communicating information relating to enterprise bargaining or HACSU	62	1	63
campaigns, including via social media and speaking to the media, consumers,			
families/carers, visitors, members of the public and other staff members?			
Question 34 - Undertaking stoppages of work or delaying the			
performance of normal duties by attending site rallies, BBQs, or	60	3	63
campaign stalls inside health service / facility buildings and properties?			

- 97 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

Gavin Ryan

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Fair Vote Services
B2025/142 La Trobe Regional Health Protected Action Ballot

B2025/142 La Trobe Regional Health PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v La Trobe Regional Health has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and		4	66
up to 24 hours, save where such action would endanger the life, the personal	62		
safety or health, or the welfare, of workers and/or consumers receiving mental	02		
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	65	0	65
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	63	1	64
either physically or electronically, vehicle logbooks?	03		
Question 4 - An unlimited number of indefinite or periodic bans on	65	0	65
participating in employer-initiated workplace change or restructures?	65	U	
Question 5 - An unlimited number of indefinite or periodic bans on transferring	65	1	66
to another team, unit or role where requested by the employer?	65	· ·	66
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	66	0	66
description/position description as they were at the time of this order?			



Question 7 - An unlimited number of indefinite or periodic bans on undertaking			
any overtime and/or any hours in addition to an employee's rostered or	63	3	66
contracted ordinary hours of work and/or any work during unpaid break times?			
Question 8 - An unlimited number of indefinite or periodic bans on attending	64	1	65
employer-initiated meetings that are not fully backfilled?	04	'	00
Question 9 - An unlimited number of indefinite or periodic bans on attending	63	3	66
meetings with management without a union representative?	03	3	00
Question 10 - An unlimited number of indefinite or periodic bans on accepting	63	2	65
secondary community caseloads?	03	_	03
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of	66	0	66
emergency, and dependent on the level of risk which will be assessed by the	00		00
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	63	2	65
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on clinical		0	
staff completing any non-clinical duties, including handling bed linen, filing and	65		65
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	64	1	65
any duties associated with bed transfer without 2 hours' notice?	04	'	05
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	63	2	65
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to	64	1	65
the National Safety and Quality Health Service Standards, excluding mandatory	04	,	65
training?			
Question 17 - An unlimited number of indefinite or periodic bans on	62	3	65
unplanned discharges with less than 4 hours' notice?	02	3	65
Question 18 - An unlimited number of indefinite or periodic bans on	63	2	65
admissions within 1 hour of shift start or finish?	03		00
Question 19 - An unlimited number of indefinite or periodic bans on	64	1	G.E.
admissions until the room has been appropriately cleaned and prepared?	04	'	65
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	64	1	65
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	62	2	64



consumers upon admission if they have private health insurance?			
Question 22 - An unlimited number of indefinite or periodic bans on completing	63	1	64
private health insurance claim forms and processing such claims?	00		7
Question 23 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	63	2	65
including an EBA campaign message in their e-mail signature?			
Question 24 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	63	2	GE
using their company email to distribute EBA or union campaign	63	2	65
material or messages?			
Question 25 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	61	,	C.E.
including an EBA campaign message as a name or background in video	61	4	65
conference meetings?			
Question 26 - Delaying or restricting the performance of normal duties	60	_	66
by including or copying management staff into all work-related emails?	63	3	
Question 27 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	6.4	2	60
code, including by wearing a campaign or union t-shirt during working	64		66
hours?			
Question 28 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	61	,	C.E.
code, including by wearing a cowboy hat or western-style hat during	61	4	65
working hours?			
Question 29 - Undertaking stoppages of work to display campaign			
posters, slogans and/or colours in the workplace and in vehicles	60	2	C.E.
and/or refusing to work in areas where campaign materials are not on	62	3	65
display?			
Question 30 - Delaying or restricting the performance of normal duties			
by speaking to, and making HACSU-approved campaign related	61	5	66
statements to the media including during working hours?			
Question 31 - Delaying or restricting the performance of normal duties			
by speaking to consumers, families/carers, visitors, members of the	0.1	_	0.5
public and other staff members about enterprise bargaining and	61	4	65
HACSU campaigns during working hours?			
Question 32 - A ban on compliance with the employer's policies or			
code of conduct to the extent that they prevent members from	64	2	66
participating in HACSU social media campaigns related to enterprise			
	l		



bargaining and/or valuing Mental Health work?			
Question 33 - A ban on compliance with the employer's policies or code of			
conduct to the extent that they prevent members from publishing or distributing			
or communicating information relating to enterprise bargaining or HACSU	61	5	66
campaigns, including via social media and speaking to the media, consumers,			
families/carers, visitors, members of the public and other staff members?			
Question 34 - Undertaking stoppages of work or delaying the			
performance of normal duties by attending site rallies, BBQs, or	65	1	66
campaign stalls inside health service / facility buildings and properties?			

- 105 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

Gavin Ryan

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Fair Vote Services B2025/142 Melbourne Health Protected Action Ballot

B2025/142 Melbourne Health PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v Melbourne Health has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and			
up to 24 hours, save where such action would endanger the life, the personal	110	1	111
safety or health, or the welfare, of workers and/or consumers receiving mental	110	'	
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	106	3	109
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	107	1	108
either physically or electronically, vehicle logbooks?	107		
Question 4 - An unlimited number of indefinite or periodic bans on	107	3	110
participating in employer-initiated workplace change or restructures?	107	3	
Question 5 - An unlimited number of indefinite or periodic bans on transferring	106	4	110
to another team, unit or role where requested by the employer?	106	4	110
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	108	2	110
description/position description as they were at the time of this order?			
Question 7 - An unlimited number of indefinite or periodic bans on undertaking			
any overtime and/or any hours in addition to an employee's rostered or	100	10	110
contracted ordinary hours of work and/or any work during unpaid break times?			



Question 8 - An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?	104	5	109
Question 9 - An unlimited number of indefinite or periodic bans on attending meetings with management without a union representative?	100	7	107
Question 10 - An unlimited number of indefinite or periodic bans on accepting secondary community caseloads?	101	7	108
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of			
	98	8	106
emergency, and dependent on the level of risk which will be assessed by the clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	105	4	109
	105	4	109
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on clinical	404		400
staff completing any non-clinical duties, including handling bed linen, filing and	104	4	108
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	103	3	106
any duties associated with bed transfer without 2 hours' notice?			
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	97	8	105
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to	104	4	108
the National Safety and Quality Health Service Standards, excluding mandatory	104	4	100
training?			
Question 17 - An unlimited number of indefinite or periodic bans on	100	6	106
unplanned discharges with less than 4 hours' notice?	100	O	100
Question 18 - An unlimited number of indefinite or periodic bans on	100	7	107
admissions within 1 hour of shift start or finish?	100	,	107
Question 19 - An unlimited number of indefinite or periodic bans on	103	4	107
admissions until the room has been appropriately cleaned and prepared?	103	4	107
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	105	1	106
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	101	Α	105
consumers upon admission if they have private health insurance?	101	4	105
Question 22 - An unlimited number of indefinite or periodic bans on completing	104	1	105
private health insurance claim forms and processing such claims?	104	1	105



Question 23 - A ban on compliance with the employer's policies	100		100
and/or code of conduct to the extent that they prevent members from	108	0	108
including an EBA campaign message in their e-mail signature?			
Question 24 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	108	0	108
using their company email to distribute EBA or union campaign			
material or messages?			
Question 25 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	107	0	107
including an EBA campaign message as a name or background in video			
conference meetings?			
Question 26 - Delaying or restricting the performance of normal duties	100	7	107
by including or copying management staff into all work-related emails?			
Question 27 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	106	3	109
code, including by wearing a campaign or union t-shirt during working			.00
hours?			
Question 28 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	94	12	106
code, including by wearing a cowboy hat or western-style hat during	34	12	100
working hours?			
Question 29 - Undertaking stoppages of work to display campaign			
posters, slogans and/or colours in the workplace and in vehicles	104	4	108
and/or refusing to work in areas where campaign materials are not on	104	4	100
display?			
Question 30 - Delaying or restricting the performance of normal duties			
by speaking to, and making HACSU-approved campaign related	98	6	104
statements to the media including during working hours?			
Question 31 - Delaying or restricting the performance of normal duties			
by speaking to consumers, families/carers, visitors, members of the	100	4	100
public and other staff members about enterprise bargaining and	102	4	106
HACSU campaigns during working hours?			
Question 32 - A ban on compliance with the employer's policies or			
code of conduct to the extent that they prevent members from	104	2	106
participating in HACSU social media campaigns related to enterprise	104		106
bargaining and/or valuing Mental Health work?			
	1	1	



Question 33 - A ban on compliance with the employer's policies or code of conduct to the extent that they prevent members from publishing or distributing or communicating information relating to enterprise bargaining or HACSU campaigns, including via social media and speaking to the media, consumers,	104	2	106
families/carers, visitors, members of the public and other staff members?			
Question 34 - Undertaking stoppages of work or delaying the			
performance of normal duties by attending site rallies, BBQs, or	105	2	107
campaign stalls inside health service / facility buildings and properties?			

- 180 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

Gavin Ryan

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Fair Vote Services
B2025/142 Mercy Hospitals Health Protected Action Ballot

B2025/142 Mercy Hospitals Health PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v Mercy Hospitals Health has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and			
up to 24 hours, save where such action would endanger the life, the personal	65	65 2	67
safety or health, or the welfare, of workers and/or consumers receiving mental	03	2	07
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	67	0	67
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	64	2	66
either physically or electronically, vehicle logbooks?	04		
Question 4 - An unlimited number of indefinite or periodic bans on	64		67
participating in employer-initiated workplace change or restructures?	04	3	
Question 5 - An unlimited number of indefinite or periodic bans on transferring	66	1	67
to another team, unit or role where requested by the employer?	00	ı	
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	65	2	67
description/position description as they were at the time of this order?			
Question 7 - An unlimited number of indefinite or periodic bans on undertaking	61	4	65



any overtime and/or any hours in addition to an employee's rostered or			
contracted ordinary hours of work and/or any work during unpaid break times?			
Question 8 - An unlimited number of indefinite or periodic bans on attending	66	66 1	67
employer-initiated meetings that are not fully backfilled?	00	•	07
Question 9 - An unlimited number of indefinite or periodic bans on attending	63	4	67
meetings with management without a union representative?	03	4	07
Question 10 - An unlimited number of indefinite or periodic bans on accepting	63	3	66
secondary community caseloads?	03	0	00
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of	63	3	66
emergency, and dependent on the level of risk which will be assessed by the	03	3	00
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	63	3	66
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on clinical			
staff completing any non-clinical duties, including handling bed linen, filing and	66	1	67
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	64	2	66
any duties associated with bed transfer without 2 hours' notice?	04	_	00
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	64	1	65
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to	67	0	67
the National Safety and Quality Health Service Standards, excluding mandatory	67		67
training?			
Question 17 - An unlimited number of indefinite or periodic bans on	66	1	67
unplanned discharges with less than 4 hours' notice?		'	07
Question 18 - An unlimited number of indefinite or periodic bans on	66	1	67
admissions within 1 hour of shift start or finish?		'	07
Question 19 - An unlimited number of indefinite or periodic bans on	67	0	67
admissions until the room has been appropriately cleaned and prepared?	0/		07
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	65	1	66
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	64	2	66
consumers upon admission if they have private health insurance?	04	_	00
t e e e e e e e e e e e e e e e e e e e			•



Question 22 - An unlimited number of indefinite or periodic bans on completing	64	1	65
private health insurance claim forms and processing such claims?			
Question 23 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	64	2	66
including an EBA campaign message in their e-mail signature?			
Question 24 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	63	3	66
using their company email to distribute EBA or union campaign		3	00
material or messages?			
Question 25 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	61	4	GE.
including an EBA campaign message as a name or background in video	61	4	65
conference meetings?			
Question 26 - Delaying or restricting the performance of normal duties	6.4	_	67
by including or copying management staff into all work-related emails?	64	3	67
Question 27 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	66	1	67
code, including by wearing a campaign or union t-shirt during working	66	1	67
hours?			
Question 28 - Delaying or restricting the performance of normal duties		4	
through a ban on adhering to the employer's uniform policy or dress	62		66
code, including by wearing a cowboy hat or western-style hat during	02	4	
working hours?			
Question 29 - Undertaking stoppages of work to display campaign			
posters, slogans and/or colours in the workplace and in vehicles	63	4	67
and/or refusing to work in areas where campaign materials are not on	63	4	
display?			
Question 30 - Delaying or restricting the performance of normal duties			
by speaking to, and making HACSU-approved campaign related	63	4	67
statements to the media including during working hours?			
Question 31 - Delaying or restricting the performance of normal duties			
by speaking to consumers, families/carers, visitors, members of the	63	3	66
public and other staff members about enterprise bargaining and	03	٥	00
HACSU campaigns during working hours?			
Question 32 - A ban on compliance with the employer's policies or			
code of conduct to the extent that they prevent members from	65	1	66
participating in HACSU social media campaigns related to enterprise	ხხ	1	66
bargaining and/or valuing Mental Health work?			
t e e e e e e e e e e e e e e e e e e e		•	



Question 33 - A ban on compliance with the employer's policies or code of			
conduct to the extent that they prevent members from publishing or distributing			
or communicating information relating to enterprise bargaining or HACSU	65	1	66
campaigns, including via social media and speaking to the media, consumers,			
families/carers, visitors, members of the public and other staff members?			
Question 34 - Undertaking stoppages of work or delaying the			
performance of normal duties by attending site rallies, BBQs, or	63	3	66
campaign stalls inside health service / facility buildings and properties?			

- 97 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

Gavin Ryan

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Fair Vote Services
B2025/142 Mildura Base Public Hospital Protected Action Ballot

B2025/142 Mildura Base Public Hospital PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v Mildura Base Public Hospital has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and			3
up to 24 hours, save where such action would endanger the life, the personal	3	0	
safety or health, or the welfare, of workers and/or consumers receiving mental	3		
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	3	0	3
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	3	0	3
either physically or electronically, vehicle logbooks?	3		
Question 4 - An unlimited number of indefinite or periodic bans on	3	0	3
participating in employer-initiated workplace change or restructures?	3	U	
Question 5 - An unlimited number of indefinite or periodic bans on transferring	3	0	3
to another team, unit or role where requested by the employer?	3		3
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	3	0	3
description/position description as they were at the time of this order?			



Question 7 - An unlimited number of indefinite or periodic bans on undertaking any overtime and/or any hours in addition to an employee's rostered or	3	0	3
contracted ordinary hours of work and/or any work during unpaid break times?			
Question 8 - An unlimited number of indefinite or periodic bans on attending			
employer-initiated meetings that are not fully backfilled?	3	0	3
Question 9 - An unlimited number of indefinite or periodic bans on attending	_	0	2
meetings with management without a union representative?	3	0	3
Question 10 - An unlimited number of indefinite or periodic bans on accepting	2	0	2
secondary community caseloads?	3	0	3
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of	2	0	2
emergency, and dependent on the level of risk which will be assessed by the	3	0	3
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	3	0	3
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on <u>clinical</u>			
staff completing any non-clinical duties, including handling bed linen, filing and	3	0	3
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	3	0	3
any duties associated with bed transfer without 2 hours' notice?	3		3
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	3	0	3
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to	3	0	3
the National Safety and Quality Health Service Standards, excluding mandatory	3		3
training?			
Question 17 - An unlimited number of indefinite or periodic bans on	3	0	3
unplanned discharges with less than 4 hours' notice?	3		3
Question 18 - An unlimited number of indefinite or periodic bans on	3	0	3
admissions within 1 hour of shift start or finish?			3
Question 19 - An unlimited number of indefinite or periodic bans on	3	0	3
admissions until the room has been appropriately cleaned and prepared?	3	U	3
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	3	0	3
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	3	0	3



consumers upon admission if they have private health insurance?			
Question 22 - An unlimited number of indefinite or periodic bans on completing	2	3 0	3
private health insurance claim forms and processing such claims?	3		
Question 23 - A ban on compliance with the employer's policies			3
and/or code of conduct to the extent that they prevent members from	3	0	
including an EBA campaign message in their e-mail signature?			
Question 24 - A ban on compliance with the employer's policies			3
and/or code of conduct to the extent that they prevent members from	3		
using their company email to distribute EBA or union campaign	3	0	3
material or messages?			
Question 25 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from			
including an EBA campaign message as a name or background in video	3	0	3
conference meetings?			
Question 26 - Delaying or restricting the performance of normal duties		_	3
by including or copying management staff into all work-related emails?	2	1	
Question 27 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	_	_	_
code, including by wearing a campaign or union t-shirt during working	3	0	3
hours?			
Question 28 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	_		_
code, including by wearing a cowboy hat or western-style hat during	2	1	3
working hours?			
Question 29 - Undertaking stoppages of work to display campaign			
posters, slogans and/or colours in the workplace and in vehicles			
and/or refusing to work in areas where campaign materials are not on	2	1	3
display?			
Question 30 - Delaying or restricting the performance of normal duties			
by speaking to, and making HACSU-approved campaign related	2	1	3
statements to the media including during working hours?			
Question 31 - Delaying or restricting the performance of normal duties			
by speaking to consumers, families/carers, visitors, members of the			
public and other staff members about enterprise bargaining and	2	1	3
HACSU campaigns during working hours?			
Question 32 - A ban on compliance with the employer's policies or			
code of conduct to the extent that they prevent members from	2	1	3
participating in HACSU social media campaigns related to enterprise		'	
participating in Finoso social media campaigns related to enterprise	<u> </u>	<u></u>	<u> </u>



bargaining and/or valuing Mental Health work?			
Question 33 - A ban on compliance with the employer's policies or code of			
conduct to the extent that they prevent members from publishing or distributing			
or communicating information relating to enterprise bargaining or HACSU	2	1	3
campaigns, including via social media and speaking to the media, consumers,			
families/carers, visitors, members of the public and other staff members?			
Question 34 - Undertaking stoppages of work or delaying the			
performance of normal duties by attending site rallies, BBQs, or	2	1	3
campaign stalls inside health service / facility buildings and properties?			

- 5 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

Gavin Ryan

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Fair Vote Services B2025/142 Monash Health Protected Action Ballot

B2025/142 Monash Health PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v Monash Health has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and			
up to 24 hours, save where such action would endanger the life, the personal	143	2	145
safety or health, or the welfare, of workers and/or consumers receiving mental	143	2	140
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	142	4	146
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	142	3	145
either physically or electronically, vehicle logbooks?	142	3	
Question 4 - An unlimited number of indefinite or periodic bans on	140	5	145
participating in employer-initiated workplace change or restructures?	140	5	
Question 5 - An unlimited number of indefinite or periodic bans on transferring	137	7	111
to another team, unit or role where requested by the employer?	137	,	144
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	142	4	146
description/position description as they were at the time of this order?			
Question 7 - An unlimited number of indefinite or periodic bans on undertaking			
any overtime and/or any hours in addition to an employee's rostered or	137	7	144
contracted ordinary hours of work and/or any work during unpaid break times?			



Question 8 - An unlimited number of indefinite or periodic bans on attending	141	4	145
employer-initiated meetings that are not fully backfilled?		-	
Question 9 - An unlimited number of indefinite or periodic bans on attending	136	8	144
meetings with management without a union representative?			
Question 10 - An unlimited number of indefinite or periodic bans on accepting	139	4	143
secondary community caseloads?	100	7	140
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of	138	7	145
emergency, and dependent on the level of risk which will be assessed by the	130	'	143
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	140	4	144
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on clinical			
staff completing any non-clinical duties, including handling bed linen, filing and	142	3	145
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	104	0	1.40
any duties associated with bed transfer without 2 hours' notice?	134	9	143
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	137	8	145
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to	100	4	140
the National Safety and Quality Health Service Standards, excluding mandatory	138	4	142
training?			
Question 17 - An unlimited number of indefinite or periodic bans on	134	10	111
unplanned discharges with less than 4 hours' notice?	134	10	144
Question 18 - An unlimited number of indefinite or periodic bans on	137	8	1.45
admissions within 1 hour of shift start or finish?	137	0	145
Question 19 - An unlimited number of indefinite or periodic bans on	140	5	145
admissions until the room has been appropriately cleaned and prepared?	140	5	145
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	141	4	145
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	105	7	1 40
consumers upon admission if they have private health insurance?	135	7	142
Question 22 - An unlimited number of indefinite or periodic bans on completing	107	E	140
private health insurance claim forms and processing such claims?	137	5	142
1			



Question 23 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	135	6	141
including an EBA campaign message in their e-mail signature?			
Question 24 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	135	8	143
using their company email to distribute EBA or union campaign		J	
material or messages?			
Question 25 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	135	7	142
including an EBA campaign message as a name or background in video	133	,	142
conference meetings?			
Question 26 - Delaying or restricting the performance of normal duties	132	10	142
by including or copying management staff into all work-related emails?	132	10	142
Question 27 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	104	0	1.40
code, including by wearing a campaign or union t-shirt during working	134	8	142
hours?			
Question 28 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	400	4.0	4.40
code, including by wearing a cowboy hat or western-style hat during	126	16	142
working hours?			
Question 29 - Undertaking stoppages of work to display campaign			
posters, slogans and/or colours in the workplace and in vehicles	100	10	1.40
and/or refusing to work in areas where campaign materials are not on	126	16	142
display?			
Question 30 - Delaying or restricting the performance of normal duties			
by speaking to, and making HACSU-approved campaign related	131	13	144
statements to the media including during working hours?			
Question 31 - Delaying or restricting the performance of normal duties			
by speaking to consumers, families/carers, visitors, members of the	101	7	4.44
public and other staff members about enterprise bargaining and	134	7	141
HACSU campaigns during working hours?			
Question 32 - A ban on compliance with the employer's policies or			
code of conduct to the extent that they prevent members from	100		4.4.4
participating in HACSU social media campaigns related to enterprise	138	6	144
bargaining and/or valuing Mental Health work?			
	1		



Question 33 - A ban on compliance with the employer's policies or code of			
conduct to the extent that they prevent members from publishing or distributing			
or communicating information relating to enterprise bargaining or HACSU	134	9	143
campaigns, including via social media and speaking to the media, consumers,			
families/carers, visitors, members of the public and other staff members?			
Question 34 - Undertaking stoppages of work or delaying the			
performance of normal duties by attending site rallies, BBQs, or	139	5	144
campaign stalls inside health service / facility buildings and properties?			

- 247 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

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Fair Vote Services B2025/142 Northern Health Protected Action Ballot

B2025/142 Northern Health PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v Northern Health has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and			
up to 24 hours, save where such action would endanger the life, the personal	112	4	116
safety or health, or the welfare, of workers and/or consumers receiving mental	112	4	110
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	113	4	117
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	113	4	117
either physically or electronically, vehicle logbooks?	113	4	
Question 4 - An unlimited number of indefinite or periodic bans on	112	5	117
participating in employer-initiated workplace change or restructures?	112	5	117
Question 5 - An unlimited number of indefinite or periodic bans on transferring	113	4	117
to another team, unit or role where requested by the employer?	113	4	117
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	114	3	117
description/position description as they were at the time of this order?			
Question 7 - An unlimited number of indefinite or periodic bans on undertaking			
any overtime and/or any hours in addition to an employee's rostered or	105	11	116
contracted ordinary hours of work and/or any work during unpaid break times?			



Question 8 - An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?	112	5	117
Question 9 - An unlimited number of indefinite or periodic bans on attending meetings with management without a union representative?	108	6	114
Question 10 - An unlimited number of indefinite or periodic bans on accepting			
secondary community caseloads?	111	4	115
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of			
emergency, and dependent on the level of risk which will be assessed by the	113	3	116
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	114	2	116
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on clinical			
staff completing any non-clinical duties, including handling bed linen, filing and	113	3	116
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	110	4	111
any duties associated with bed transfer without 2 hours' notice?	110	4	114
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	111	4	115
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to	110	7	117
the National Safety and Quality Health Service Standards, excluding mandatory	110	,	117
training?			
Question 17 - An unlimited number of indefinite or periodic bans on	110	5	115
unplanned discharges with less than 4 hours' notice?	110)	110
Question 18 - An unlimited number of indefinite or periodic bans on	108	6	114
admissions within 1 hour of shift start or finish?	100	0	11-4
Question 19 - An unlimited number of indefinite or periodic bans on	109	4	113
admissions until the room has been appropriately cleaned and prepared?	100	7	110
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	111	4	115
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	110	5	115
consumers upon admission if they have private health insurance?		_	
Question 22 - An unlimited number of indefinite or periodic bans on completing	111	4	115
private health insurance claim forms and processing such claims?			



Question 23 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	109	6	115
including an EBA campaign message in their e-mail signature?			
Question 24 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	112	5	117
using their company email to distribute EBA or union campaign	112	3	117
material or messages?			
Question 25 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	112	4	116
including an EBA campaign message as a name or background in video	112	4	110
conference meetings?			
Question 26 - Delaying or restricting the performance of normal duties	106	9	115
by including or copying management staff into all work-related emails?	106	9	115
Question 27 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	110	_	115
code, including by wearing a campaign or union t-shirt during working	110	5	115
hours?			
Question 28 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	104	11	115
code, including by wearing a cowboy hat or western-style hat during	104	11	115
working hours?			
Question 29 - Undertaking stoppages of work to display campaign			
posters, slogans and/or colours in the workplace and in vehicles	110	7	117
and/or refusing to work in areas where campaign materials are not on	110	/	117
display?			
Question 30 - Delaying or restricting the performance of normal duties			
by speaking to, and making HACSU-approved campaign related	108	8	116
statements to the media including during working hours?			
Question 31 - Delaying or restricting the performance of normal duties			
by speaking to consumers, families/carers, visitors, members of the	107	9	116
public and other staff members about enterprise bargaining and	107	9	110
HACSU campaigns during working hours?			
Question 32 - A ban on compliance with the employer's policies or			
code of conduct to the extent that they prevent members from	112	5	117
participating in HACSU social media campaigns related to enterprise	114	٦	'''
bargaining and/or valuing Mental Health work?			



Question 33 - A ban on compliance with the employer's policies or code of conduct to the extent that they prevent members from publishing or distributing or communicating information relating to enterprise bargaining or HACSU campaigns, including via social media and speaking to the media, consumers,	113	4	117
families/carers, visitors, members of the public and other staff members?			
Question 34 - Undertaking stoppages of work or delaying the			
performance of normal duties by attending site rallies, BBQs, or	113	4	117
campaign stalls inside health service / facility buildings and properties?			

- 202 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

Gavin Ryan

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Fair Vote Services B2025/142 Peninsula Health Protected Action Ballot

B2025/142 Peninsula Health PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v Peninsula Health has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and			
up to 24 hours, save where such action would endanger the life, the personal	36	3	39
safety or health, or the welfare, of workers and/or consumers receiving mental	30	3	39
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	38	1	39
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	37	1	38
either physically or electronically, vehicle logbooks?	37		
Question 4 - An unlimited number of indefinite or periodic bans on	36	2	38
participating in employer-initiated workplace change or restructures?	36	2	
Question 5 - An unlimited number of indefinite or periodic bans on transferring	38	1	20
to another team, unit or role where requested by the employer?	36	I	39
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	39	0	39
description/position description as they were at the time of this order?			
Question 7 - An unlimited number of indefinite or periodic bans on undertaking			
any overtime and/or any hours in addition to an employee's rostered or	36	3	39
contracted ordinary hours of work and/or any work during unpaid break times?			



Question 8 - An unlimited number of indefinite or periodic bans on attending	38	1	39
employer-initiated meetings that are not fully backfilled?			
Question 9 - An unlimited number of indefinite or periodic bans on attending	37	2	39
meetings with management without a union representative?			
Question 10 - An unlimited number of indefinite or periodic bans on accepting	37	1	38
secondary community caseloads?			
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of	38	1	39
emergency, and dependent on the level of risk which will be assessed by the		'	
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	36	2	38
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on <u>clinical</u>			
staff completing any non-clinical duties, including handling bed linen, filing and	39	0	39
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	25	4	20
any duties associated with bed transfer without 2 hours' notice?	35	4	39
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	36	2	38
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to	00	0	00
the National Safety and Quality Health Service Standards, excluding mandatory	36	2	38
training?			
Question 17 - An unlimited number of indefinite or periodic bans on	0.5	0	00
unplanned discharges with less than 4 hours' notice?	35	3	38
Question 18 - An unlimited number of indefinite or periodic bans on	35	4	39
admissions within 1 hour of shift start or finish?	33	4	39
Question 19 - An unlimited number of indefinite or periodic bans on	38	1	39
admissions until the room has been appropriately cleaned and prepared?	30	I	39
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	38	0	38
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	20	1	27
consumers upon admission if they have private health insurance?	36	1	37
Question 22 - An unlimited number of indefinite or periodic bans on completing	20	1	27
private health insurance claim forms and processing such claims?	36	1	37
			1



Question 23 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	37	2	39
including an EBA campaign message in their e-mail signature?			
Question 24 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	27	2	20
using their company email to distribute EBA or union campaign	37	2	39
material or messages?			
Question 25 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	36	3	39
including an EBA campaign message as a name or background in video	36	3	39
conference meetings?			
Question 26 - Delaying or restricting the performance of normal duties	26	2	20
by including or copying management staff into all work-related emails?	36	2	38
Question 27 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	20		20
code, including by wearing a campaign or union t-shirt during working	38	0	38
hours?			
Question 28 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	34	4	38
code, including by wearing a cowboy hat or western-style hat during	34	4	36
working hours?			
Question 29 - Undertaking stoppages of work to display campaign			
posters, slogans and/or colours in the workplace and in vehicles	27	1	20
and/or refusing to work in areas where campaign materials are not on	37	1	38
display?			
Question 30 - Delaying or restricting the performance of normal duties			
by speaking to, and making HACSU-approved campaign related	36	2	38
statements to the media including during working hours?			
Question 31 - Delaying or restricting the performance of normal duties			
by speaking to consumers, families/carers, visitors, members of the	26	2	38
public and other staff members about enterprise bargaining and	36		36
HACSU campaigns during working hours?			
Question 32 - A ban on compliance with the employer's policies or			
code of conduct to the extent that they prevent members from	27	1	38
participating in HACSU social media campaigns related to enterprise	37	'	36
bargaining and/or valuing Mental Health work?			



Question 33 - A ban on compliance with the employer's policies or code of conduct to the extent that they prevent members from publishing or distributing or communicating information relating to enterprise bargaining or HACSU campaigns, including via social media and speaking to the media, consumers, families/carers, visitors, members of the public and other staff members?	35	3	38
Question 34 - Undertaking stoppages of work or delaying the performance of normal duties by attending site rallies, BBQs, or campaign stalls inside health service / facility buildings and properties?	37	1	38

- 67 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

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Fair Vote Services B2025/142 South West Health Protected Action Ballot

B2025/142 South West Health PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v South West Health has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and			
up to 24 hours, save where such action would endanger the life, the personal	30	0	30
safety or health, or the welfare, of workers and/or consumers receiving mental	30		
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	28	2	30
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	27	2	29
either physically or electronically, vehicle logbooks?	2/		29
Question 4 - An unlimited number of indefinite or periodic bans on	29	1	30
participating in employer-initiated workplace change or restructures?	29	l	
Question 5 - An unlimited number of indefinite or periodic bans on transferring	28	2	20
to another team, unit or role where requested by the employer?	20	2	30
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	29	0	29
description/position description as they were at the time of this order?			
Question 7 - An unlimited number of indefinite or periodic bans on undertaking			
any overtime and/or any hours in addition to an employee's rostered or	26	3	29
contracted ordinary hours of work and/or any work during unpaid break times?			



Question 8 - An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?	27	2	29
Question 9 - An unlimited number of indefinite or periodic bans on attending	27	2	29
meetings with management without a union representative?			
Question 10 - An unlimited number of indefinite or periodic bans on accepting	28	2	30
secondary community caseloads?			
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of	26	2	28
emergency, and dependent on the level of risk which will be assessed by the			
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	26	2	28
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on <u>clinical</u>			
staff completing any non-clinical duties, including handling bed linen, filing and	26	2	28
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	0.4	0	07
any duties associated with bed transfer without 2 hours' notice?	24	3	27
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	24	3	27
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to			
the National Safety and Quality Health Service Standards, excluding mandatory	28	2	30
training?			
Question 17 - An unlimited number of indefinite or periodic bans on		_	
unplanned discharges with less than 4 hours' notice?	26	1	27
Question 18 - An unlimited number of indefinite or periodic bans on	23	4	27
admissions within 1 hour of shift start or finish?	23	4	27
Question 19 - An unlimited number of indefinite or periodic bans on	26	2	28
admissions until the room has been appropriately cleaned and prepared?	20		20
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	28	1	29
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	0.5	•	07
consumers upon admission if they have private health insurance?	25	2	27
Question 22 - An unlimited number of indefinite or periodic bans on completing	25	•	07
private health insurance claim forms and processing such claims?	25	2	27
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Question 23 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	25	3	28
including an EBA campaign message in their e-mail signature?			
Question 24 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	27	2	20
using their company email to distribute EBA or union campaign	27	2	29
material or messages?			
Question 25 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	26	3	29
including an EBA campaign message as a name or background in video	26	3	29
conference meetings?			
Question 26 - Delaying or restricting the performance of normal duties	26	2	20
by including or copying management staff into all work-related emails?	26	3	29
Question 27 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	20	4	20
code, including by wearing a campaign or union t-shirt during working	28	1	29
hours?			
Question 28 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	24	2	27
code, including by wearing a cowboy hat or western-style hat during	24	3	27
working hours?			
Question 29 - Undertaking stoppages of work to display campaign			
posters, slogans and/or colours in the workplace and in vehicles	27	2	20
and/or refusing to work in areas where campaign materials are not on	27		29
display?			
Question 30 - Delaying or restricting the performance of normal duties			
by speaking to, and making HACSU-approved campaign related	26	2	28
statements to the media including during working hours?			
Question 31 - Delaying or restricting the performance of normal duties			
by speaking to consumers, families/carers, visitors, members of the	26	2	20
public and other staff members about enterprise bargaining and	26		28
HACSU campaigns during working hours?			
Question 32 - A ban on compliance with the employer's policies or			
code of conduct to the extent that they prevent members from	27	1	28
participating in HACSU social media campaigns related to enterprise	2/	'	∠8
bargaining and/or valuing Mental Health work?			



Question 33 - A ban on compliance with the employer's policies or code of			
conduct to the extent that they prevent members from publishing or distributing			
or communicating information relating to enterprise bargaining or HACSU	26	3	29
campaigns, including via social media and speaking to the media, consumers,			
families/carers, visitors, members of the public and other staff members?			
Question 34 - Undertaking stoppages of work or delaying the			
performance of normal duties by attending site rallies, BBQs, or	28	1	29
campaign stalls inside health service / facility buildings and properties?			

- 51 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

Gavin Ryan

Fair Vote Services Protected Action Ballot Agent gavin.ryan@fairvote.com.au / (03) 8592 9905 10-12 Gwynne Street, Cremorne VIC 3121 7 February 2025



Fair Vote Services
B2025/142 St Vincent's Hospital (Melbourne) Protected Action Ballot

B2025/142 St Vincent's Hospital (Melbourne) PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v St Vincent's Hospital (Melbourne) has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and			
up to 24 hours, save where such action would endanger the life, the personal	68	2	70
safety or health, or the welfare, of workers and/or consumers receiving mental	00		/0
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	67	3	70
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	70	0	70
either physically or electronically, vehicle logbooks?	/0		/0
Question 4 - An unlimited number of indefinite or periodic bans on	66	4	70
participating in employer-initiated workplace change or restructures?	00	4	70
Question 5 - An unlimited number of indefinite or periodic bans on transferring	66	4	70
to another team, unit or role where requested by the employer?	00	4	70
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	70	0	70
description/position description as they were at the time of this order?			



Question 7 - An unlimited number of indefinite or periodic bans on undertaking any overtime and/or any hours in addition to an employee's rostered or	66	4	70
contracted ordinary hours of work and/or any work during unpaid break times?			
Question 8 - An unlimited number of indefinite or periodic bans on attending	67	3	70
employer-initiated meetings that are not fully backfilled?	67	3	70
Question 9 - An unlimited number of indefinite or periodic bans on attending	66	4	70
meetings with management without a union representative?	00	4	70
Question 10 - An unlimited number of indefinite or periodic bans on accepting	67	3	70
secondary community caseloads?	67	3	70
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of	66	4	70
emergency, and dependent on the level of risk which will be assessed by the	00	4	70
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	69	1	70
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on <u>clinical</u>			
staff completing any non-clinical duties, including handling bed linen, filing and	68	2	70
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	C.E.	4	60
any duties associated with bed transfer without 2 hours' notice?	65	4	69
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	62	7	69
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to	67	2	60
the National Safety and Quality Health Service Standards, excluding mandatory	67	_	69
training?			
Question 17 - An unlimited number of indefinite or periodic bans on	62	6	60
unplanned discharges with less than 4 hours' notice?	62	0	68
Question 18 - An unlimited number of indefinite or periodic bans on	60	8	60
admissions within 1 hour of shift start or finish?	60	0	68
Question 19 - An unlimited number of indefinite or periodic bans on	67	2	60
admissions until the room has been appropriately cleaned and prepared?	67	2	69
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	67	2	69
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	65	3	68
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Consumers upon admission if they have private health insurance? Question 22 - An unlimited number of indefinite or periodic bans on completing private health insurance claim forms and processing such claims? Question 23 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from including an EBA campaign message in their e-mail signature? Question 24 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from using their company email to distribute EBA or union campaign material or messages? Question 25 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from using their company email to distribute EBA or union campaign material or messages? Question 25 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from including an EBA campaign message as a name or background in video conference meetings? Question 26 - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails? Question 27 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a campaign or union t-shirt during working hours? Question 28 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a cowboy hat or western-style hat during working hours? Question 30 - Delaying or restricting the performance of normal duties by speaking to; and making HACSU-approved campaign related statements to the media including during working hours? Question 31 - Delaying or restricting the performance of normal duties by speaking to, and making HACSU-approved campaign related statements to the media including during working hours? Question 32 - A ban on compliance				
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Question 23 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from including an EBA campaign message in their e-mail signature? Question 24 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from using their company email to distribute EBA or union campaign material or messages? Question 25 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from using their company email to distribute EBA or union campaign material or messages? Question 25 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from including an EBA campaign message as a name or background in video conference meetings? Question 26 - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails? Question 27 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a campaign or union t-shirt during working hours? Question 28 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a cowboy hat or western-style hat during working hours? Question 29 - Undertaking stoppages of work to display campaign posters, slogans and/or colours in the workplace and in vehicles and/or refusing to work in areas where campaign materials are not on display? Question 30 - Delaying or restricting the performance of normal duties by speaking to, and making HACSU-approved campaign related statements to the media including during working hours? Question 31 - Delaying or restricting the performance of normal duties by speaking to consumers, families/carers, visitors, members of the public and other staff members about enterprise bargaining and HACSU campaigns durin	Question 22 - An unlimited number of indefinite or periodic bans on completing	66	2	60
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including an EBA campaign message in their e-mail signature? Question 24 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from using their company email to distribute EBA or union campaign material or messages? Question 25 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from including an EBA campaign message as a name or background in video conference meetings? Question 26 - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails? Question 27 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a campaign or union t-shirt during working hours? Question 28 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a cowboy hat or western-style hat during working hours? Question 29 - Undertaking stoppages of work to display campaign posters, slogans and/or colours in the workplace and in vehicles and/or refusing to work in areas where campaign materials are not on display? Question 30 - Delaying or restricting the performance of normal duties by speaking to, and making HACSU-approved campaign related statements to the media including during working hours? Question 31 - Delaying or restricting the performance of normal duties by speaking to consumers, families/carers, visitors, members of the public and other staff members about enterprise bargaining and HACSU campaigns during working hours? Question 32 - A ban on compliance with the employer's policies or code of conduct to the extent that they prevent members from 67 1 68	Question 23 - A ban on compliance with the employer's policies			
Question 24 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from 67 2 69 using their company email to distribute EBA or union campaign 67 2 69 material or messages? Question 25 - A ban on compliance with the employer's policies 68 1 69 and/or code of conduct to the extent that they prevent members from including an EBA campaign message as a name or background in video conference meetings? 68 1 69 Question 26 - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails? 60 10 70 Question 27 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a campaign or union t-shirt during working hours? 69 0 69 Question 28 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a cowboy hat or western-style hat during working hours? 58 10 68 Question 29 - Undertaking stoppages of work to display campaign posters, slogans and/or colours in the workplace and in vehicles and/or refusing to work in areas where campaign materials are not on display? 68 1 69 Question 30 - Delaying or restricting the performance of normal du	and/or code of conduct to the extent that they prevent members from	68	2	70
and/or code of conduct to the extent that they prevent members from using their company email to distribute EBA or union campaign material or messages? Question 25 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from including an EBA campaign message as a name or background in video conference meetings? Question 26 - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails? Question 27 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a campaign or union t-shirt during working hours? Question 28 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a cowboy hat or western-style hat during working hours? Question 29 - Undertaking stoppages of work to display campaign posters, slogans and/or colours in the workplace and in vehicles and/or refusing to work in areas where campaign materials are not on display? Question 30 - Delaying or restricting the performance of normal duties by speaking to, and making HACSU-approved campaign related statements to the media including during working hours? Question 31 - Delaying or restricting the performance of normal duties by speaking to consumers, families/carers, visitors, members of the public and other staff members about enterprise bargaining and HACSU campaigns during working hours? Question 32 - A ban on compliance with the employer's policies or code of conduct to the extent that they prevent members from 67 1 68	including an EBA campaign message in their e-mail signature?			
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		67	1	68
	participating in HACSU social media campaigns related to enterprise			



bargaining and/or valuing Mental Health work?			
Question 33 - A ban on compliance with the employer's policies or code of			
conduct to the extent that they prevent members from publishing or distributing			
or communicating information relating to enterprise bargaining or HACSU	66	2	68
campaigns, including via social media and speaking to the media, consumers,			
families/carers, visitors, members of the public and other staff members?			
Question 34 - Undertaking stoppages of work or delaying the			
performance of normal duties by attending site rallies, BBQs, or	68	1	69
campaign stalls inside health service / facility buildings and properties?			

- 112 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

Gavin Ryan

Fair Vote Services Protected Action Ballot Agent gavin.ryan@fairvote.com.au / (03) 8592 9905 10-12 Gwynne Street, Cremorne VIC 3121 7 February 2025



Fair Vote Services
B2025/142 The Royal Childrens Hospital Protected Action Ballot

B2025/142 The Royal Childrens Hospital PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v The Royal Childrens Hospital has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and			
up to 24 hours, save where such action would endanger the life, the personal	10	0	10
safety or health, or the welfare, of workers and/or consumers receiving mental	10	"	10
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	9	1	10
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	8	1	9
either physically or electronically, vehicle logbooks?		•	9
Question 4 - An unlimited number of indefinite or periodic bans on	8	2	10
participating in employer-initiated workplace change or restructures?	0	2	10
Question 5 - An unlimited number of indefinite or periodic bans on transferring	10	0	10
to another team, unit or role where requested by the employer?	10		10
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	10	0	10
description/position description as they were at the time of this order?			



Question 7 - An unlimited number of indefinite or periodic bans on undertaking any overtime and/or any hours in addition to an employee's rostered or	8	2	10
contracted ordinary hours of work and/or any work during unpaid break times?			
Question 8 - An unlimited number of indefinite or periodic bans on attending	9	1	10
employer-initiated meetings that are not fully backfilled?	9		10
Question 9 - An unlimited number of indefinite or periodic bans on attending	9	1	10
meetings with management without a union representative?	9	·	10
Question 10 - An unlimited number of indefinite or periodic bans on accepting	9	0	9
secondary community caseloads?	9		9
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of	10		10
emergency, and dependent on the level of risk which will be assessed by the	10	0	10
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	10	0	10
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on clinical			
staff completing any non-clinical duties, including handling bed linen, filing and	9	1	10
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	10	0	10
any duties associated with bed transfer without 2 hours' notice?	10	0	10
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	7	2	9
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to		_	0
the National Safety and Quality Health Service Standards, excluding mandatory	8	1	9
training?			
Question 17 - An unlimited number of indefinite or periodic bans on	_	3	0
unplanned discharges with less than 4 hours' notice?	6	3	9
Question 18 - An unlimited number of indefinite or periodic bans on	0	0	9
admissions within 1 hour of shift start or finish?	9	0	9
Question 19 - An unlimited number of indefinite or periodic bans on	0	0	0
admissions until the room has been appropriately cleaned and prepared?	9	0	9
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	9	0	9
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	8	1	9
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consumers upon admission if they have private health insurance? Question 22 - An unlimited number of indefinite or periodic bans on completing private health insurance claim forms and processing such claims? Question 23 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from including an EBA campaign message in their e-mail signature? Question 24 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from using their company email to distribute EBA or union campaign material or messages? Question 25 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from using their company email to distribute EBA or union campaign material or messages? Question 25 - A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from including an EBA campaign message as a name or background in video conference meetings? Question 26 - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails? Question 27 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a campaign or union t-shirt during working hours? Question 28 - Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a cowboy hat or western-style hat during working hours? Question 39 - Delaying or restricting the performance of normal duties by speaking to work in areas where campaign materials are not on display? Question 31 - Delaying or restricting the performance of normal duties by speaking to, and making HACSU-approved campaign related by speaking to consumers, families/carers, visitors, members of the public and other staff members about enterprise bargaining and H				
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code of conduct to the extent that they prevent members from 7 2 9	HACSU campaigns during working hours?			
	Question 32 - A ban on compliance with the employer's policies or			9
participating in HACSU social media campaigns related to enterprise	code of conduct to the extent that they prevent members from	7	2	
	participating in HACSU social media campaigns related to enterprise			



bargaining and/or valuing Mental Health work?			
Question 33 - A ban on compliance with the employer's policies or code of			
conduct to the extent that they prevent members from publishing or distributing			
or communicating information relating to enterprise bargaining or HACSU	8	2	10
campaigns, including via social media and speaking to the media, consumers,			
families/carers, visitors, members of the public and other staff members?			
Question 34 - Undertaking stoppages of work or delaying the			
performance of normal duties by attending site rallies, BBQs, or	9	1	10
campaign stalls inside health service / facility buildings and properties?			

- 16 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

Gavin Ryan

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Fair Vote Services B2025/142 Western Health Protected Action Ballot

B2025/142 Western Health PROTECTED ACTION BALLOT – NOTICE OF RESULTS

The Notice of Results for Health and Community Services Union v Western Health has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/142)

The question(s) put to voters in the ballot were:

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

Question	Yes	No	Total
Question 1 - Participating in stop work bans for a period from 15 minutes and	74	6	80
up to 24 hours, save where such action would endanger the life, the personal			
safety or health, or the welfare, of workers and/or consumers receiving mental			
health services, and providing HACSU gives the employer 7 days' notice?			
Question 2 - An unlimited number of indefinite or periodic bans on collection,			
recording or documenting, either physically or electronically, non-			
clinical/administrative information, including: collection of statistics, contact	76	4	80
records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI]			
instrument, and RAPID statistics?			
Question 3 - An unlimited number of indefinite or periodic bans on completing,	78	2	80
either physically or electronically, vehicle logbooks?			
Question 4 - An unlimited number of indefinite or periodic bans on	75	5	80
participating in employer-initiated workplace change or restructures?			
Question 5 - An unlimited number of indefinite or periodic bans on transferring	77	3	80
to another team, unit or role where requested by the employer?			
Question 6 - An unlimited number of indefinite or periodic bans on performing			
duties outside of those explicitly required by an employee's job	78	2	80
description/position description as they were at the time of this order?			
Question 7 - An unlimited number of indefinite or periodic bans on undertaking			
any overtime and/or any hours in addition to an employee's rostered or	74	6	80
contracted ordinary hours of work and/or any work during unpaid break times?			



Question 8 - An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?	77	3	80
Question 9 - An unlimited number of indefinite or periodic bans on attending meetings with management without a union representative?	77	3	80
Question 10 - An unlimited number of indefinite or periodic bans on accepting			
secondary community caseloads?	75	5	80
Question 11 - An unlimited number of indefinite or periodic bans on escorting			
patients unless there are two staff members present, except in cases of	75	E	00
emergency, and dependent on the level of risk which will be assessed by the	75	5	80
clinicians on duty?			
Question 12 - An unlimited number of indefinite or periodic bans on attending			
CATT visits unless there are a minimum of 2 staff members present, dependent	79	1	80
on level of risk which will be assessed by the clinicians on duty?			
Question 13 - An unlimited number of indefinite or periodic bans on clinical			
staff completing any non-clinical duties, including handling bed linen, filing and	76	3	80
car servicing?			
Question 14 - An unlimited number of indefinite or periodic bans on completing	77	•	80
any duties associated with bed transfer without 2 hours' notice?	77	3	
Question 15 - An unlimited number of indefinite or periodic bans on enforcing			
any non-smoking policy in inpatient units (by not challenging consumers)	74	6	80
except inside units?			
Question 16 - An unlimited number of indefinite or periodic bans on			
participating in any activities associated with working towards accreditation to	75	5	80
the National Safety and Quality Health Service Standards, excluding mandatory	75		
training?			
Question 17 - An unlimited number of indefinite or periodic bans on	70	7	80
unplanned discharges with less than 4 hours' notice?	73		
Question 18 - An unlimited number of indefinite or periodic bans on	75	5	80
admissions within 1 hour of shift start or finish?	/5		
Question 19 - An unlimited number of indefinite or periodic bans on	75	5	80
admissions until the room has been appropriately cleaned and prepared?	75		
Question 20 - An unlimited number of indefinite or periodic bans on			
admissions where the staffing level is not appropriate to maintain standards of	78	2	80
safety and care (as determined by the shift leader/clinician in charge)?			
Question 21 - An unlimited number of indefinite or periodic bans on asking	75	5	80
consumers upon admission if they have private health insurance?			
Question 22 - An unlimited number of indefinite or periodic bans on completing	75	5	80
private health insurance claim forms and processing such claims?	75	ا	30



Question 23 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	79	1	80
including an EBA campaign message in their e-mail signature?			
Question 24 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	78	1	79
using their company email to distribute EBA or union campaign	'	•	, 0
material or messages?			
Question 25 - A ban on compliance with the employer's policies			
and/or code of conduct to the extent that they prevent members from	79	1	80
including an EBA campaign message as a name or background in video	/3	'	80
conference meetings?			
Question 26 - Delaying or restricting the performance of normal duties	74	-	90
by including or copying management staff into all work-related emails?	/4	6	80
Question 27 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	00	0	00
code, including by wearing a campaign or union t-shirt during working	80	0	80
hours?			
Question 28 - Delaying or restricting the performance of normal duties			
through a ban on adhering to the employer's uniform policy or dress	70	0	70
code, including by wearing a cowboy hat or western-style hat during	70	8	78
working hours?			
Question 29 - Undertaking stoppages of work to display campaign			
posters, slogans and/or colours in the workplace and in vehicles	76	4	80
and/or refusing to work in areas where campaign materials are not on	/6		
display?			
Question 30 - Delaying or restricting the performance of normal duties			
by speaking to, and making HACSU-approved campaign related	74	5	79
statements to the media including during working hours?			
Question 31 - Delaying or restricting the performance of normal duties			
by speaking to consumers, families/carers, visitors, members of the	74	F	70
public and other staff members about enterprise bargaining and	74	5	79
HACSU campaigns during working hours?			
Question 32 - A ban on compliance with the employer's policies or			
code of conduct to the extent that they prevent members from	77	2	79
participating in HACSU social media campaigns related to enterprise	77		
bargaining and/or valuing Mental Health work?			
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Question 33 - A ban on compliance with the employer's policies or code of			
conduct to the extent that they prevent members from publishing or distributing			
or communicating information relating to enterprise bargaining or HACSU	79	1	80
campaigns, including via social media and speaking to the media, consumers,			
families/carers, visitors, members of the public and other staff members?			
Question 34 - Undertaking stoppages of work or delaying the			
performance of normal duties by attending site rallies, BBQs, or	78	2	80
campaign stalls inside health service / facility buildings and properties?			

- 131 ballots were issued for voting in this protected action ballot
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1-34.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

Gavin Ryan

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