



**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:*

| <b>Question</b>   | <b>Yes</b> | <b>No</b> | <b>Total</b> |
|---|------------|-----------|--------------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 35         | 1         | 36           |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 35         | 1         | 36           |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 34         | 1         | 35           |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 33         | 1         | 34           |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 33         | 1         | 34           |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 36         | 0         | 36           |
| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking   | 33         | 2         | 35           |



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| <i>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?</i>  |    |   |    |
| <b>Question 8</b> - <i>An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?</i>   | 34 | 2 | 36 |
| <b>Question 9</b> - <i>An unlimited number of indefinite or periodic bans on attending meetings with management without a union representative?</i>   | 33 | 2 | 35 |
| <b>Question 10</b> - <i>An unlimited number of indefinite or periodic bans on accepting secondary community caseloads?</i>  | 33 | 1 | 34 |
| <b>Question 11</b> - <i>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 clinicians on duty?</i> | 33 | 2 | 35 |
| <b>Question 12</b> - <i>An unlimited number of indefinite or periodic bans on attending CATT visits unless there are a minimum of 2 staff members present, dependent on level of risk which will be assessed by the clinicians on duty?</i>                         | 33 | 1 | 34 |
| <b>Question 13</b> - <i>An unlimited number of indefinite or periodic bans on <u>clinical staff</u> completing any non-clinical duties, including handling bed linen, filing and car servicing?</i>   | 35 | 1 | 36 |
| <b>Question 14</b> - <i>An unlimited number of indefinite or periodic bans on completing any duties associated with bed transfer without 2 hours' notice?</i>   | 34 | 0 | 34 |
| <b>Question 15</b> - <i>An unlimited number of indefinite or periodic bans on enforcing any non-smoking policy in inpatient units (by not challenging consumers) except inside units?</i>   | 35 | 1 | 36 |
| <b>Question 16</b> - <i>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 training?</i>          | 33 | 1 | 34 |
| <b>Question 17</b> - <i>An unlimited number of indefinite or periodic bans on unplanned discharges with less than 4 hours' notice?</i>  | 33 | 2 | 35 |
| <b>Question 18</b> - <i>An unlimited number of indefinite or periodic bans on admissions within 1 hour of shift start or finish?</i>  | 34 | 2 | 36 |
| <b>Question 19</b> - <i>An unlimited number of indefinite or periodic bans on admissions until the room has been appropriately cleaned and prepared?</i>  | 36 | 0 | 36 |
| <b>Question 20</b> - <i>An unlimited number of indefinite or periodic bans on admissions where the staffing level is not appropriate to maintain standards of safety and care (as determined by the shift leader/clinician in charge)?</i>                          | 35 | 1 | 36 |
| <b>Question 21</b> - <i>An unlimited number of indefinite or periodic bans on asking consumers upon admission if they have private health insurance?</i>  | 32 | 2 | 34 |



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| <b>Question 22</b> - An unlimited number of indefinite or periodic bans on completing private health insurance claim forms and processing such claims?  | 33 | 1 | 34 |
| <b>Question 23</b> - 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?  | 34 | 2 | 36 |
| <b>Question 24</b> - 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?                           | 34 | 1 | 35 |
| <b>Question 25</b> - 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?                       | 33 | 1 | 34 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?  | 34 | 0 | 34 |
| <b>Question 27</b> - 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?                          | 33 | 3 | 36 |
| <b>Question 28</b> - 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?                    | 32 | 4 | 36 |
| <b>Question 29</b> - 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?                                   | 32 | 3 | 35 |
| <b>Question 30</b> - 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?  | 33 | 2 | 35 |
| <b>Question 31</b> - 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?  | 32 | 3 | 35 |
| <b>Question 32</b> - 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 bargaining and/or valuing Mental Health work? | 35 | 0 | 35 |



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|--|----|---|----|
| <b>Question 33</b> - 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? | 33 | 2 | 35 |
| <b>Question 34</b> - 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?   | 34 | 0 | 34 |

I declare that:

- 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

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7 February 2025



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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 65  | 1  | 66    |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 64  | 3  | 67    |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 64  | 3  | 67    |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 64  | 3  | 67    |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 65  | 2  | 67    |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 67  | 0  | 67    |
| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking 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?   | 60  | 6  | 66    |



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



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|---|----|---|----|
| <b>Question 23</b> - 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?  | 67 | 0 | 67 |
| <b>Question 24</b> - 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?                           | 63 | 2 | 65 |
| <b>Question 25</b> - 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?                       | 64 | 1 | 65 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?  | 61 | 5 | 66 |
| <b>Question 27</b> - 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?                          | 63 | 2 | 65 |
| <b>Question 28</b> - 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?                    | 59 | 6 | 65 |
| <b>Question 29</b> - 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?                                   | 61 | 5 | 66 |
| <b>Question 30</b> - 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?  | 61 | 5 | 66 |
| <b>Question 31</b> - 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?  | 63 | 3 | 66 |
| <b>Question 32</b> - 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 bargaining and/or valuing Mental Health work? | 65 | 1 | 66 |



|  |    |   |    |
|--|----|---|----|
| <b>Question 33</b> - 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? | 64 | 2 | 66 |
| <b>Question 34</b> - 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?   | 65 | 2 | 67 |

I declare that:

- 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

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7 February 2025





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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 87  | 3  | 90    |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 87  | 3  | 90    |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 89  | 1  | 90    |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 86  | 4  | 90    |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 81  | 9  | 90    |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 89  | 1  | 90    |
| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking 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?   | 80  | 8  | 88    |



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



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| <b>Question 23</b> - 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?  | 85 | 2  | 87 |
| <b>Question 24</b> - 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?                           | 84 | 3  | 87 |
| <b>Question 25</b> - 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?                       | 84 | 3  | 87 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?  | 81 | 6  | 87 |
| <b>Question 27</b> - 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?                          | 84 | 4  | 88 |
| <b>Question 28</b> - 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?                    | 70 | 16 | 86 |
| <b>Question 29</b> - 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?                                   | 81 | 7  | 88 |
| <b>Question 30</b> - 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?  | 83 | 3  | 86 |
| <b>Question 31</b> - 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?  | 82 | 6  | 88 |
| <b>Question 32</b> - 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 bargaining and/or valuing Mental Health work? | 85 | 3  | 88 |



|  |    |   |    |
|--|----|---|----|
| <b>Question 33</b> - 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? | 85 | 3 | 88 |
| <b>Question 34</b> - 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?   | 87 | 2 | 89 |

I declare that:

- 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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7 February 2025



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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 141 | 5  | 146   |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 145 | 2  | 147   |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 144 | 2  | 146   |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 137 | 7  | 144   |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 137 | 9  | 146   |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 142 | 4  | 146   |
| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking 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?   | 128 | 15 | 143   |



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



|   |     |    |     |
|---|-----|----|-----|
| <b>Question 23</b> - 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?  | 136 | 5  | 141 |
| <b>Question 24</b> - 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?                           | 139 | 4  | 143 |
| <b>Question 25</b> - 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?                       | 134 | 8  | 142 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?  | 137 | 8  | 145 |
| <b>Question 27</b> - 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?                          | 142 | 3  | 145 |
| <b>Question 28</b> - 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?                    | 130 | 13 | 143 |
| <b>Question 29</b> - 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?                                   | 138 | 8  | 146 |
| <b>Question 30</b> - 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?  | 133 | 9  | 142 |
| <b>Question 31</b> - 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?  | 137 | 8  | 145 |
| <b>Question 32</b> - 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 bargaining and/or valuing Mental Health work? | 142 | 3  | 145 |



|  |     |   |     |
|--|-----|---|-----|
| <b>Question 33</b> - 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 |
| <b>Question 34</b> - 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 |

I declare that:

- 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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7 February 2025





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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 78  | 3  | 81    |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 80  | 2  | 82    |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 80  | 2  | 82    |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 78  | 3  | 81    |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 79  | 1  | 80    |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 81  | 1  | 82    |
| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking 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?   | 77  | 5  | 82    |



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



|   |    |    |    |
|---|----|----|----|
| <b>Question 23</b> - 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?  | 78 | 3  | 81 |
| <b>Question 24</b> - 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?                           | 79 | 2  | 81 |
| <b>Question 25</b> - 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?                       | 78 | 3  | 81 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?  | 76 | 5  | 81 |
| <b>Question 27</b> - 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?                          | 77 | 4  | 81 |
| <b>Question 28</b> - 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?                    | 71 | 10 | 81 |
| <b>Question 29</b> - 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?                                   | 75 | 6  | 81 |
| <b>Question 30</b> - 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?  | 74 | 6  | 80 |
| <b>Question 31</b> - 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?  | 76 | 5  | 81 |
| <b>Question 32</b> - 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 bargaining and/or valuing Mental Health work? | 77 | 3  | 80 |



|  |    |   |    |
|--|----|---|----|
| <b>Question 33</b> - 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? | 79 | 2 | 81 |
| <b>Question 34</b> - 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?   | 77 | 5 | 82 |

I declare that:

- 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

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7 February 2025



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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 138 | 3  | 141   |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 139 | 2  | 141   |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 139 | 2  | 141   |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 139 | 2  | 141   |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 137 | 4  | 141   |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 140 | 1  | 141   |
| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking 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?   | 133 | 8  | 141   |



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



|   |     |    |     |
|---|-----|----|-----|
| <b>Question 23</b> - 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?  | 134 | 4  | 138 |
| <b>Question 24</b> - 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?                           | 134 | 4  | 138 |
| <b>Question 25</b> - 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?                       | 135 | 4  | 139 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?  | 127 | 7  | 134 |
| <b>Question 27</b> - 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?                          | 134 | 5  | 139 |
| <b>Question 28</b> - 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?                    | 120 | 17 | 137 |
| <b>Question 29</b> - 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?                                   | 133 | 6  | 139 |
| <b>Question 30</b> - 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?  | 129 | 8  | 137 |
| <b>Question 31</b> - 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?  | 130 | 8  | 138 |
| <b>Question 32</b> - 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 bargaining and/or valuing Mental Health work? | 135 | 4  | 139 |



|  |     |   |     |
|--|-----|---|-----|
| <b>Question 33</b> - 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? | 136 | 4 | 140 |
| <b>Question 34</b> - 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?   | 137 | 3 | 140 |

I declare that:

- 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

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7 February 2025





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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 43  | 1  | 44    |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 42  | 4  | 44    |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 43  | 1  | 44    |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 43  | 1  | 44    |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 44  | 0  | 44    |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 44  | 0  | 44    |
| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking   | 42  | 2  | 44    |



|   |    |   |    |
|---|----|---|----|
| <i>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?</i>  |    |   |    |
| <b>Question 8</b> - <i>An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?</i>   | 44 | 0 | 44 |
| <b>Question 9</b> - <i>An unlimited number of indefinite or periodic bans on attending meetings with management without a union representative?</i>   | 42 | 2 | 44 |
| <b>Question 10</b> - <i>An unlimited number of indefinite or periodic bans on accepting secondary community caseloads?</i>  | 42 | 2 | 44 |
| <b>Question 11</b> - <i>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 clinicians on duty?</i> | 44 | 0 | 44 |
| <b>Question 12</b> - <i>An unlimited number of indefinite or periodic bans on attending CATT visits unless there are a minimum of 2 staff members present, dependent on level of risk which will be assessed by the clinicians on duty?</i>                         | 43 | 1 | 44 |
| <b>Question 13</b> - <i>An unlimited number of indefinite or periodic bans on <u>clinical staff</u> completing any non-clinical duties, including handling bed linen, filing and car servicing?</i>   | 44 | 0 | 44 |
| <b>Question 14</b> - <i>An unlimited number of indefinite or periodic bans on completing any duties associated with bed transfer without 2 hours' notice?</i>   | 44 | 0 | 44 |
| <b>Question 15</b> - <i>An unlimited number of indefinite or periodic bans on enforcing any non-smoking policy in inpatient units (by not challenging consumers) except inside units?</i>   | 42 | 2 | 44 |
| <b>Question 16</b> - <i>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 training?</i>          | 43 | 1 | 44 |
| <b>Question 17</b> - <i>An unlimited number of indefinite or periodic bans on unplanned discharges with less than 4 hours' notice?</i>  | 42 | 2 | 44 |
| <b>Question 18</b> - <i>An unlimited number of indefinite or periodic bans on admissions within 1 hour of shift start or finish?</i>  | 43 | 1 | 44 |
| <b>Question 19</b> - <i>An unlimited number of indefinite or periodic bans on admissions until the room has been appropriately cleaned and prepared?</i>  | 44 | 0 | 44 |
| <b>Question 20</b> - <i>An unlimited number of indefinite or periodic bans on admissions where the staffing level is not appropriate to maintain standards of safety and care (as determined by the shift leader/clinician in charge)?</i>                          | 43 | 1 | 44 |
| <b>Question 21</b> - <i>An unlimited number of indefinite or periodic bans on asking consumers upon admission if they have private health insurance?</i>  | 43 | 1 | 44 |



|   |    |   |    |
|---|----|---|----|
| <b>Question 22</b> - An unlimited number of indefinite or periodic bans on completing private health insurance claim forms and processing such claims?  | 43 | 1 | 44 |
| <b>Question 23</b> - 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?  | 42 | 2 | 44 |
| <b>Question 24</b> - 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 |
| <b>Question 25</b> - 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 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?  | 44 | 0 | 44 |
| <b>Question 27</b> - 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 |
| <b>Question 28</b> - 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 |
| <b>Question 29</b> - 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 |
| <b>Question 30</b> - 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 |
| <b>Question 31</b> - 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?  | 41 | 3 | 44 |
| <b>Question 32</b> - 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 bargaining and/or valuing Mental Health work? | 41 | 3 | 44 |



|  |    |   |    |
|--|----|---|----|
| <i>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?</i> | 43 | 1 | 44 |
| <i>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?</i>   | 42 | 2 | 44 |

I declare that:

- 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

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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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 60  | 2  | 62    |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 60  | 3  | 63    |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 60  | 3  | 63    |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 61  | 2  | 63    |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 62  | 1  | 63    |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 61  | 2  | 63    |
| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking 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?   | 60  | 3  | 63    |



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



|   |    |    |    |
|---|----|----|----|
| <b>Question 23</b> - 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?  | 60 | 3  | 63 |
| <b>Question 24</b> - 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?                           | 62 | 1  | 63 |
| <b>Question 25</b> - 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?                       | 62 | 1  | 63 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?  | 59 | 4  | 63 |
| <b>Question 27</b> - 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?                          | 59 | 4  | 63 |
| <b>Question 28</b> - 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?                    | 52 | 11 | 63 |
| <b>Question 29</b> - 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?                                   | 59 | 4  | 63 |
| <b>Question 30</b> - 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?  | 58 | 4  | 62 |
| <b>Question 31</b> - 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?  | 58 | 4  | 62 |
| <b>Question 32</b> - 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 bargaining and/or valuing Mental Health work? | 60 | 2  | 62 |



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|---|----|---|----|
| <i><b>Question 33</b> - 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?</i> | 62 | 1 | 63 |
| <i><b>Question 34</b> - 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?</i>   | 60 | 3 | 63 |

I declare that:

- 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

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7 February 2025





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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 62  | 4  | 66    |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 65  | 0  | 65    |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 63  | 1  | 64    |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 65  | 0  | 65    |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 65  | 1  | 66    |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 66  | 0  | 66    |



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|--|----|---|----|
| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking 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?                    | 63 | 3 | 66 |
| <b>Question 8</b> - An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?   | 64 | 1 | 65 |
| <b>Question 9</b> - An unlimited number of indefinite or periodic bans on attending meetings with management without a union representative?   | 63 | 3 | 66 |
| <b>Question 10</b> - An unlimited number of indefinite or periodic bans on accepting secondary community caseloads?  | 63 | 2 | 65 |
| <b>Question 11</b> - 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 clinicians on duty? | 66 | 0 | 66 |
| <b>Question 12</b> - An unlimited number of indefinite or periodic bans on attending CATT visits unless there are a minimum of 2 staff members present, dependent on level of risk which will be assessed by the clinicians on duty?                         | 63 | 2 | 65 |
| <b>Question 13</b> - An unlimited number of indefinite or periodic bans on <u>clinical staff</u> completing any non-clinical duties, including handling bed linen, filing and car servicing?   | 65 | 0 | 65 |
| <b>Question 14</b> - An unlimited number of indefinite or periodic bans on completing any duties associated with bed transfer without 2 hours' notice?   | 64 | 1 | 65 |
| <b>Question 15</b> - An unlimited number of indefinite or periodic bans on enforcing any non-smoking policy in inpatient units (by not challenging consumers) except inside units?   | 63 | 2 | 65 |
| <b>Question 16</b> - 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 training?          | 64 | 1 | 65 |
| <b>Question 17</b> - An unlimited number of indefinite or periodic bans on unplanned discharges with less than 4 hours' notice?  | 62 | 3 | 65 |
| <b>Question 18</b> - An unlimited number of indefinite or periodic bans on admissions within 1 hour of shift start or finish?  | 63 | 2 | 65 |
| <b>Question 19</b> - An unlimited number of indefinite or periodic bans on admissions until the room has been appropriately cleaned and prepared?  | 64 | 1 | 65 |
| <b>Question 20</b> - An unlimited number of indefinite or periodic bans on admissions where the staffing level is not appropriate to maintain standards of safety and care (as determined by the shift leader/clinician in charge)?                          | 64 | 1 | 65 |
| <b>Question 21</b> - An unlimited number of indefinite or periodic bans on asking  | 62 | 2 | 64 |



|  |    |   |    |
|--|----|---|----|
| consumers upon admission if they have private health insurance?  |    |   |    |
| <b>Question 22</b> - An unlimited number of indefinite or periodic bans on completing private health insurance claim forms and processing such claims?   | 63 | 1 | 64 |
| <b>Question 23</b> - 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?   | 63 | 2 | 65 |
| <b>Question 24</b> - 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?                          | 63 | 2 | 65 |
| <b>Question 25</b> - 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?                      | 61 | 4 | 65 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?   | 63 | 3 | 66 |
| <b>Question 27</b> - 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?                         | 64 | 2 | 66 |
| <b>Question 28</b> - 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?                   | 61 | 4 | 65 |
| <b>Question 29</b> - 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?                                  | 62 | 3 | 65 |
| <b>Question 30</b> - 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?   | 61 | 5 | 66 |
| <b>Question 31</b> - 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? | 61 | 4 | 65 |
| <b>Question 32</b> - 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  | 64 | 2 | 66 |



|   |    |   |    |
|---|----|---|----|
| <i>bargaining and/or valuing Mental Health work?</i>  |    |   |    |
| <b>Question 33</b> - <i>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?</i> | 61 | 5 | 66 |
| <b>Question 34</b> - <i>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?</i>   | 65 | 1 | 66 |

I declare that:

- 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

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7 February 2025



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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 110 | 1  | 111   |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 106 | 3  | 109   |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 107 | 1  | 108   |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 107 | 3  | 110   |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 106 | 4  | 110   |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 108 | 2  | 110   |
| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking 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?   | 100 | 10 | 110   |



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



|   |     |    |     |
|---|-----|----|-----|
| <b>Question 23</b> - 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?  | 108 | 0  | 108 |
| <b>Question 24</b> - 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?                           | 108 | 0  | 108 |
| <b>Question 25</b> - 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?                       | 107 | 0  | 107 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?  | 100 | 7  | 107 |
| <b>Question 27</b> - 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?                          | 106 | 3  | 109 |
| <b>Question 28</b> - 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?                    | 94  | 12 | 106 |
| <b>Question 29</b> - 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?                                   | 104 | 4  | 108 |
| <b>Question 30</b> - 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?  | 98  | 6  | 104 |
| <b>Question 31</b> - 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?  | 102 | 4  | 106 |
| <b>Question 32</b> - 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 bargaining and/or valuing Mental Health work? | 104 | 2  | 106 |



|  |     |   |     |
|--|-----|---|-----|
| <b>Question 33</b> - 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? | 104 | 2 | 106 |
| <b>Question 34</b> - 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?   | 105 | 2 | 107 |

I declare that:

- 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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7 February 2025





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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 65  | 2  | 67    |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 67  | 0  | 67    |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 64  | 2  | 66    |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 64  | 3  | 67    |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 66  | 1  | 67    |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 65  | 2  | 67    |
| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking   | 61  | 4  | 65    |



|   |    |   |    |
|---|----|---|----|
| <i>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?</i>  |    |   |    |
| <b>Question 8</b> - <i>An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?</i>   | 66 | 1 | 67 |
| <b>Question 9</b> - <i>An unlimited number of indefinite or periodic bans on attending meetings with management without a union representative?</i>   | 63 | 4 | 67 |
| <b>Question 10</b> - <i>An unlimited number of indefinite or periodic bans on accepting secondary community caseloads?</i>  | 63 | 3 | 66 |
| <b>Question 11</b> - <i>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 clinicians on duty?</i> | 63 | 3 | 66 |
| <b>Question 12</b> - <i>An unlimited number of indefinite or periodic bans on attending CATT visits unless there are a minimum of 2 staff members present, dependent on level of risk which will be assessed by the clinicians on duty?</i>                         | 63 | 3 | 66 |
| <b>Question 13</b> - <i>An unlimited number of indefinite or periodic bans on <u>clinical staff</u> completing any non-clinical duties, including handling bed linen, filing and car servicing?</i>   | 66 | 1 | 67 |
| <b>Question 14</b> - <i>An unlimited number of indefinite or periodic bans on completing any duties associated with bed transfer without 2 hours' notice?</i>   | 64 | 2 | 66 |
| <b>Question 15</b> - <i>An unlimited number of indefinite or periodic bans on enforcing any non-smoking policy in inpatient units (by not challenging consumers) except inside units?</i>   | 64 | 1 | 65 |
| <b>Question 16</b> - <i>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 training?</i>          | 67 | 0 | 67 |
| <b>Question 17</b> - <i>An unlimited number of indefinite or periodic bans on unplanned discharges with less than 4 hours' notice?</i>  | 66 | 1 | 67 |
| <b>Question 18</b> - <i>An unlimited number of indefinite or periodic bans on admissions within 1 hour of shift start or finish?</i>  | 66 | 1 | 67 |
| <b>Question 19</b> - <i>An unlimited number of indefinite or periodic bans on admissions until the room has been appropriately cleaned and prepared?</i>  | 67 | 0 | 67 |
| <b>Question 20</b> - <i>An unlimited number of indefinite or periodic bans on admissions where the staffing level is not appropriate to maintain standards of safety and care (as determined by the shift leader/clinician in charge)?</i>                          | 65 | 1 | 66 |
| <b>Question 21</b> - <i>An unlimited number of indefinite or periodic bans on asking consumers upon admission if they have private health insurance?</i>  | 64 | 2 | 66 |



|   |    |   |    |
|---|----|---|----|
| <b>Question 22</b> - An unlimited number of indefinite or periodic bans on completing private health insurance claim forms and processing such claims?  | 64 | 1 | 65 |
| <b>Question 23</b> - 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?  | 64 | 2 | 66 |
| <b>Question 24</b> - 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?                           | 63 | 3 | 66 |
| <b>Question 25</b> - 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?                       | 61 | 4 | 65 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?  | 64 | 3 | 67 |
| <b>Question 27</b> - 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?                          | 66 | 1 | 67 |
| <b>Question 28</b> - 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?                    | 62 | 4 | 66 |
| <b>Question 29</b> - 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?                                   | 63 | 4 | 67 |
| <b>Question 30</b> - 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?  | 63 | 4 | 67 |
| <b>Question 31</b> - 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?  | 63 | 3 | 66 |
| <b>Question 32</b> - 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 bargaining and/or valuing Mental Health work? | 65 | 1 | 66 |



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| <i><b>Question 33</b> - 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?</i> | 65 | 1 | 66 |
| <i><b>Question 34</b> - 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?</i>   | 63 | 3 | 66 |

I declare that:

- 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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7 February 2025



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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 3   | 0  | 3     |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 3   | 0  | 3     |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 3   | 0  | 3     |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 3   | 0  | 3     |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 3   | 0  | 3     |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 3   | 0  | 3     |



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| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking 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?                    | 3 | 0 | 3 |
| <b>Question 8</b> - An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?   | 3 | 0 | 3 |
| <b>Question 9</b> - An unlimited number of indefinite or periodic bans on attending meetings with management without a union representative?   | 3 | 0 | 3 |
| <b>Question 10</b> - An unlimited number of indefinite or periodic bans on accepting secondary community caseloads?  | 3 | 0 | 3 |
| <b>Question 11</b> - 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 clinicians on duty? | 3 | 0 | 3 |
| <b>Question 12</b> - An unlimited number of indefinite or periodic bans on attending CATT visits unless there are a minimum of 2 staff members present, dependent on level of risk which will be assessed by the clinicians on duty?                         | 3 | 0 | 3 |
| <b>Question 13</b> - An unlimited number of indefinite or periodic bans on <u>clinical staff</u> completing any non-clinical duties, including handling bed linen, filing and car servicing?   | 3 | 0 | 3 |
| <b>Question 14</b> - An unlimited number of indefinite or periodic bans on completing any duties associated with bed transfer without 2 hours' notice?   | 3 | 0 | 3 |
| <b>Question 15</b> - An unlimited number of indefinite or periodic bans on enforcing any non-smoking policy in inpatient units (by not challenging consumers) except inside units?   | 3 | 0 | 3 |
| <b>Question 16</b> - 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 training?          | 3 | 0 | 3 |
| <b>Question 17</b> - An unlimited number of indefinite or periodic bans on unplanned discharges with less than 4 hours' notice?  | 3 | 0 | 3 |
| <b>Question 18</b> - An unlimited number of indefinite or periodic bans on admissions within 1 hour of shift start or finish?  | 3 | 0 | 3 |
| <b>Question 19</b> - An unlimited number of indefinite or periodic bans on admissions until the room has been appropriately cleaned and prepared?  | 3 | 0 | 3 |
| <b>Question 20</b> - An unlimited number of indefinite or periodic bans on admissions where the staffing level is not appropriate to maintain standards of safety and care (as determined by the shift leader/clinician in charge)?                          | 3 | 0 | 3 |
| <b>Question 21</b> - An unlimited number of indefinite or periodic bans on asking  | 3 | 0 | 3 |



|  |   |   |   |
|--|---|---|---|
| consumers upon admission if they have private health insurance?  |   |   |   |
| <b>Question 22</b> - An unlimited number of indefinite or periodic bans on completing private health insurance claim forms and processing such claims?   | 3 | 0 | 3 |
| <b>Question 23</b> - 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?   | 3 | 0 | 3 |
| <b>Question 24</b> - 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?                          | 3 | 0 | 3 |
| <b>Question 25</b> - 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?                      | 3 | 0 | 3 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?   | 2 | 1 | 3 |
| <b>Question 27</b> - 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?                         | 3 | 0 | 3 |
| <b>Question 28</b> - 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?                   | 2 | 1 | 3 |
| <b>Question 29</b> - 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?                                  | 2 | 1 | 3 |
| <b>Question 30</b> - 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?   | 2 | 1 | 3 |
| <b>Question 31</b> - 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? | 2 | 1 | 3 |
| <b>Question 32</b> - 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  | 2 | 1 | 3 |



|   |   |   |   |
|---|---|---|---|
| <i>bargaining and/or valuing Mental Health work?</i>  |   |   |   |
| <b>Question 33</b> - <i>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?</i> | 2 | 1 | 3 |
| <b>Question 34</b> - <i>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?</i>   | 2 | 1 | 3 |

I declare that:

- 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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7 February 2025





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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 143 | 2  | 145   |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 142 | 4  | 146   |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 142 | 3  | 145   |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 140 | 5  | 145   |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 137 | 7  | 144   |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 142 | 4  | 146   |
| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking 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?   | 137 | 7  | 144   |



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



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|---|-----|----|-----|
| <b>Question 23</b> - 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?  | 135 | 6  | 141 |
| <b>Question 24</b> - 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?                           | 135 | 8  | 143 |
| <b>Question 25</b> - 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?                       | 135 | 7  | 142 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?  | 132 | 10 | 142 |
| <b>Question 27</b> - 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?                          | 134 | 8  | 142 |
| <b>Question 28</b> - 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?                    | 126 | 16 | 142 |
| <b>Question 29</b> - 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?                                   | 126 | 16 | 142 |
| <b>Question 30</b> - 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?  | 131 | 13 | 144 |
| <b>Question 31</b> - 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?  | 134 | 7  | 141 |
| <b>Question 32</b> - 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 bargaining and/or valuing Mental Health work? | 138 | 6  | 144 |



|  |     |   |     |
|--|-----|---|-----|
| <b>Question 33</b> - 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? | 134 | 9 | 143 |
| <b>Question 34</b> - 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?   | 139 | 5 | 144 |

I declare that:

- 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

Gavin Ryan

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7 February 2025



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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 112 | 4  | 116   |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 113 | 4  | 117   |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 113 | 4  | 117   |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 112 | 5  | 117   |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 113 | 4  | 117   |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 114 | 3  | 117   |
| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking 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?   | 105 | 11 | 116   |



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



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|---|-----|----|-----|
| <b>Question 23</b> - 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?  | 109 | 6  | 115 |
| <b>Question 24</b> - 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?                           | 112 | 5  | 117 |
| <b>Question 25</b> - 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?                       | 112 | 4  | 116 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?  | 106 | 9  | 115 |
| <b>Question 27</b> - 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?                          | 110 | 5  | 115 |
| <b>Question 28</b> - 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?                    | 104 | 11 | 115 |
| <b>Question 29</b> - 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?                                   | 110 | 7  | 117 |
| <b>Question 30</b> - 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?  | 108 | 8  | 116 |
| <b>Question 31</b> - 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?  | 107 | 9  | 116 |
| <b>Question 32</b> - 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 bargaining and/or valuing Mental Health work? | 112 | 5  | 117 |



|  |     |   |     |
|--|-----|---|-----|
| <b>Question 33</b> - 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? | 113 | 4 | 117 |
| <b>Question 34</b> - 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?   | 113 | 4 | 117 |

I declare that:

- 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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7 February 2025





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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 36  | 3  | 39    |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 38  | 1  | 39    |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 37  | 1  | 38    |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 36  | 2  | 38    |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 38  | 1  | 39    |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 39  | 0  | 39    |
| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking 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?   | 36  | 3  | 39    |



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



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|---|----|---|----|
| <b>Question 23</b> - 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?  | 37 | 2 | 39 |
| <b>Question 24</b> - 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?                           | 37 | 2 | 39 |
| <b>Question 25</b> - 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?                       | 36 | 3 | 39 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?  | 36 | 2 | 38 |
| <b>Question 27</b> - 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?                          | 38 | 0 | 38 |
| <b>Question 28</b> - 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?                    | 34 | 4 | 38 |
| <b>Question 29</b> - 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?                                   | 37 | 1 | 38 |
| <b>Question 30</b> - 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?  | 36 | 2 | 38 |
| <b>Question 31</b> - 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?  | 36 | 2 | 38 |
| <b>Question 32</b> - 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 bargaining and/or valuing Mental Health work? | 37 | 1 | 38 |



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|--|----|---|----|
| <b>Question 33</b> - 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 |
| <b>Question 34</b> - 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 |

I declare that:

- 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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7 February 2025



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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 30  | 0  | 30    |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 28  | 2  | 30    |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 27  | 2  | 29    |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 29  | 1  | 30    |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 28  | 2  | 30    |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 29  | 0  | 29    |
| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking 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?   | 26  | 3  | 29    |



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| <b>Question 8</b> - An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?   | 27 | 2 | 29 |
| <b>Question 9</b> - An unlimited number of indefinite or periodic bans on attending meetings with management without a union representative?   | 27 | 2 | 29 |
| <b>Question 10</b> - An unlimited number of indefinite or periodic bans on accepting secondary community caseloads?  | 28 | 2 | 30 |
| <b>Question 11</b> - 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 clinicians on duty? | 26 | 2 | 28 |
| <b>Question 12</b> - An unlimited number of indefinite or periodic bans on attending CATT visits unless there are a minimum of 2 staff members present, dependent on level of risk which will be assessed by the clinicians on duty?                         | 26 | 2 | 28 |
| <b>Question 13</b> - An unlimited number of indefinite or periodic bans on <u>clinical staff</u> completing any non-clinical duties, including handling bed linen, filing and car servicing?   | 26 | 2 | 28 |
| <b>Question 14</b> - An unlimited number of indefinite or periodic bans on completing any duties associated with bed transfer without 2 hours' notice?   | 24 | 3 | 27 |
| <b>Question 15</b> - An unlimited number of indefinite or periodic bans on enforcing any non-smoking policy in inpatient units (by not challenging consumers) except inside units?   | 24 | 3 | 27 |
| <b>Question 16</b> - 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 training?          | 28 | 2 | 30 |
| <b>Question 17</b> - An unlimited number of indefinite or periodic bans on unplanned discharges with less than 4 hours' notice?  | 26 | 1 | 27 |
| <b>Question 18</b> - An unlimited number of indefinite or periodic bans on admissions within 1 hour of shift start or finish?  | 23 | 4 | 27 |
| <b>Question 19</b> - An unlimited number of indefinite or periodic bans on admissions until the room has been appropriately cleaned and prepared?  | 26 | 2 | 28 |
| <b>Question 20</b> - An unlimited number of indefinite or periodic bans on admissions where the staffing level is not appropriate to maintain standards of safety and care (as determined by the shift leader/clinician in charge)?                          | 28 | 1 | 29 |
| <b>Question 21</b> - An unlimited number of indefinite or periodic bans on asking consumers upon admission if they have private health insurance?  | 25 | 2 | 27 |
| <b>Question 22</b> - An unlimited number of indefinite or periodic bans on completing private health insurance claim forms and processing such claims?   | 25 | 2 | 27 |



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|---|----|---|----|
| <b>Question 23</b> - 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?  | 25 | 3 | 28 |
| <b>Question 24</b> - 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?                           | 27 | 2 | 29 |
| <b>Question 25</b> - 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?                       | 26 | 3 | 29 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?  | 26 | 3 | 29 |
| <b>Question 27</b> - 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?                          | 28 | 1 | 29 |
| <b>Question 28</b> - 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?                    | 24 | 3 | 27 |
| <b>Question 29</b> - 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?                                   | 27 | 2 | 29 |
| <b>Question 30</b> - 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?  | 26 | 2 | 28 |
| <b>Question 31</b> - 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?  | 26 | 2 | 28 |
| <b>Question 32</b> - 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 bargaining and/or valuing Mental Health work? | 27 | 1 | 28 |



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|--|----|---|----|
| <b>Question 33</b> - 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? | 26 | 3 | 29 |
| <b>Question 34</b> - 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?   | 28 | 1 | 29 |

I declare that:

- 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

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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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 68  | 2  | 70    |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 67  | 3  | 70    |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 70  | 0  | 70    |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 66  | 4  | 70    |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 66  | 4  | 70    |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 70  | 0  | 70    |



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| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking 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?                    | 66 | 4 | 70 |
| <b>Question 8</b> - An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?   | 67 | 3 | 70 |
| <b>Question 9</b> - An unlimited number of indefinite or periodic bans on attending meetings with management without a union representative?   | 66 | 4 | 70 |
| <b>Question 10</b> - An unlimited number of indefinite or periodic bans on accepting secondary community caseloads?  | 67 | 3 | 70 |
| <b>Question 11</b> - 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 clinicians on duty? | 66 | 4 | 70 |
| <b>Question 12</b> - An unlimited number of indefinite or periodic bans on attending CATT visits unless there are a minimum of 2 staff members present, dependent on level of risk which will be assessed by the clinicians on duty?                         | 69 | 1 | 70 |
| <b>Question 13</b> - An unlimited number of indefinite or periodic bans on <u>clinical staff</u> completing any non-clinical duties, including handling bed linen, filing and car servicing?   | 68 | 2 | 70 |
| <b>Question 14</b> - An unlimited number of indefinite or periodic bans on completing any duties associated with bed transfer without 2 hours' notice?   | 65 | 4 | 69 |
| <b>Question 15</b> - An unlimited number of indefinite or periodic bans on enforcing any non-smoking policy in inpatient units (by not challenging consumers) except inside units?   | 62 | 7 | 69 |
| <b>Question 16</b> - 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 training?          | 67 | 2 | 69 |
| <b>Question 17</b> - An unlimited number of indefinite or periodic bans on unplanned discharges with less than 4 hours' notice?  | 62 | 6 | 68 |
| <b>Question 18</b> - An unlimited number of indefinite or periodic bans on admissions within 1 hour of shift start or finish?  | 60 | 8 | 68 |
| <b>Question 19</b> - An unlimited number of indefinite or periodic bans on admissions until the room has been appropriately cleaned and prepared?  | 67 | 2 | 69 |
| <b>Question 20</b> - An unlimited number of indefinite or periodic bans on admissions where the staffing level is not appropriate to maintain standards of safety and care (as determined by the shift leader/clinician in charge)?                          | 67 | 2 | 69 |
| <b>Question 21</b> - 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?  |    |    |    |
| <b>Question 22</b> - An unlimited number of indefinite or periodic bans on completing private health insurance claim forms and processing such claims?   | 66 | 2  | 68 |
| <b>Question 23</b> - 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?   | 68 | 2  | 70 |
| <b>Question 24</b> - 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?                          | 67 | 2  | 69 |
| <b>Question 25</b> - 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?                      | 68 | 1  | 69 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?   | 60 | 10 | 70 |
| <b>Question 27</b> - 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 |
| <b>Question 28</b> - 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 |
| <b>Question 29</b> - 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 |
| <b>Question 30</b> - 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?   | 64 | 4  | 68 |
| <b>Question 31</b> - 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? | 67 | 2  | 69 |
| <b>Question 32</b> - 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  | 67 | 1  | 68 |



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| <i>bargaining and/or valuing Mental Health work?</i>  |    |   |    |
| <b>Question 33</b> - <i>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?</i> | 66 | 2 | 68 |
| <b>Question 34</b> - <i>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?</i>   | 68 | 1 | 69 |

I declare that:

- 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

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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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 10  | 0  | 10    |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 9   | 1  | 10    |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 8   | 1  | 9     |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 8   | 2  | 10    |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 10  | 0  | 10    |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 10  | 0  | 10    |



|  |    |   |    |
|--|----|---|----|
| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking 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?                    | 8  | 2 | 10 |
| <b>Question 8</b> - An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?   | 9  | 1 | 10 |
| <b>Question 9</b> - An unlimited number of indefinite or periodic bans on attending meetings with management without a union representative?   | 9  | 1 | 10 |
| <b>Question 10</b> - An unlimited number of indefinite or periodic bans on accepting secondary community caseloads?  | 9  | 0 | 9  |
| <b>Question 11</b> - 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 clinicians on duty? | 10 | 0 | 10 |
| <b>Question 12</b> - An unlimited number of indefinite or periodic bans on attending CATT visits unless there are a minimum of 2 staff members present, dependent on level of risk which will be assessed by the clinicians on duty?                         | 10 | 0 | 10 |
| <b>Question 13</b> - An unlimited number of indefinite or periodic bans on <u>clinical staff</u> completing any non-clinical duties, including handling bed linen, filing and car servicing?   | 9  | 1 | 10 |
| <b>Question 14</b> - An unlimited number of indefinite or periodic bans on completing any duties associated with bed transfer without 2 hours' notice?   | 10 | 0 | 10 |
| <b>Question 15</b> - An unlimited number of indefinite or periodic bans on enforcing any non-smoking policy in inpatient units (by not challenging consumers) except inside units?   | 7  | 2 | 9  |
| <b>Question 16</b> - 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 training?          | 8  | 1 | 9  |
| <b>Question 17</b> - An unlimited number of indefinite or periodic bans on unplanned discharges with less than 4 hours' notice?  | 6  | 3 | 9  |
| <b>Question 18</b> - An unlimited number of indefinite or periodic bans on admissions within 1 hour of shift start or finish?  | 9  | 0 | 9  |
| <b>Question 19</b> - An unlimited number of indefinite or periodic bans on admissions until the room has been appropriately cleaned and prepared?  | 9  | 0 | 9  |
| <b>Question 20</b> - An unlimited number of indefinite or periodic bans on admissions where the staffing level is not appropriate to maintain standards of safety and care (as determined by the shift leader/clinician in charge)?                          | 9  | 0 | 9  |
| <b>Question 21</b> - 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?  |   |   |   |
| <b>Question 22</b> - An unlimited number of indefinite or periodic bans on completing private health insurance claim forms and processing such claims?   | 8 | 1 | 9 |
| <b>Question 23</b> - 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?   | 7 | 2 | 9 |
| <b>Question 24</b> - 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?                          | 7 | 2 | 9 |
| <b>Question 25</b> - 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?                      | 7 | 2 | 9 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?   | 7 | 2 | 9 |
| <b>Question 27</b> - 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?                         | 7 | 2 | 9 |
| <b>Question 28</b> - 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?                   | 5 | 4 | 9 |
| <b>Question 29</b> - 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?                                  | 7 | 2 | 9 |
| <b>Question 30</b> - 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?   | 6 | 3 | 9 |
| <b>Question 31</b> - 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? | 7 | 2 | 9 |
| <b>Question 32</b> - 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  | 7 | 2 | 9 |



|   |   |   |    |
|---|---|---|----|
| <i>bargaining and/or valuing Mental Health work?</i>  |   |   |    |
| <b>Question 33</b> - <i>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?</i> | 8 | 2 | 10 |
| <b>Question 34</b> - <i>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?</i>   | 9 | 1 | 10 |

I declare that:

- 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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10-12 Gwynne Street, Cremorne VIC 3121

7 February 2025





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 |
|---|-----|----|-------|
| <b>Question 1</b> - 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 safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 7 days' notice?                              | 74  | 6  | 80    |
| <b>Question 2</b> - 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 records, daily returns PR1, PR2, PR5 MH3, HONOS, Aged Care funding [RCI] instrument, and RAPID statistics? | 76  | 4  | 80    |
| <b>Question 3</b> - An unlimited number of indefinite or periodic bans on completing, either physically or electronically, vehicle logbooks?  | 78  | 2  | 80    |
| <b>Question 4</b> - An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?   | 75  | 5  | 80    |
| <b>Question 5</b> - An unlimited number of indefinite or periodic bans on transferring to another team, unit or role where requested by the employer?   | 77  | 3  | 80    |
| <b>Question 6</b> - An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?  | 78  | 2  | 80    |
| <b>Question 7</b> - An unlimited number of indefinite or periodic bans on undertaking 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?   | 74  | 6  | 80    |



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



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| <b>Question 23</b> - 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?  | 79 | 1 | 80 |
| <b>Question 24</b> - 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?                           | 78 | 1 | 79 |
| <b>Question 25</b> - 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?                       | 79 | 1 | 80 |
| <b>Question 26</b> - Delaying or restricting the performance of normal duties by including or copying management staff into all work-related emails?  | 74 | 6 | 80 |
| <b>Question 27</b> - 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?                          | 80 | 0 | 80 |
| <b>Question 28</b> - 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?                    | 70 | 8 | 78 |
| <b>Question 29</b> - 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?                                   | 76 | 4 | 80 |
| <b>Question 30</b> - 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?  | 74 | 5 | 79 |
| <b>Question 31</b> - 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?  | 74 | 5 | 79 |
| <b>Question 32</b> - 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 bargaining and/or valuing Mental Health work? | 77 | 2 | 79 |



|  |    |   |    |
|--|----|---|----|
| <b>Question 33</b> - 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? | 79 | 1 | 80 |
| <b>Question 34</b> - 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?   | 78 | 2 | 80 |

I declare that:

- 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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