



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Health Services Union**

**v**

**Tas IVF Pty Ltd**

**(B2024/1009)**

**23 August 2024**

# 1. Ballot Result

Total Eligible Voters: 11  
Total Participated: 7

7 out of 11 have answered all questions 63.6%

Final Ballot Audit: Friday, 23 August 2024 at 01.05 pm AWST

*Diagram 1: Final Vote Participation*



# 2. CiVS Independence Declaration

The Health Services Union Protected Action Ballot (B2024/1009) has been managed and declared independent of all other parties.

The Health Services Union Protected Action Ballot (B2024/1009) result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

1. Indefinite or periodic industrial action in the form of restricting, limiting or delaying the performance of work by putting on, wearing and explaining, union badges or campaign clothing?

■ Yes - 7 (100%)

■ No - 0 (0%)



#### Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

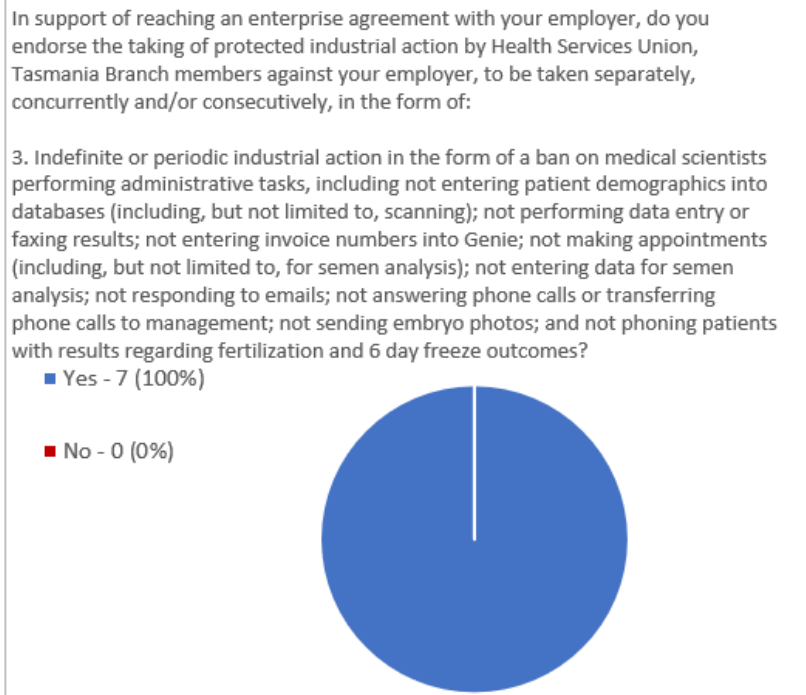
2. Indefinite or periodic industrial action in the form of a ban on performing overtime?

■ Yes - 7 (100%)

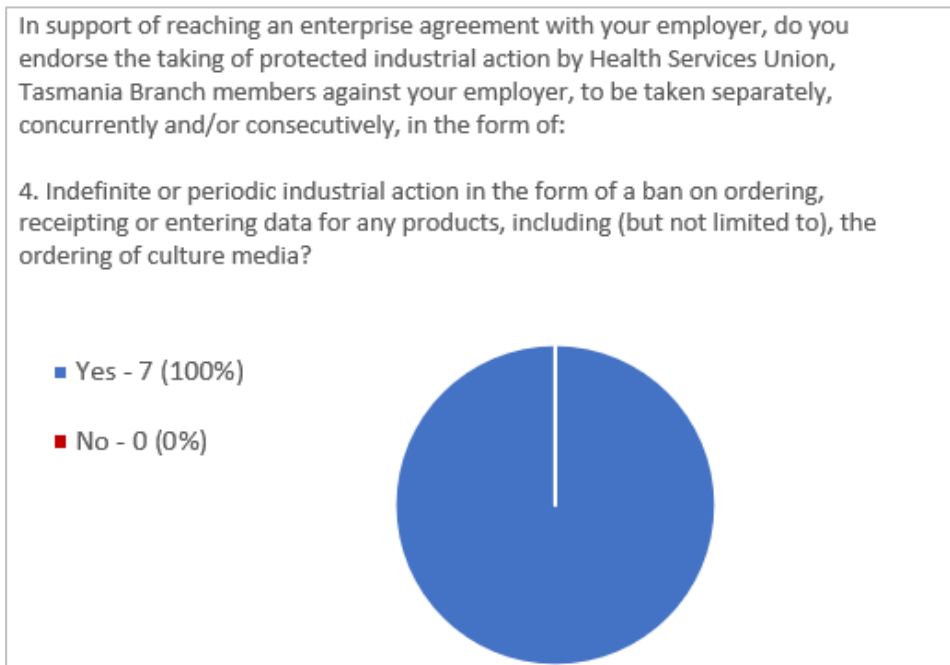
■ No - 0 (0%)



### Question 3



### Question 4



## Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

5. Indefinite or periodic industrial action in the form of a ban on ordering, arranging or entering data for any pathology tests including (but not limited to), patients participating in the donor program?

- Yes - 7 (100%)
- No - 0 (0%)



## Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

6. Indefinite or periodic industrial action in the form of a ban on importing or exporting patient samples between labs?

- Yes - 7 (100%)
- No - 0 (0%)



## Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

7. Indefinite or periodic industrial action in the form of a ban on performing maintenance procedures (including monitoring)?

- Yes - 7 (100%)
- No - 0 (0%)



## Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

8. Indefinite or periodic industrial action in the form of a ban on administration employees preparing and sending invoices to clients?

- Yes - 7 (100%)
- No - 0 (0%)



## Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

9. Indefinite or periodic industrial action in the form of a ban on cleaning theatres?

- Yes - 7 (100%)
- No - 0 (0%)



## Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

10. Indefinite or periodic industrial action in the form of restricting, limiting or delaying the performance of work to accommodate the changing into and out of medical scrubs?

- Yes - 7 (100%)
- No - 0 (0%)



## Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

11. Indefinite or periodic industrial action in the form of restricting, limiting or delaying the performance of work by making comment or distributing information to the public, clients and/or media relating to the proposed enterprise agreement terms and industrial action?

- Yes - 7 (100%)
- No - 0 (0%)



## Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

12. Indefinite or periodic industrial action in the form of restricting the performance of work to the hours 8.00am to 4.00pm?

- Yes - 7 (100%)
- No - 0 (0%)





## Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

13. Indefinite or periodic stoppages of work of between 15 minutes and 8 hours in length?

- Yes - 7 (100%)
- No - 0 (0%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

