



Ballot Report

B2024-1551 Protected Action Ballot
- Monash Health
Health Services Union

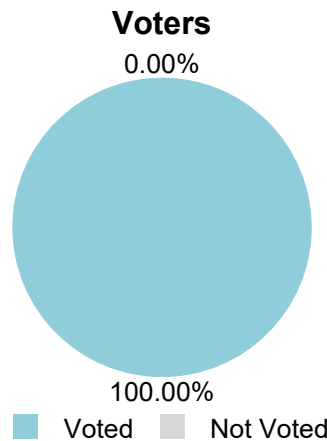
4 December 2024 to 11 December 2024

Ballot Report

The following ballot report is for B2024-1551 Protected Action Ballot - Monash Health conducted by TrueVote on behalf of Health Services Union. The ballot was live from 4/12/24 12:00 PM AEDT to 11/12/24 4:00 PM AEDT.

Voter Roll

The voter roll for the ballot consisted of 6 registered voters. 6 voters responded to the ballot notification sent out by TrueVote.



Voter Notifications

The following notifications were sent to the Voter roll by TrueVote as part of conducting the ballot.

Note: All times are shown in Eastern Australia Time.

Subject	Date	Type	Event
Notice of B2024-1551 Protected Action Ballot	4/12/24 8:00 AM	Email	Generic
Vote Open B2024-1551 Protected Action Ballot	4/12/24 12:00 PM	Email	Voting open
SMS Vote Open	4/12/24 12:00 PM	SMS	Voting open
Vote Reminder B2024-1551 Protected Action Ballot	9/12/24 8:00 AM	Email	Voting reminder
Vote Reminder B2024-1551 Protected Action Ballot	11/12/24 8:00 AM	Email	Voting reminder

Do you, for the purpose of advancing Victorian Allied Health Professionals Association (VAHPA) claims in the negotiation of an enterprise agreement for Dental Hygienists, Dental Therapists and Oral Health Therapists with your employer, authorise the following forms of industrial action:

FORMS OF PROPOSED INDUSTRIAL ACTION

TO BE ENGAGED IN SEPARATELY OR CONCURRENTLY

Clearly mark either 'YES' or 'NO'

Action 1: Ban on dress code

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's uniform policy or dress code, including but not limited to putting on VAHPA campaign t-shirts, buffs, badges, stickers, lanyards and/or props, save that employees will comply with appropriate PPE requirements.

Response	Result	% of Total (6)	% of Response Rate (6)
YES	6	100.00%	100.00%
NO	0	0.00%	0.00%

Action 2: Displaying campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of displaying or using VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props.

Response	Result	% of Total (6)	% of Response Rate (6)
YES	6	100.00%	100.00%
NO	0	0.00%	0.00%

Action 3: Distributing campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of distributing VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props, either by email or by providing them in person, to media, staff, patients, clients, customers, visitors, residents and/or members of the public, except that children under the age of 16 will not be asked to sign petitions and such action:

* will not use patient or resident information for a purpose other than the purpose for which it was collected;

* will not give to any other person, whether directly or indirectly, any information acquired by reason of being an employee if a person who is or has been a patient in, or has received health services from, a relevant health service could be identified from that information;

and will, at all times, comply with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (6)	% of Response Rate (6)
YES	6	100.00%	100.00%
NO	0	0.00%	0.00%

Action 4: Giving campaign materials to children

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of placing VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, and/or postcards, with the Smile Squad Post Care Report or any other materials given to a child/pediatric client who has seen Smile Squad, except that such action:

* will not use patient or resident information for a purpose other than the purpose for which it was collected;

* will not give to any other person, whether directly or indirectly, any information acquired by reason of being an employee if a person who is or has been a patient in, or has received health services from, a relevant health service could be identified from that information;

and will, at all times, comply with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (6)	% of Response Rate (6)
YES	6	100.00%	100.00%
NO	0	0.00%	0.00%

Action 5: Ban on Social Media Policies/Procedures

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's social media policies/procedures in relation to employment or workplace related matters, including but not limited to posting VAHPA campaign messages/materials on social media sites and/or commenting on social media posts in support of VAHPA's campaign, subject to such industrial action complying with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (6)	% of Response Rate (6)
YES	6	100.00%	100.00%
NO	0	0.00%	0.00%

Action 6: Stoppages of work

Industrial action in the form of an unlimited number of stoppages of work, including but not limited to consecutive stoppages of work, of between five (5) minutes and twenty-four (24) hours in duration, including but not limited to stoppages to travel to and from stop work meetings, subject to:

* VAHPA providing the employer with seven (7) calendar days' notice; and

* this action not applying to specialist schools (that is schools that provide specialised education for students with specific disability and high needs).

Response	Result	% of Total (6)	% of Response Rate (6)
YES	6	100.00%	100.00%
NO	0	0.00%	0.00%

Action 7: Public events

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of attending public events in support of the proposed enterprise agreement and/or the VAHPA campaign, including but not limited to morning tea events, afternoon tea events and lunch time rallies.

Response	Result	% of Total (6)	% of Response Rate (6)
YES	6	100.00%	100.00%
NO	0	0.00%	0.00%

Action 8: Ban on overtime/additional hours

During an indefinite period or specified periods, industrial action in the form of not working any overtime and/or any hours in addition to an employee's rostered or contracted ordinary hours of work.

Response	Result	% of Total (6)	% of Response Rate (6)
YES	6	100.00%	100.00%
NO	0	0.00%	0.00%

Action 9: Ban on inputting DWAU and/or CDBS codes

During an indefinite period or specified periods, industrial action in the form of a ban on inputting Child Dental Benefits Schedule (CDBS) codes, and/or Dental Weighted Activity Unit (DWAU) codes aside from the 799 and/or 990 miscellaneous code.

Response	Result	% of Total (6)	% of Response Rate (6)
YES	6	100.00%	100.00%
NO	0	0.00%	0.00%

Action 10: Including VAHPA campaign message in email signature

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of including a VAHPA campaign message in email signatures.

Response	Result	% of Total (6)	% of Response Rate (6)
YES	6	100.00%	100.00%
NO	0	0.00%	0.00%

Responses By Date

Date	Votes	% of Total (6)	% of Response Rate (6)
4 Dec 24	4	66.67%	66.67%
5 Dec 24	1	16.67%	16.67%
6 Dec 24	1	16.67%	16.67%

Systems / Security / Help Desk

TrueVote portal 100% online during the ballot period.
There was no suspicious activity detected during the ballot period.
Voter assistance was provided throughout the ballot.



11 December 2024

Stephen Donaldson

TrueVote Returning Officer



Ballot Report

B2024-1551 Protected Action Ballot
- Swan Hill District Health
Health Services Union

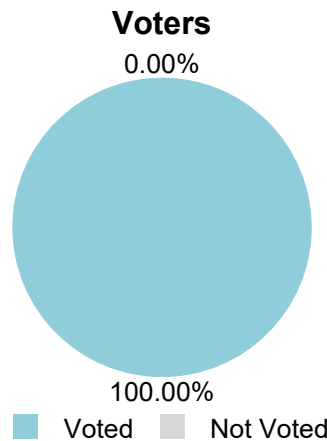
4 December 2024 to 11 December 2024

Ballot Report

The following ballot report is for B2024-1551 Protected Action Ballot - Swan Hill District Health conducted by TrueVote on behalf of Health Services Union. The ballot was live from 4/12/24 12:00 PM AEDT to 11/12/24 4:00 PM AEDT.

Voter Roll

The voter roll for the ballot consisted of 2 registered voters. 2 voters responded to the ballot notification sent out by TrueVote.



Voter Notifications

The following notifications were sent to the Voter roll by TrueVote as part of conducting the ballot.

Note: All times are shown in Eastern Australia Time.

Subject	Date	Type	Event
Notice of B2024-1551 Protected Action Ballot	4/12/24 8:00 AM	Email	Generic
Vote Open B2024-1551 Protected Action Ballot	4/12/24 12:00 PM	Email	Voting open
SMS Vote Open	4/12/24 12:00 PM	SMS	Voting open
Vote Reminder B2024-1551 Protected Action Ballot	9/12/24 8:00 AM	Email	Voting reminder
Vote Reminder B2024-1551 Protected Action Ballot	11/12/24 8:00 AM	Email	Voting reminder

Do you, for the purpose of advancing Victorian Allied Health Professionals Association (VAHPA) claims in the negotiation of an enterprise agreement for Dental Hygienists, Dental Therapists and Oral Health Therapists with your employer, authorise the following forms of industrial action:

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Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 2: Displaying campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of displaying or using VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 3: Distributing campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of distributing VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props, either by email or by providing them in person, to media, staff, patients, clients, customers, visitors, residents and/or members of the public, except that children under the age of 16 will not be asked to sign petitions and such action:

* will not use patient or resident information for a purpose other than the purpose for which it was collected;

* will not give to any other person, whether directly or indirectly, any information acquired by reason of being an employee if a person who is or has been a patient in, or has received health services from, a relevant health service could be identified from that information;

and will, at all times, comply with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 4: Giving campaign materials to children

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of placing VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, and/or postcards, with the Smile Squad Post Care Report or any other materials given to a child/pediatric client who has seen Smile Squad, except that such action:

* will not use patient or resident information for a purpose other than the purpose for which it was collected;

* will not give to any other person, whether directly or indirectly, any information acquired by reason of being an employee if a person who is or has been a patient in, or has received health services from, a relevant health service could be identified from that information;

and will, at all times, comply with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 5: Ban on Social Media Policies/Procedures

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's social media policies/procedures in relation to employment or workplace related matters, including but not limited to posting VAHPA campaign messages/materials on social media sites and/or commenting on social media posts in support of VAHPA's campaign, subject to such industrial action complying with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 6: Stoppages of work

Industrial action in the form of an unlimited number of stoppages of work, including but not limited to consecutive stoppages of work, of between five (5) minutes and twenty-four (24) hours in duration, including but not limited to stoppages to travel to and from stop work meetings, subject to:

* VAHPA providing the employer with seven (7) calendar days' notice; and

* this action not applying to specialist schools (that is schools that provide specialised education for students with specific disability and high needs).

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 7: Public events

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of attending public events in support of the proposed enterprise agreement and/or the VAHPA campaign, including but not limited to morning tea events, afternoon tea events and lunch time rallies.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 8: Ban on overtime/additional hours

During an indefinite period or specified periods, industrial action in the form of not working any overtime and/or any hours in addition to an employee's rostered or contracted ordinary hours of work.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 9: Ban on inputting DWAU and/or CDBS codes

During an indefinite period or specified periods, industrial action in the form of a ban on inputting Child Dental Benefits Schedule (CDBS) codes, and/or Dental Weighted Activity Unit (DWAU) codes aside from the 799 and/or 990 miscellaneous code.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 10: Including VAHPA campaign message in email signature

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of including a VAHPA campaign message in email signatures.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Responses By Date

Date	Votes	% of Total (2)	% of Response Rate (2)
4 Dec 24	2	100.00%	100.00%

Systems / Security / Help Desk

TrueVote portal 100% online during the ballot period.
There was no suspicious activity detected during the ballot period.
Voter assistance was provided throughout the ballot.



11 December 2024

Stephen Donaldson

TrueVote Returning Officer



Ballot Report

B2024-1551 Protected Action Ballot
- South West Healthcare
Health Services Union

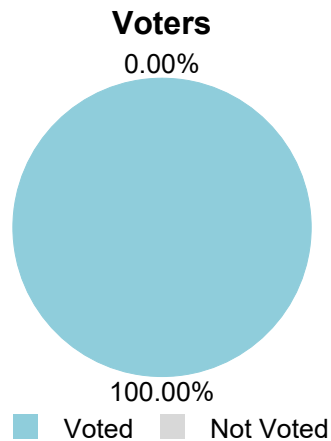
4 December 2024 to 11 December 2024

Ballot Report

The following ballot report is for B2024-1551 Protected Action Ballot - South West Healthcare conducted by TrueVote on behalf of Health Services Union. The ballot was live from 4/12/24 12:00 PM AEDT to 11/12/24 4:00 PM AEDT.

Voter Roll

The voter roll for the ballot consisted of 2 registered voters. 2 voters responded to the ballot notification sent out by TrueVote.



Voter Notifications

The following notifications were sent to the Voter roll by TrueVote as part of conducting the ballot.

Note: All times are shown in Eastern Australia Time.

Subject	Date	Type	Event
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Vote Open B2024-1551 Protected Action Ballot	4/12/24 12:00 PM	Email	Voting open
SMS Vote Open	4/12/24 12:00 PM	SMS	Voting open
Vote Reminder B2024-1551 Protected Action Ballot	9/12/24 8:00 AM	Email	Voting reminder
Vote Reminder B2024-1551 Protected Action Ballot	11/12/24 8:00 AM	Email	Voting reminder

Do you, for the purpose of advancing Victorian Allied Health Professionals Association (VAHPA) claims in the negotiation of an enterprise agreement for Dental Hygienists, Dental Therapists and Oral Health Therapists with your employer, authorise the following forms of industrial action:

FORMS OF PROPOSED INDUSTRIAL ACTION

TO BE ENGAGED IN SEPARATELY OR CONCURRENTLY

Clearly mark either 'YES' or 'NO'

Action 1: Ban on dress code

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's uniform policy or dress code, including but not limited to putting on VAHPA campaign t-shirts, buffs, badges, stickers, lanyards and/or props, save that employees will comply with appropriate PPE requirements.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 2: Displaying campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of displaying or using VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 3: Distributing campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of distributing VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props, either by email or by providing them in person, to media, staff, patients, clients, customers, visitors, residents and/or members of the public, except that children under the age of 16 will not be asked to sign petitions and such action:

* will not use patient or resident information for a purpose other than the purpose for which it was collected;

* will not give to any other person, whether directly or indirectly, any information acquired by reason of being an employee if a person who is or has been a patient in, or has received health services from, a relevant health service could be identified from that information;

and will, at all times, comply with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 4: Giving campaign materials to children

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of placing VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, and/or postcards, with the Smile Squad Post Care Report or any other materials given to a child/pediatric client who has seen Smile Squad, except that such action:

* will not use patient or resident information for a purpose other than the purpose for which it was collected;

* will not give to any other person, whether directly or indirectly, any information acquired by reason of being an employee if a person who is or has been a patient in, or has received health services from, a relevant health service could be identified from that information;

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Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 5: Ban on Social Media Policies/Procedures

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's social media policies/procedures in relation to employment or workplace related matters, including but not limited to posting VAHPA campaign messages/materials on social media sites and/or commenting on social media posts in support of VAHPA's campaign, subject to such industrial action complying with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 6: Stoppages of work

Industrial action in the form of an unlimited number of stoppages of work, including but not limited to consecutive stoppages of work, of between five (5) minutes and twenty-four (24) hours in duration, including but not limited to stoppages to travel to and from stop work meetings, subject to:

* VAHPA providing the employer with seven (7) calendar days' notice; and

* this action not applying to specialist schools (that is schools that provide specialised education for students with specific disability and high needs).

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 7: Public events

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of attending public events in support of the proposed enterprise agreement and/or the VAHPA campaign, including but not limited to morning tea events, afternoon tea events and lunch time rallies.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 8: Ban on overtime/additional hours

During an indefinite period or specified periods, industrial action in the form of not working any overtime and/or any hours in addition to an employee's rostered or contracted ordinary hours of work.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 9: Ban on inputting DWAU and/or CDBS codes

During an indefinite period or specified periods, industrial action in the form of a ban on inputting Child Dental Benefits Schedule (CDBS) codes, and/or Dental Weighted Activity Unit (DWAU) codes aside from the 799 and/or 990 miscellaneous code.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
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Action 10: Including VAHPA campaign message in email signature

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of including a VAHPA campaign message in email signatures.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Responses By Date

Date	Votes	% of Total (2)	% of Response Rate (2)
5 Dec 24	1	50.00%	50.00%
6 Dec 24	1	50.00%	50.00%

Systems / Security / Help Desk

TrueVote portal 100% online during the ballot period.
There was no suspicious activity detected during the ballot period.
Voter assistance was provided throughout the ballot.



11 December 2024

Stephen Donaldson

TrueVote Returning Officer



Ballot Report

B2024-1551 Protected Action Ballot
- Grampians Health
Health Services Union

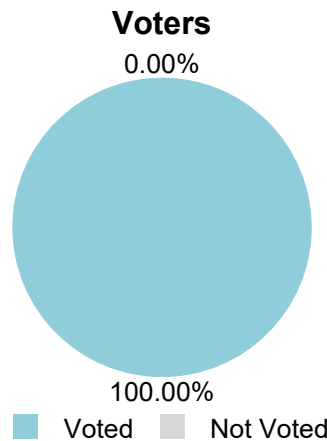
4 December 2024 to 11 December 2024

Ballot Report

The following ballot report is for B2024-1551 Protected Action Ballot - Grampians Health conducted by TrueVote on behalf of Health Services Union. The ballot was live from 4/12/24 12:00 PM AEDT to 11/12/24 4:00 PM AEDT.

Voter Roll

The voter roll for the ballot consisted of 2 registered voters. 2 voters responded to the ballot notification sent out by TrueVote.



Voter Notifications

The following notifications were sent to the Voter roll by TrueVote as part of conducting the ballot.

Note: All times are shown in Eastern Australia Time.

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TO BE ENGAGED IN SEPARATELY OR CONCURRENTLY

Clearly mark either 'YES' or 'NO'

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During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's uniform policy or dress code, including but not limited to putting on VAHPA campaign t-shirts, buffs, badges, stickers, lanyards and/or props, save that employees will comply with appropriate PPE requirements.

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YES	2	100.00%	100.00%
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Action 2: Displaying campaign materials

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Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
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Action 4: Giving campaign materials to children

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NO	0	0.00%	0.00%

Action 5: Ban on Social Media Policies/Procedures

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's social media policies/procedures in relation to employment or workplace related matters, including but not limited to posting VAHPA campaign messages/materials on social media sites and/or commenting on social media posts in support of VAHPA's campaign, subject to such industrial action complying with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 6: Stoppages of work

Industrial action in the form of an unlimited number of stoppages of work, including but not limited to consecutive stoppages of work, of between five (5) minutes and twenty-four (24) hours in duration, including but not limited to stoppages to travel to and from stop work meetings, subject to:

* VAHPA providing the employer with seven (7) calendar days' notice; and

* this action not applying to specialist schools (that is schools that provide specialised education for students with specific disability and high needs).

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 7: Public events

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of attending public events in support of the proposed enterprise agreement and/or the VAHPA campaign, including but not limited to morning tea events, afternoon tea events and lunch time rallies.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 8: Ban on overtime/additional hours

During an indefinite period or specified periods, industrial action in the form of not working any overtime and/or any hours in addition to an employee's rostered or contracted ordinary hours of work.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 9: Ban on inputting DWAU and/or CDBS codes

During an indefinite period or specified periods, industrial action in the form of a ban on inputting Child Dental Benefits Schedule (CDBS) codes, and/or Dental Weighted Activity Unit (DWAU) codes aside from the 799 and/or 990 miscellaneous code.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 10: Including VAHPA campaign message in email signature

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of including a VAHPA campaign message in email signatures.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Responses By Date

Date	Votes	% of Total (2)	% of Response Rate (2)
4 Dec 24	1	50.00%	50.00%
6 Dec 24	1	50.00%	50.00%

Systems / Security / Help Desk

TrueVote portal 100% online during the ballot period.
There was no suspicious activity detected during the ballot period.
Voter assistance was provided throughout the ballot.



11 December 2024

Stephen Donaldson

TrueVote Returning Officer



Ballot Report

**B2024-1551 Protected Action Ballot
- Northeast Health Wangaratta**

Health Services Union

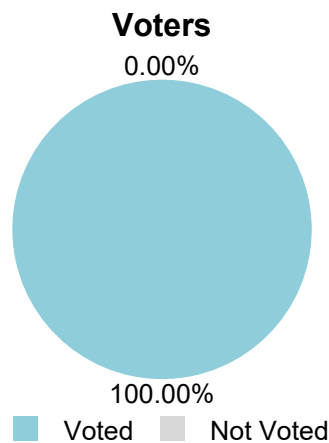
4 December 2024 to 11 December 2024

Ballot Report

The following ballot report is for B2024-1551 Protected Action Ballot - Northeast Health Wangaratta conducted by TrueVote on behalf of Health Services Union. The ballot was live from 4/12/24 12:00 PM AEDT to 11/12/24 4:00 PM AEDT.

Voter Roll

The voter roll for the ballot consisted of 3 registered voters. 3 voters responded to the ballot notification sent out by TrueVote.



Voter Notifications

The following notifications were sent to the Voter roll by TrueVote as part of conducting the ballot.

Note: All times are shown in Eastern Australia Time.

Subject	Date	Type	Event
Notice of B2024-1551 Protected Action Ballot	4/12/24 8:00 AM	Email	Generic
Vote Open B2024-1551 Protected Action Ballot	4/12/24 12:00 PM	Email	Voting open
SMS Vote Open	4/12/24 12:00 PM	SMS	Voting open
Vote Reminder B2024-1551 Protected Action Ballot	9/12/24 8:00 AM	Email	Voting reminder
Vote Reminder B2024-1551 Protected Action Ballot	11/12/24 8:00 AM	Email	Voting reminder

Do you, for the purpose of advancing Victorian Allied Health Professionals Association (VAHPA) claims in the negotiation of an enterprise agreement for Dental Hygienists, Dental Therapists and Oral Health Therapists with your employer, authorise the following forms of industrial action:

FORMS OF PROPOSED INDUSTRIAL ACTION

TO BE ENGAGED IN SEPARATELY OR CONCURRENTLY

Clearly mark either 'YES' or 'NO'

Action 1: Ban on dress code

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's uniform policy or dress code, including but not limited to putting on VAHPA campaign t-shirts, buffs, badges, stickers, lanyards and/or props, save that employees will comply with appropriate PPE requirements.

Response	Result	% of Total (3)	% of Response Rate (3)
YES	3	100.00%	100.00%
NO	0	0.00%	0.00%

Action 2: Displaying campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of displaying or using VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props.

Response	Result	% of Total (3)	% of Response Rate (3)
YES	3	100.00%	100.00%
NO	0	0.00%	0.00%

Action 3: Distributing campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of distributing VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props, either by email or by providing them in person, to media, staff, patients, clients, customers, visitors, residents and/or members of the public, except that children under the age of 16 will not be asked to sign petitions and such action:

* will not use patient or resident information for a purpose other than the purpose for which it was collected;

* will not give to any other person, whether directly or indirectly, any information acquired by reason of being an employee if a person who is or has been a patient in, or has received health services from, a relevant health service could be identified from that information;

and will, at all times, comply with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (3)	% of Response Rate (3)
YES	3	100.00%	100.00%
NO	0	0.00%	0.00%

Action 4: Giving campaign materials to children

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of placing VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, and/or postcards, with the Smile Squad Post Care Report or any other materials given to a child/pediatric client who has seen Smile Squad, except that such action:

* will not use patient or resident information for a purpose other than the purpose for which it was collected;

* will not give to any other person, whether directly or indirectly, any information acquired by reason of being an employee if a person who is or has been a patient in, or has received health services from, a relevant health service could be identified from that information;

and will, at all times, comply with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (3)	% of Response Rate (3)
YES	2	66.67%	66.67%
NO	1	33.33%	33.33%

Action 5: Ban on Social Media Policies/Procedures

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's social media policies/procedures in relation to employment or workplace related matters, including but not limited to posting VAHPA campaign messages/materials on social media sites and/or commenting on social media posts in support of VAHPA's campaign, subject to such industrial action complying with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (3)	% of Response Rate (3)
YES	3	100.00%	100.00%
NO	0	0.00%	0.00%

Action 6: Stoppages of work

Industrial action in the form of an unlimited number of stoppages of work, including but not limited to consecutive stoppages of work, of between five (5) minutes and twenty-four (24) hours in duration, including but not limited to stoppages to travel to and from stop work meetings, subject to:

* VAHPA providing the employer with seven (7) calendar days' notice; and

* this action not applying to specialist schools (that is schools that provide specialised education for students with specific disability and high needs).

Response	Result	% of Total (3)	% of Response Rate (3)
YES	2	66.67%	66.67%
NO	1	33.33%	33.33%

Action 7: Public events

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of attending public events in support of the proposed enterprise agreement and/or the VAHPA campaign, including but not limited to morning tea events, afternoon tea events and lunch time rallies.

Response	Result	% of Total (3)	% of Response Rate (3)
YES	3	100.00%	100.00%
NO	0	0.00%	0.00%

Action 8: Ban on overtime/additional hours

During an indefinite period or specified periods, industrial action in the form of not working any overtime and/or any hours in addition to an employee's rostered or contracted ordinary hours of work.

Response	Result	% of Total (3)	% of Response Rate (3)
YES	3	100.00%	100.00%
NO	0	0.00%	0.00%

Action 9: Ban on inputting DWAU and/or CDBS codes

During an indefinite period or specified periods, industrial action in the form of a ban on inputting Child Dental Benefits Schedule (CDBS) codes, and/or Dental Weighted Activity Unit (DWAU) codes aside from the 799 and/or 990 miscellaneous code.

Response	Result	% of Total (3)	% of Response Rate (3)
YES	2	66.67%	66.67%
NO	1	33.33%	33.33%

Action 10: Including VAHPA campaign message in email signature

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of including a VAHPA campaign message in email signatures.

Response	Result	% of Total (3)	% of Response Rate (3)
YES	3	100.00%	100.00%
NO	0	0.00%	0.00%

Responses By Date

Date	Votes	% of Total (3)	% of Response Rate (3)
4 Dec 24	1	33.33%	33.33%
5 Dec 24	2	66.67%	66.67%

Systems / Security / Help Desk

TrueVote portal 100% online during the ballot period.
There was no suspicious activity detected during the ballot period.
Voter assistance was provided throughout the ballot.



11 December 2024

Stephen Donaldson

TrueVote Returning Officer



Ballot Report

**B2024-1551 Protected Action Ballot
- Dental Health Services Victoria**

Health Services Union

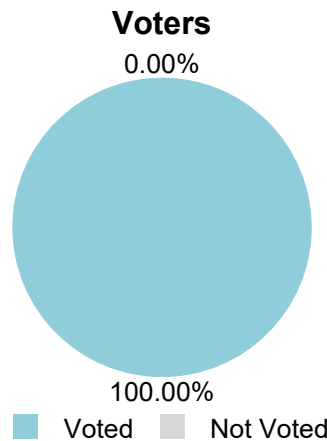
4 December 2024 to 11 December 2024

Ballot Report

The following ballot report is for B2024-1551 Protected Action Ballot - Dental Health Services Victoria conducted by TrueVote on behalf of Health Services Union. The ballot was live from 4/12/24 12:00 PM AEDT to 11/12/24 4:00 PM AEDT.

Voter Roll

The voter roll for the ballot consisted of 10 registered voters. 10 voters responded to the ballot notification sent out by TrueVote.



Voter Notifications

The following notifications were sent to the Voter roll by TrueVote as part of conducting the ballot.

Note: All times are shown in Eastern Australia Time.

Subject	Date	Type	Event
Notice of B2024-1551 Protected Action Ballot	4/12/24 8:00 AM	Email	Generic
Vote Open B2024-1551 Protected Action Ballot	4/12/24 12:00 PM	Email	Voting open
SMS Vote Open	4/12/24 12:00 PM	SMS	Voting open
Vote Reminder B2024-1551 Protected Action Ballot	9/12/24 8:00 AM	Email	Voting reminder
Vote Reminder B2024-1551 Protected Action Ballot	11/12/24 8:00 AM	Email	Voting reminder

Do you, for the purpose of advancing Victorian Allied Health Professionals Association (VAHPA) claims in the negotiation of an enterprise agreement for Dental Hygienists, Dental Therapists and Oral Health Therapists with your employer, authorise the following forms of industrial action:

FORMS OF PROPOSED INDUSTRIAL ACTION

TO BE ENGAGED IN SEPARATELY OR CONCURRENTLY

Clearly mark either 'YES' or 'NO'

Action 1: Ban on dress code

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's uniform policy or dress code, including but not limited to putting on VAHPA campaign t-shirts, buffs, badges, stickers, lanyards and/or props, save that employees will comply with appropriate PPE requirements.

Response	Result	% of Total (10)	% of Response Rate (10)
YES	10	100.00%	100.00%
NO	0	0.00%	0.00%

Action 2: Displaying campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of displaying or using VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props.

Response	Result	% of Total (10)	% of Response Rate (10)
YES	10	100.00%	100.00%
NO	0	0.00%	0.00%

Action 3: Distributing campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of distributing VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props, either by email or by providing them in person, to media, staff, patients, clients, customers, visitors, residents and/or members of the public, except that children under the age of 16 will not be asked to sign petitions and such action:

* will not use patient or resident information for a purpose other than the purpose for which it was collected;

* will not give to any other person, whether directly or indirectly, any information acquired by reason of being an employee if a person who is or has been a patient in, or has received health services from, a relevant health service could be identified from that information;

and will, at all times, comply with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (10)	% of Response Rate (10)
YES	10	100.00%	100.00%
NO	0	0.00%	0.00%

Action 4: Giving campaign materials to children

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of placing VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, and/or postcards, with the Smile Squad Post Care Report or any other materials given to a child/pediatric client who has seen Smile Squad, except that such action:

* will not use patient or resident information for a purpose other than the purpose for which it was collected;

* will not give to any other person, whether directly or indirectly, any information acquired by reason of being an employee if a person who is or has been a patient in, or has received health services from, a relevant health service could be identified from that information;

and will, at all times, comply with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (10)	% of Response Rate (10)
YES	9	90.00%	90.00%
NO	1	10.00%	10.00%

Action 5: Ban on Social Media Policies/Procedures

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's social media policies/procedures in relation to employment or workplace related matters, including but not limited to posting VAHPA campaign messages/materials on social media sites and/or commenting on social media posts in support of VAHPA's campaign, subject to such industrial action complying with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (10)	% of Response Rate (10)
YES	10	100.00%	100.00%
NO	0	0.00%	0.00%

Action 6: Stoppages of work

Industrial action in the form of an unlimited number of stoppages of work, including but not limited to consecutive stoppages of work, of between five (5) minutes and twenty-four (24) hours in duration, including but not limited to stoppages to travel to and from stop work meetings, subject to:

* VAHPA providing the employer with seven (7) calendar days' notice; and

* this action not applying to specialist schools (that is schools that provide specialised education for students with specific disability and high needs).

Response	Result	% of Total (10)	% of Response Rate (10)
YES	10	100.00%	100.00%
NO	0	0.00%	0.00%

Action 7: Public events

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of attending public events in support of the proposed enterprise agreement and/or the VAHPA campaign, including but not limited to morning tea events, afternoon tea events and lunch time rallies.

Response	Result	% of Total (10)	% of Response Rate (10)
YES	10	100.00%	100.00%
NO	0	0.00%	0.00%

Action 8: Ban on overtime/additional hours

During an indefinite period or specified periods, industrial action in the form of not working any overtime and/or any hours in addition to an employee's rostered or contracted ordinary hours of work.

Response	Result	% of Total (10)	% of Response Rate (10)
YES	10	100.00%	100.00%
NO	0	0.00%	0.00%

Action 9: Ban on inputting DWAU and/or CDBS codes

During an indefinite period or specified periods, industrial action in the form of a ban on inputting Child Dental Benefits Schedule (CDBS) codes, and/or Dental Weighted Activity Unit (DWAU) codes aside from the 799 and/or 990 miscellaneous code.

Response	Result	% of Total (10)	% of Response Rate (10)
YES	10	100.00%	100.00%
NO	0	0.00%	0.00%

Action 10: Including VAHPA campaign message in email signature

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of including a VAHPA campaign message in email signatures.

Response	Result	% of Total (10)	% of Response Rate (10)
YES	10	100.00%	100.00%
NO	0	0.00%	0.00%

Responses By Date

Date	Votes	% of Total (10)	% of Response Rate (10)
4 Dec 24	4	40.00%	40.00%
5 Dec 24	2	20.00%	20.00%
6 Dec 24	2	20.00%	20.00%
9 Dec 24	1	10.00%	10.00%
11 Dec 24	1	10.00%	10.00%

Systems / Security / Help Desk

TrueVote portal 100% online during the ballot period.
There was no suspicious activity detected during the ballot period.
Voter assistance was provided throughout the ballot.



11 December 2024

Stephen Donaldson

TrueVote Returning Officer



B2024-1551 Protected Action Ballot
- Barwon Health
Health Services Union

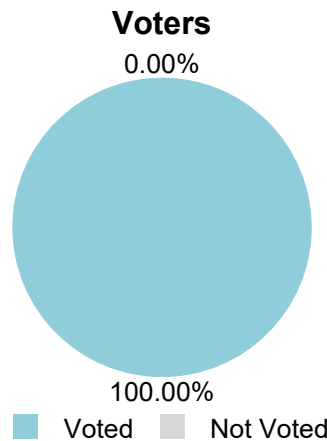
4 December 2024 to 11 December 2024

Ballot Report

The following ballot report is for B2024-1551 Protected Action Ballot - Barwon Health conducted by TrueVote on behalf of Health Services Union. The ballot was live from 4/12/24 12:00 PM AEDT to 11/12/24 4:00 PM AEDT.

Voter Roll

The voter roll for the ballot consisted of 5 registered voters. 5 voters responded to the ballot notification sent out by TrueVote.



Voter Notifications

The following notifications were sent to the Voter roll by TrueVote as part of conducting the ballot.

Note: All times are shown in Eastern Australia Time.

Subject	Date	Type	Event
Notice of B2024-1551 Protected Action Ballot	4/12/24 8:00 AM	Email	Generic
Vote Open B2024-1551 Protected Action Ballot	4/12/24 12:00 PM	Email	Voting open
SMS Vote Open	4/12/24 12:00 PM	SMS	Voting open
Vote Reminder B2024-1551 Protected Action Ballot	9/12/24 8:00 AM	Email	Voting reminder
Vote Reminder B2024-1551 Protected Action Ballot	11/12/24 8:00 AM	Email	Voting reminder

Do you, for the purpose of advancing Victorian Allied Health Professionals Association (VAHPA) claims in the negotiation of an enterprise agreement for Dental Hygienists, Dental Therapists and Oral Health Therapists with your employer, authorise the following forms of industrial action:

FORMS OF PROPOSED INDUSTRIAL ACTION

TO BE ENGAGED IN SEPARATELY OR CONCURRENTLY

Clearly mark either 'YES' or 'NO'

Action 1: Ban on dress code

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's uniform policy or dress code, including but not limited to putting on VAHPA campaign t-shirts, buffs, badges, stickers, lanyards and/or props, save that employees will comply with appropriate PPE requirements.

Response	Result	% of Total (5)	% of Response Rate (5)
YES	5	100.00%	100.00%
NO	0	0.00%	0.00%

Action 2: Displaying campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of displaying or using VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props.

Response	Result	% of Total (5)	% of Response Rate (5)
YES	5	100.00%	100.00%
NO	0	0.00%	0.00%

Action 3: Distributing campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of distributing VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props, either by email or by providing them in person, to media, staff, patients, clients, customers, visitors, residents and/or members of the public, except that children under the age of 16 will not be asked to sign petitions and such action:

* will not use patient or resident information for a purpose other than the purpose for which it was collected;

* will not give to any other person, whether directly or indirectly, any information acquired by reason of being an employee if a person who is or has been a patient in, or has received health services from, a relevant health service could be identified from that information;

and will, at all times, comply with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (5)	% of Response Rate (5)
YES	5	100.00%	100.00%
NO	0	0.00%	0.00%

Action 4: Giving campaign materials to children

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of placing VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, and/or postcards, with the Smile Squad Post Care Report or any other materials given to a child/pediatric client who has seen Smile Squad, except that such action:

* will not use patient or resident information for a purpose other than the purpose for which it was collected;

* will not give to any other person, whether directly or indirectly, any information acquired by reason of being an employee if a person who is or has been a patient in, or has received health services from, a relevant health service could be identified from that information;

and will, at all times, comply with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (5)	% of Response Rate (5)
YES	5	100.00%	100.00%
NO	0	0.00%	0.00%

Action 5: Ban on Social Media Policies/Procedures

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's social media policies/procedures in relation to employment or workplace related matters, including but not limited to posting VAHPA campaign messages/materials on social media sites and/or commenting on social media posts in support of VAHPA's campaign, subject to such industrial action complying with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (5)	% of Response Rate (5)
YES	5	100.00%	100.00%
NO	0	0.00%	0.00%

Action 6: Stoppages of work

Industrial action in the form of an unlimited number of stoppages of work, including but not limited to consecutive stoppages of work, of between five (5) minutes and twenty-four (24) hours in duration, including but not limited to stoppages to travel to and from stop work meetings, subject to:

* VAHPA providing the employer with seven (7) calendar days' notice; and

* this action not applying to specialist schools (that is schools that provide specialised education for students with specific disability and high needs).

Response	Result	% of Total (5)	% of Response Rate (5)
YES	5	100.00%	100.00%
NO	0	0.00%	0.00%

Action 7: Public events

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of attending public events in support of the proposed enterprise agreement and/or the VAHPA campaign, including but not limited to morning tea events, afternoon tea events and lunch time rallies.

Response	Result	% of Total (5)	% of Response Rate (5)
YES	5	100.00%	100.00%
NO	0	0.00%	0.00%

Action 8: Ban on overtime/additional hours

During an indefinite period or specified periods, industrial action in the form of not working any overtime and/or any hours in addition to an employee's rostered or contracted ordinary hours of work.

Response	Result	% of Total (5)	% of Response Rate (5)
YES	5	100.00%	100.00%
NO	0	0.00%	0.00%

Action 9: Ban on inputting DWAU and/or CDBS codes

During an indefinite period or specified periods, industrial action in the form of a ban on inputting Child Dental Benefits Schedule (CDBS) codes, and/or Dental Weighted Activity Unit (DWAU) codes aside from the 799 and/or 990 miscellaneous code.

Response	Result	% of Total (5)	% of Response Rate (5)
YES	5	100.00%	100.00%
NO	0	0.00%	0.00%

Action 10: Including VAHPA campaign message in email signature

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of including a VAHPA campaign message in email signatures.

Response	Result	% of Total (5)	% of Response Rate (5)
YES	5	100.00%	100.00%
NO	0	0.00%	0.00%

Responses By Date

Date	Votes	% of Total (5)	% of Response Rate (5)
4 Dec 24	3	60.00%	60.00%
5 Dec 24	2	40.00%	40.00%

Systems / Security / Help Desk

TrueVote portal 100% online during the ballot period.
There was no suspicious activity detected during the ballot period.
Voter assistance was provided throughout the ballot.



11 December 2024

Stephen Donaldson

TrueVote Returning Officer



Ballot Report

B2024-1551 Protected Action Ballot
- Albury Wodonga Health
Health Services Union

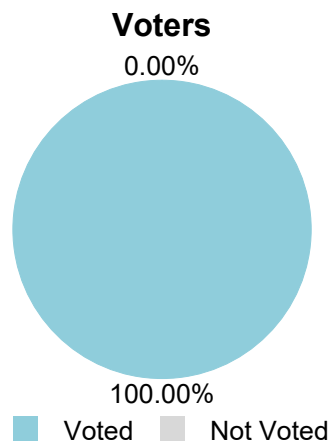
4 December 2024 to 11 December 2024

Ballot Report

The following ballot report is for B2024-1551 Protected Action Ballot - Albury Wodonga Health conducted by TrueVote on behalf of Health Services Union. The ballot was live from 4/12/24 12:00 PM AEDT to 11/12/24 4:00 PM AEDT.

Voter Roll

The voter roll for the ballot consisted of 2 registered voters. 2 voters responded to the ballot notification sent out by TrueVote.



Voter Notifications

The following notifications were sent to the Voter roll by TrueVote as part of conducting the ballot.

Note: All times are shown in Eastern Australia Time.

Subject	Date	Type	Event
Notice of B2024-1551 Protected Action Ballot	4/12/24 8:00 AM	Email	Generic
Vote Open B2024-1551 Protected Action Ballot	4/12/24 12:00 PM	Email	Voting open
SMS Vote Open	4/12/24 12:00 PM	SMS	Voting open
Vote Reminder B2024-1551 Protected Action Ballot	9/12/24 8:00 AM	Email	Voting reminder
Vote Reminder B2024-1551 Protected Action Ballot	11/12/24 8:00 AM	Email	Voting reminder

Do you, for the purpose of advancing Victorian Allied Health Professionals Association (VAHPA) claims in the negotiation of an enterprise agreement for Dental Hygienists, Dental Therapists and Oral Health Therapists with your employer, authorise the following forms of industrial action:

FORMS OF PROPOSED INDUSTRIAL ACTION

TO BE ENGAGED IN SEPARATELY OR CONCURRENTLY

Clearly mark either 'YES' or 'NO'

Action 1: Ban on dress code

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's uniform policy or dress code, including but not limited to putting on VAHPA campaign t-shirts, buffs, badges, stickers, lanyards and/or props, save that employees will comply with appropriate PPE requirements.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 2: Displaying campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of displaying or using VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 3: Distributing campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of distributing VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props, either by email or by providing them in person, to media, staff, patients, clients, customers, visitors, residents and/or members of the public, except that children under the age of 16 will not be asked to sign petitions and such action:

* will not use patient or resident information for a purpose other than the purpose for which it was collected;

* will not give to any other person, whether directly or indirectly, any information acquired by reason of being an employee if a person who is or has been a patient in, or has received health services from, a relevant health service could be identified from that information;

and will, at all times, comply with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 4: Giving campaign materials to children

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of placing VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, and/or postcards, with the Smile Squad Post Care Report or any other materials given to a child/pediatric client who has seen Smile Squad, except that such action:

* will not use patient or resident information for a purpose other than the purpose for which it was collected;

* will not give to any other person, whether directly or indirectly, any information acquired by reason of being an employee if a person who is or has been a patient in, or has received health services from, a relevant health service could be identified from that information;

and will, at all times, comply with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 5: Ban on Social Media Policies/Procedures

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's social media policies/procedures in relation to employment or workplace related matters, including but not limited to posting VAHPA campaign messages/materials on social media sites and/or commenting on social media posts in support of VAHPA's campaign, subject to such industrial action complying with the confidentiality requirements of section 141 of the Health Services Act 1988 (Vic).

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 6: Stoppages of work

Industrial action in the form of an unlimited number of stoppages of work, including but not limited to consecutive stoppages of work, of between five (5) minutes and twenty-four (24) hours in duration, including but not limited to stoppages to travel to and from stop work meetings, subject to:

* VAHPA providing the employer with seven (7) calendar days' notice; and

* this action not applying to specialist schools (that is schools that provide specialised education for students with specific disability and high needs).

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 7: Public events

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of attending public events in support of the proposed enterprise agreement and/or the VAHPA campaign, including but not limited to morning tea events, afternoon tea events and lunch time rallies.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 8: Ban on overtime/additional hours

During an indefinite period or specified periods, industrial action in the form of not working any overtime and/or any hours in addition to an employee's rostered or contracted ordinary hours of work.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 9: Ban on inputting DWAU and/or CDBS codes

During an indefinite period or specified periods, industrial action in the form of a ban on inputting Child Dental Benefits Schedule (CDBS) codes, and/or Dental Weighted Activity Unit (DWAU) codes aside from the 799 and/or 990 miscellaneous code.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Action 10: Including VAHPA campaign message in email signature

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of including a VAHPA campaign message in email signatures.

Response	Result	% of Total (2)	% of Response Rate (2)
YES	2	100.00%	100.00%
NO	0	0.00%	0.00%

Responses By Date

Date	Votes	% of Total (2)	% of Response Rate (2)
4 Dec 24	2	100.00%	100.00%

Systems / Security / Help Desk

TrueVote portal 100% online during the ballot period.
There was no suspicious activity detected during the ballot period.
Voter assistance was provided throughout the ballot.



11 December 2024

Stephen Donaldson

TrueVote Returning Officer