



B2024/455 Protected Action Ballot

Health Services Union and Jessica Gailitis

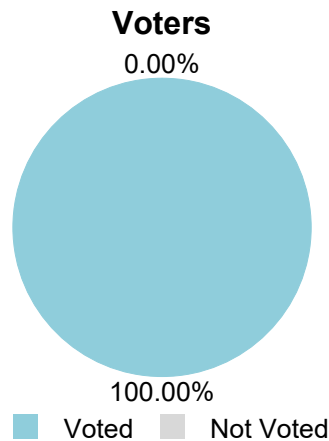
29 April 2024 to 10 May 2024

Ballot Report

The following ballot report is for B2024/455 Protected Action Ballot conducted by TrueVote on behalf of Health Services Union and Jessica Gailitis. The ballot was live from 29/4/24 6:00 AM AEST to 10/5/24 4:00 PM AEST.

Voter Roll

The voter roll for the ballot consisted of 36 registered voters. 36 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 Protected Action Ballot B2024/455	26/4/24 6:00 AM	Email	Generic
Vote Open - Protected Action Ballot B2024-455	29/4/24 6:00 AM	Email	Voting open
SMS Reminder	1/5/24 6:30 AM	SMS	Voting reminder
Vote Reminder - Protected Action Ballot B2024-455	6/5/24 6:30 AM	Email	Voting reminder
SMS Reminder	6/5/24 6:30 AM	SMS	Voting reminder
Vote Reminder - Protected Action Ballot B2024-455	10/5/24 6:30 AM	Email	Voting reminder

Do you, for the purpose of advancing claims of the bargaining representatives the Victorian Allied Health Professionals Association (VAHPA), the Victorian Psychologists Association (VPA) and Jessica Gailitis in the negotiation of an enterprise agreement with Melbourne City Mission (MCM), authorise the following forms of industrial action:

FORMS OF PROPOSED INDUSTRIAL ACTION TO BE ENGAGED IN SEPARATELY OR CONCURRENTLY

Action 1: Ban on dress code/standard.

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, dress code or dress standard including but not limited to putting on bargaining campaign t-shirts, buffs, badges, stickers, lanyards and/or props.

Response	Result	% of Total (36)	% of Response Rate (36)
YES	35	97.22%	97.22%
NO	1	2.78%	2.78%

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 bargaining 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 (36)	% of Response Rate (36)
YES	35	97.22%	97.22%
NO	1	2.78%	2.78%

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 campaign materials, including but not limited to distributing petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props, either by electronic means (including but not limited to email) or by providing them in person, to media, staff, patients, clients, customers, visitors, residents and/or members of the public.

Response	Result	% of Total (36)	% of Response Rate (36)
YES	36	100.00%	100.00%
NO	0	0.00%	0.00%

Action 4: Changing font sizes and colours in emails.

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of:

- a. typing or re-typing a statement or statements in emails, including but not limited to in email signatures, about the proposed enterprise agreement and/or the bargaining campaign; and/or
- b. changing fonts, font sizes and/or font colours in emails.

Response	Result	% of Total (36)	% of Response Rate (36)
YES	35	97.22%	97.22%
NO	1	2.78%	2.78%

Action 5: 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.

Response	Result	% of Total (36)	% of Response Rate (36)
YES	36	100.00%	100.00%
NO	0	0.00%	0.00%

Action 6: 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 bargaining campaign, including but not limited to morning tea events, afternoon tea events and lunch time rallies.

Response	Result	% of Total (36)	% of Response Rate (36)
YES	35	97.22%	97.22%
NO	1	2.78%	2.78%

Action 7: Ban on overtime/additional hours.

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through 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 (36)	% of Response Rate (36)
YES	35	97.22%	97.22%
NO	1	2.78%	2.78%

Action 8: Taking breaks.

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of taking the full period of all breaks (including meal breaks and rest/tea breaks), including but not limited to taking breaks at the same time as other employees.

Response	Result	% of Total (36)	% of Response Rate (36)
YES	34	94.44%	94.44%
NO	2	5.56%	5.56%

Action 9: Ban on specified administrative work.

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of a ban on processing or submitting files, statistics, spreadsheets or any other clerical work, including but not limited to any paperwork or electronic forms or documentation, which enables the employer to bill or invoice people, the NDIS, Medicare and/or businesses.

Response	Result	% of Total (36)	% of Response Rate (36)
YES	33	91.67%	91.67%
NO	3	8.33%	8.33%

Action 10: Ban on email replies.

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of a ban on replying to emails other than with a bargaining campaign message where not replying to the email other than with a bargaining campaign message will not have a significant clinical impact.

Response	Result	% of Total (36)	% of Response Rate (36)
YES	31	86.11%	86.11%
NO	5	13.89%	13.89%

Action 11: Logging unbillable work.

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of logging unbillable work in electronic systems for logging in billable work, including but not limited to logging unbillable work in Salesforce/Lumary.

Response	Result	% of Total (36)	% of Response Rate (36)
YES	35	97.22%	97.22%
NO	1	2.78%	2.78%

Responses By Date

Date	Votes	% of Total (36)	% of Response Rate (36)
29 Apr 24	13	36.11%	36.11%
30 Apr 24	7	19.44%	19.44%
1 May 24	7	19.44%	19.44%
2 May 24	2	5.56%	5.56%
3 May 24	2	5.56%	5.56%
6 May 24	3	8.33%	8.33%
7 May 24	1	2.78%	2.78%
9 May 24	1	2.78%	2.78%

Systems / Security / Help Desk

There was no suspicious activity detected during the ballot period.
Voter assistance was provided throughout the ballot.



10 May 2024

Stephen Donaldson

TrueVote Returning Officer