



Fair Vote Services

B2025/205 CLINICAL LABORATORIES COMPANY PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the Clinical Laboratories Protected Action Ballot 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: B2025/205)

Results for the question(s) put to voters in the ballot as listed:

Do you, for the purpose of advancing the Health Workers Union claims in the negotiation of an enterprise agreement with Australian Clinical Labs, authorise the following forms of industrial action:

| Question | Yes | No | Total |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|--------------|
| Question 1 - An unlimited number of stoppages of the performance of all work for up to 1 hour? | 148 | 2 | 150 |
| Question 2 - An unlimited number of stoppages of the performance of all work for up to 1 hour? | 143 | 8 | 151 |
| Question 3 - Periodic stoppages of work between 2 and 24 hours in length? | 148 | 3 | 151 |
| Question 4 - Indefinite industrial action by restricting the performance of work through notifying patients, their families and the community about the purpose of the campaign during working hours? | 131 | 16 | 147 |
| Question 5 - Indefinite industrial action by limiting the performance of work through notifying patients, their families and the community about the purpose of the campaign during working hours? | 133 | 14 | 147 |
| Question 6 - Indefinite industrial action by delaying the performance of work through notifying patients, their families and the community about the purpose of the campaign during | 134 | 13 | 147 |

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| <i>working hours?</i> | | | |
| Question 7 - <i>Periodic industrial action by restricting the performance of work through notifying patients, their families and the community about the purpose of the campaign during working hours?</i> | 134 | 12 | 146 |
| Question 8 - <i>Periodic industrial action by limiting the performance of work through notifying patients, their families and the community about the purpose of the campaign during working hours?</i> | 137 | 10 | 147 |
| Question 9 - <i>Periodic industrial action by delaying the performance of work through notifying patients, their families and the community about the purpose of the campaign during working hours?</i> | 137 | 10 | 147 |
| Question 10 - <i>Indefinite industrial action by restricting, limiting or delaying the performance of work in providing patients, their families and the community with written campaign material prepared by HSU during working hours?</i> | 135 | 12 | 147 |
| Question 11 - <i>Periodic industrial action by restricting, limiting or delaying the performance of work in providing patients, their families and the community with written campaign material prepared by HSU during working hours?</i> | 138 | 9 | 147 |
| Question 12 - <i>An unlimited number of stoppages of work over an indefinite period in order to post and comment on social media about why members of the union are taking industrial action?</i> | 137 | 10 | 147 |
| Question 13 - <i>An unlimited number of stoppages of work for a specified period in order to post and comment on social media about why members of the union are taking industrial action?</i> | 137 | 9 | 146 |
| Question 14 - <i>Indefinite industrial action by restricting, limiting or delaying the performance of work by putting on, explaining and wearing union campaign badges or campaign t-shirts?</i> | 139 | 9 | 148 |
| Question 15 - <i>Periodic industrial action by restricting, limiting or delaying the performance of work by putting on, explaining and wearing union campaign badges or campaign t-shirts?</i> | 141 | 7 | 148 |
| Question 16 - <i>Indefinite industrial action restricting, limiting or delaying the performance of work by displaying posters, slogans and colours in the workplace containing campaign information?</i> | 140 | 8 | 148 |
| Question 17 - <i>Periodic industrial action restricting, limiting or delaying the performance of work by displaying posters, slogans and colours in the workplace containing campaign information?</i> | 143 | 5 | 148 |
| Question 18 - <i>Indefinite industrial action by restricting, limiting or delaying the performance of work in the form of written messages on the employer's vehicles representing the concerns of employees regarding the enterprise agreement negotiations?</i> | 138 | 12 | 150 |

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| Question 19 - Periodic industrial action by restricting, limiting or delaying the performance of work in the form of written messages on the employer's vehicles representing the concerns of employees regarding the enterprise agreement negotiations? | 141 | 9 | 150 |
| Question 20 - Indefinite industrial action by restricting, limiting or delaying the performance of work by refusing to work or operate motor vehicles that do not have messages pertaining to the bargaining campaign? | 139 | 11 | 150 |
| Question 21 - Periodic industrial action by restricting, limiting or delaying the performance of work by refusing to work or operate motor vehicles that do not have messages pertaining to the bargaining campaign? | 137 | 12 | 149 |
| Question 22 - Indefinite industrial action by restricting, limiting or delaying the performance of work by refusing to transport stores unless an item is specifically marked 'urgent'? | 133 | 16 | 149 |
| Question 23 - Periodic industrial action by restricting, limiting or delaying the performance of work by refusing to transport stores unless an item is specifically marked 'urgent'? | 133 | 16 | 149 |
| Question 24 - Indefinite industrial action by restricting, limiting or delaying the performance of work by refusing to transport stores where single items or boxes of items have a weight of 5kgs or more? | 136 | 12 | 148 |
| Question 25 - Periodic industrial action by restricting, limiting or delaying the performance of work by refusing to transport stores where single items or boxes of items have a weight of 5kgs or more? | 136 | 12 | 148 |
| Question 26 - Indefinite industrial action in the form of driving company vehicles, where safe, 15 kilometres below the posted speed limit? | 123 | 24 | 147 |
| Question 27 - Periodic industrial action in the form of driving company vehicles, where safe, 15 kilometres below the posted speed limit? | 123 | 24 | 147 |
| Question 28 - Indefinite industrial action by restricting, limiting or delaying the performance of work in the form of a refusal of personal telephone usage for work purposes? | 144 | 6 | 150 |
| Question 29 - Periodic industrial action by restricting, limiting or delaying the performance of work in the form of a refusal of personal telephone usage for work purposes? | 143 | 5 | 148 |
| Question 30 - Indefinite industrial action in the form of a ban of facsimile and scanning machine operations? | 135 | 8 | 143 |
| Question 31 - Periodic industrial action in the form of a ban of facsimile and scanning machine operations? | 136 | 8 | 144 |
| Question 32 - Indefinite industrial action in the form of refusal of | 138 | 6 | 144 |

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| <i>usage of Clinical Lab's email systems?</i> | | | |
| Question 33 - <i>Periodic industrial action in the form of refusal of usage of Clinical Lab's email systems?</i> | 137 | 6 | 143 |
| Question 34 - <i>Indefinite industrial action in the form of a refusal on the performing of patient urine drug screens?</i> | 129 | 12 | 141 |
| Question 35 - <i>Periodic industrial action in the form of a refusal on the performing of patient urine drug screens?</i> | 128 | 13 | 141 |
| Question 36 - <i>Indefinite industrial action in the form of a refusal on the operation of the ECG (electrocardiogram) unless marked urgent on the referral slip?</i> | 126 | 15 | 141 |
| Question 37 - <i>Periodic industrial action in the form of a refusal on the operation of the ECG (electrocardiogram) unless marked urgent on the referral slip?</i> | 126 | 15 | 141 |
| Question 38 - <i>Indefinite industrial action in the form of a refusal on the batching of specimens in coloured bags, specimens will instead be bagged as a single test?</i> | 131 | 11 | 142 |
| Question 39 - <i>Periodic industrial action in the form of a refusal on the batching of specimens in coloured bags, specimens will instead be bagged as a single test?</i> | 131 | 11 | 142 |
| Question 40 - <i>Indefinite industrial action in the form of a refusal on spinning of specimens, unless specified urgent on referral slip?</i> | 125 | 18 | 143 |
| Question 41 - <i>Periodic industrial action in the form of a refusal on spinning of specimens, unless specified urgent on referral slip?</i> | 122 | 20 | 142 |
| Question 42 - <i>Indefinite industrial action in the form of a refusal on cuffing blood pressure monitors, unless marked urgent on the referral slip?</i> | 128 | 13 | 141 |
| Question 43 - <i>Periodic industrial action in the form of a refusal on cuffing blood pressure monitors, unless marked urgent on the referral slip?</i> | 128 | 13 | 141 |
| Question 44 - <i>Indefinite industrial action in the form of a refusal on the aliquoting of urine samples?</i> | 135 | 8 | 143 |
| Question 45 - <i>Periodic industrial action in the form of a refusal on the aliquoting of urine samples?</i> | 134 | 8 | 142 |
| Question 46 - <i>Indefinite industrial action in the form of a refusal of Holter monitor connection to patients, unless marked urgent on the referral slip?</i> | 127 | 14 | 141 |
| Question 47 - <i>Periodic industrial action in the form of a refusal of Holter monitor connection to patients, unless marked urgent on the referral slip?</i> | 127 | 13 | 140 |
| Question 48 - <i>Indefinite industrial action by restricting, limiting or delaying the performance of work in the form of a ban on the highlighting of the test tubes?</i> | 128 | 13 | 141 |
| Question 49 - <i>Periodic industrial action by restricting, limiting or</i> | 127 | 13 | 140 |

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| <i>delaying the performance of work in the form of a ban on the highlighting of the test tubes?</i> | | | |
| Question 50 - <i>Indefinite industrial action by restricting, limiting or delaying the performance of work in the form of a ban of obtaining patient's signatures on referrals?</i> | 128 | 14 | 142 |
| Question 51 - <i>Indefinite or periodic industrial action by restricting, limiting or delaying the performance of work in the form of a ban of obtaining patient's signatures on referrals?</i> | 128 | 14 | 142 |
| Question 52 - <i>Indefinite industrial action by restricting, limiting or delaying the performance of work in the form of a ban on faxing referrals to HUDE?</i> | 131 | 11 | 142 |
| Question 53 - <i>Periodic industrial action by restricting, limiting or delaying the performance of work in the form of a ban on faxing referrals to HUDE?</i> | 131 | 10 | 141 |
| Question 54 - <i>An unlimited number of periodic bans on scanning and signing forms, using barcodes and stamping of J-Codes on forms, unless specified as urgent by the requesting doctor?</i> | 123 | 19 | 142 |
| Question 55 - <i>An unlimited number of indefinite bans on scanning and signing forms, using barcodes and stamping of J-Codes on forms, unless specified as urgent by the requesting doctor?</i> | 123 | 19 | 142 |
| Question 56 - <i>Indefinite industrial action by restricting, limiting or delaying the performance of work in the form of banning the affixing of barcodes to referrals, unless marked urgent on patient referral?</i> | 123 | 19 | 142 |
| Question 57 - <i>Periodic industrial action by restricting, limiting or delaying the performance of work in the form of banning the affixing of barcodes to referrals, unless marked urgent on patient referral?</i> | 123 | 19 | 142 |
| Question 58 - <i>Indefinite industrial action by restricting, limiting or delaying the performance of work in the form of banning the affixing of barcodes to tubes, unless marked urgent on patient referral?</i> | 123 | 19 | 142 |
| Question 59 - <i>Periodic industrial action by restricting, limiting or delaying the performance of work in the form of banning the affixing of barcodes to tubes, unless marked urgent on patient referral?</i> | 123 | 19 | 142 |
| Question 60 - <i>Indefinite industrial action restricting, limiting or delaying the performance of work in the form of banning the scanning of location barcodes on lockboxes?</i> | 128 | 16 | 144 |
| Question 61 - <i>Periodic industrial action restricting, limiting or delaying the performance of work in the form of banning the scanning of location barcodes on lockboxes?</i> | 130 | 15 | 145 |

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| Question 62 - An unlimited number of indefinite bans on patient to instrument (PTI) sorting of samples? | 126 | 14 | 140 |
| Question 63 - An unlimited number of periodic bans on patient to instrument (PTI) sorting of samples? | 125 | 15 | 140 |
| Question 64 - An unlimited number of indefinite bans on processing non-urgent laboratory results? | 124 | 16 | 140 |
| Question 65 - An unlimited number of periodic bans on processing non-urgent laboratory results? | 128 | 13 | 141 |
| Question 66 - An unlimited number of indefinite bans on paperwork or taking phone calls relating to billing or enabling the employer to bill Medicare? | 132 | 8 | 140 |
| Question 67 - An unlimited number of periodic bans on paperwork or taking phone calls relating to billing or enabling the employer to bill Medicare? | 132 | 8 | 140 |
| Question 68 - An unlimited number of indefinite bans on making phone calls to the accounts department relating to overseas patients billing with no Medicare? | 135 | 7 | 142 |
| Question 69 - An unlimited number of periodic bans on making phone calls to the accounts department relating to overseas patients billing with no Medicare? | 136 | 6 | 142 |

I declare that:

- 205 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): 1-69.
- The majority of voters who cast a valid vote were against the action set down in question(s): nil.

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