



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Victorian Ambulance Union Incorporated

v

Ambulance Victoria

(B2024/514)

4 June 2024

1. Ballot Result

Total Eligible Voters: 5,175
Total Participated: 3,818

3,818 out of 5,175 have answered all questions 73.8%

Final Ballot Audit: Tuesday, 4 June 2024 at 2.05pm AWST

Diagram 1: Final Vote Participation

Victorian Ambulance Union Incorporated Protected Action Ballot (B2024/514) Voters: 5175 Total Participated: 3818 (73.8%)

2. CiVS Independence Declaration

The Victorian Ambulance Union Incorporated Protected Action Ballot has been managed and declared independent of all other parties.

The Victorian Ambulance Union Incorporated Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

1. An unlimited number of stoppages of work for a period of ten minutes.
2. Employees will not perform work unless they are wearing union t-shirts or red t-shirts.
3. Employees will undertake stoppages of work to write enterprise bargaining campaign messages on the outside of Ambulance Victoria vehicles.
4. A periodic or indefinite ban on the use of Ambulance Victoria vehicles to perform work unless enterprise bargaining campaign messages are written on the outside of the vehicle.
5. A periodic or indefinite ban on training employees (excluding Graduate Ambulance Paramedics).
6. A periodic or indefinite ban on the use of the roster kiosk to make roster or shift allocation requests, instead making requests by telephone call.
7. A periodic or indefinite ban on the use of status update buttons, instead providing status updates via radio.
8. A periodic or indefinite ban on Team Managers/Senior Team Managers/Paramedic Educators reporting to the Victorian Ambulance Cardiac Arrest Registry, Victorian Ambulance STEMI Quality Initiative and Limited Occurrence Screening.
9. A periodic or indefinite ban on initiating Virtual Emergency Department consultations.
10. A periodic or indefinite ban on clearing cases until a paper PCR has been completed.
11. A periodic or indefinite ban on paramedics working more than 8 weeks' reserve per annum.

Triage

12. A periodic or indefinite ban on the use of Video Assisted Triage.
13. Triage practitioners will answer all questions in every open question set in Adastra (including coloured and black question sets).
14. A periodic or indefinite ban on the use of Computer Aided Dispatch (CAD) connector, and instead manually entering case details in Adastra.
15. A periodic or indefinite ban on the downgrading of outcomes suggested by Adastra.
16. A periodic or indefinite ban on the performance of triage duties unless the employee may advise a caller how many cases require an ambulance and are pending and current fleet availability.
17. A periodic or indefinite ban on Referral Team Leaders monitoring the duration of employees' After Call Work.
18. A periodic or indefinite ban on attending daily huddle meetings.
19. A periodic or indefinite ban on working on IT-related issues and instead lodging a ticket with the service desk for any IT-related issue.

Communications

20. A periodic or indefinite ban on using personally assigned CAD or telephony logins.
21. A periodic or indefinite ban on SECC employees using templates.
22. A periodic or indefinite ban on SECC employees using fleet or fleet maintenance centre logs.
23. A periodic or indefinite ban on SECC employees recording of equipment locker entries.
24. A periodic or indefinite ban on SECC employees updating access codes.
25. A periodic or indefinite ban on SECC employees recording Emergency Management Unit entries on Emergency Response Plan spreadsheet.
26. A periodic or indefinite ban on SECC employees recording issues on the Duty Manager log.
27. A periodic or indefinite ban on SECC employees using the Duty Manager eLog.
28. A periodic or indefinite ban on SECC employees logging external complaints.
29. A periodic or indefinite ban on SECC employees answering rostering or payroll enquires from employees.
30. A periodic or indefinite ban on SECC employees responding to written requests or complaints from management about the handling of events.
31. A periodic or indefinite ban on SECC employees responding to enquiries about NETCOMM and ERTCOMM estimated time of arrival.
32. A periodic or indefinite ban on SECC employees assisting or providing information to medical monitoring groups.
33. A periodic or indefinite ban on the performance of incidental overtime by SECC employees.
34. A periodic or indefinite ban on SECC employees moving resources to alternative locations.
35. A periodic or indefinite ban on the use of Optima Live by SECC employees.
36. A periodic or indefinite ban on SECC employees responding to enquiries about after hours recalls for area coverage, instead directing those enquiries to the Regional Duty Manager.
37. A periodic or indefinite ban on attending meetings with a manager wearing an operational uniform unless they are a registered practitioner with the Australian Health Practitioner Regulation Agency.
38. A periodic or indefinite ban on SECC employees making taxi bookings/Uber Health bookings for patient transport.

TMs and STMs

39. A periodic or indefinite ban on Team Managers (TMs) and Senior Team Managers (STMs) participating in negotiation of Flexible Working Arrangements with team members.
40. A periodic or indefinite ban on TMs and STMs completing medication compliance checks on EMIS, and instead completing medication compliance checks on paper.
41. A periodic or indefinite ban on TMs and STMs conducting formal and informal counselling of employees.
42. A periodic or indefinite ban on TMs and STMs attending municipal emergency management meetings.
43. A periodic or indefinite ban on TMs and STMs conducting reporting of response and clearing time performance.

44. A periodic or indefinite ban on Paramedic Educators, TMs and STMs conducting PCR audits.

NEPT

- 45. A periodic or indefinite ban on employees other than CTOs double loading patients.
- 46. A periodic or indefinite ban on CTOs transporting more than 2 patients simultaneously.
- 47. NEPT and CTS employees to return to branch for meal breaks.
- 48. A periodic or indefinite ban on Patient Transport Officers acting in the role of Ambulance Transport Attendant.

Clinicians

- 49. A periodic or indefinite ban on clinicians downgrading of events (except if safety related).
- 50. A periodic or indefinite ban on clinicians completing call backs.
- 51. A periodic or indefinite ban on clinicians providing in person support to call takers, instead only providing support by dialling in).
- 52. A periodic or indefinite ban on clinicians completing NEPT booking acuity/diagnosis review.
- 53. A periodic or indefinite ban on clinicians completing CAD annotation of NEPT no transports.
- 54. A periodic or indefinite ban on training new Clinicians.

CSO

- 55. A periodic or indefinite ban on Clinical Support Officers (CSOs) completing Mod 5/9 involvement.
- 56. A periodic or indefinite ban on CSOs completing all endorsement paperwork.
- 57. A periodic or indefinite ban on CSOs completing SRU IFO assessments.
- 58. A periodic or indefinite ban on CSOs performing functions in accordance with the clinical calendar/clinical plan.
- 59. A periodic or indefinite ban on CSOs performing LOS/case audits.
- 60. A periodic or indefinite ban on CSOs performing duties outside of allocated Ambulance Service Area.

Rosters

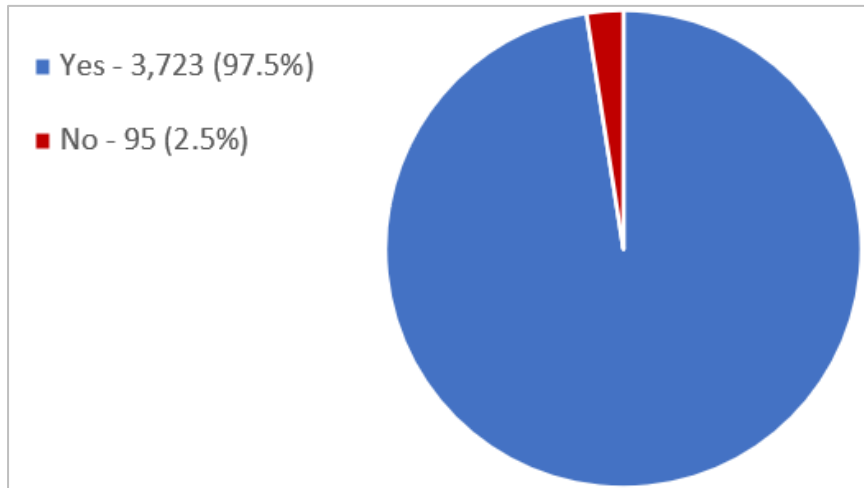
- 61. A periodic or indefinite ban on Rosters employees contacting reserve/senior reserve/RSRP staff to allocate shifts until 59 minutes prior to the shift start time.

AAV

- 62. A periodic or indefinite ban on recording patient details into Ambflight system.
- 63. A periodic or indefinite ban on taking observers (ARV/NETS) on aircraft.
- 64. A periodic or indefinite ban on Flight Centre Co-ordinators entering flight times into Ambflight.
- 65. A periodic or indefinite ban on MICA Flight Paramedics entering times into Ambflight.
- 66. A periodic or indefinite ban on single officer Flight Paramedics double loading patients.

ACOs

- 67. A periodic or indefinite ban on Ambulance Community Officers (ACOs) using the Whispr program.
- 68. A periodic or indefinite ban on ACOs performing interhospital transfers.
- 69. A periodic or indefinite ban on ACOs performing vehicle/medication checks in unpaid time.
- 70. A periodic or indefinite ban on ACOs performing community engagement activities unless they are allowed to speak to the public about enterprise bargaining.
- 71. A periodic or indefinite ban on ACOs moving vehicles for Fleet.





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