



Reference: 2023/5097

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### Declaration of results - PAB Order: B2023/560

Pursuant to the Protected Action Ballot Order B2023/560 issued by the Fair Work Commission, the AEC has conducted the protected action ballot and the declaration of the result is provided below.

Preliminary scrutiny	
Number of employees on the Roll of Voters (Voters)	4
Postal votes returned by voters	0
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	0
Percentage of postal votes returned*	0.00

\*This is the number of postal votes admitted to further scrutiny as a percentage of the number of employees on the Roll of Voters (the number of voters who voted).

The further scrutiny has been conducted. The table below provides the results for each question.

In support of reaching an agreement with your employer, do you support the taking of protected industrial action against your employer which involve one or more of the following taken separately, concurrently, and/or consecutively:

	Question	Yes	No	Informal
1	A ban on wearing uniforms mandated by the employer's uniform policy, whilst still complying with PPE and workplace health and safety obligations.	0	0	0
2	A refusal to do paperwork relating to billing, or enabling the employer to bill Medicare, NDIS or any other payer.	0	0	0
3	A refusal to collect and enter data for 'Vision Tree' data system.	0	0	0
4	A refusal to enter data for 'rehab timestamps' for	0	0	0

	therapy time collation.			
5	A refusal to complete all paperwork that is not essential to patient safety or professional obligations.	0	0	0
6	A refusal to undertake any overtime or accrue TOIL.	0	0	0
7	An unlimited number of bans of up to 24 hours of duration on non-clinical duties that are not essential to patient safety or professional obligations.	0	0	0
8	Distributing information and speaking to clients, their families, the community and the media about the reason for the industrial action, and the wearing of campaign clothing or stickers.	0	0	0
9	An indefinite refusal to complete any duties outside of a strict interpretation of industrial instruments, policies and procedures, role descriptions and relevant professional scopes of practice that are not essential.	0	0	0
10	Stoppages of work for up to 12 hour periods.	0	0	0

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was not achieved.
- The majority of voters who cast a valid vote were in favour of the action set out in question(s) N/A.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Kaye Bartlett  
 Returning Officer  
 Delegate of the Ballot Agent  
 Australian Electoral Commission  
 02/08/2023

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