



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Health Services Union**

**v**

**The Hobart Clinic Association Limited T/A The Hobart Clinic  
(B2023/1347)**

**22 December 2023**

# 1. Ballot Result

Total Eligible Voters: 19

Total Participated: 15

15 out of 19 have answered all questions 78.9%

Final Ballot Audit: Friday, 22 December 2023 at 10.05am AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

The Health Services Union Protected Action Ballot (B2023/1347) has been managed and declared independent of all other parties.

The Health Services Union Protected Action Ballot (B2023/1347) result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

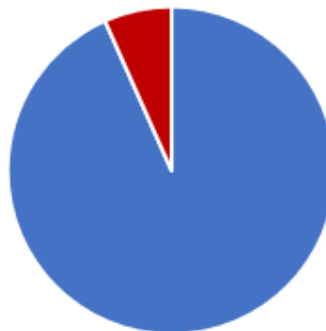
### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by HSU members against your employer to be taken separately, concurrently and/or consecutively, in the form of:

1. Indefinite or periodic bans on reading and responding to work emails?

- Yes - 14 (93.3%)
- No - 1 (6.7%)

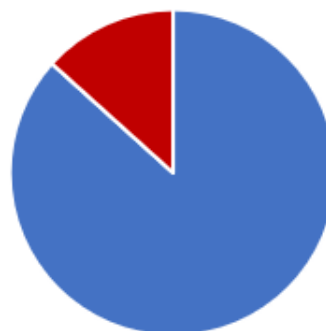


#### Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by HSU members against your employer to be taken separately, concurrently and/or consecutively, in the form of:

2. An unlimited number of indefinite bans on performing work unless wearing union clothing, badges and other union campaign items?

- Yes - 13 (86.7%)
- No - 2 (13.3%)



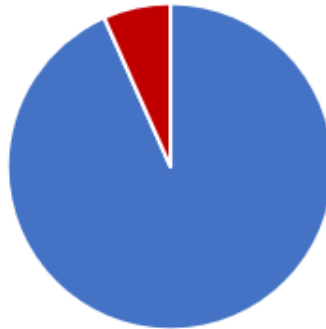
### Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by HSU members against your employer to be taken separately, concurrently and/or consecutively, in the form of:

3. Indefinite or periodic action in the form of a ban on performing any duties not stated in the employee's relevant position description?

■ Yes - 14 (93.3%)

■ No - 1 (6.7%)



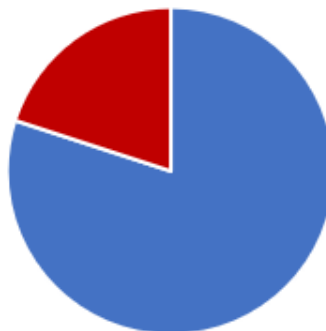
### Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by HSU members against your employer to be taken separately, concurrently and/or consecutively, in the form of:

4. An alteration to how you ordinarily perform work by speaking with patients, the public, and the media about industrial action, including giving them Union promotional materials?

■ Yes - 12 (80.0%)

■ No - 3 (20.0%)

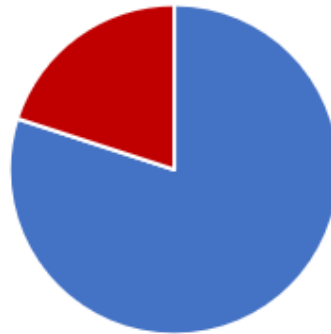


## Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by HSU members against your employer to be taken separately, concurrently and/or consecutively, in the form of:

5. Indefinite or periodic stoppages of work of between 15 minutes and 4 hours in length?

- Yes - 12 (80.0%)
- No - 3 (20.0%)

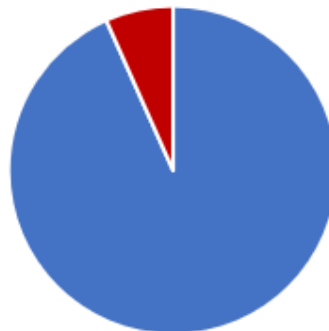


## Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by HSU members against your employer to be taken separately, concurrently and/or consecutively, in the form of:

6. Indefinite or periodic industrial action in the form of a ban on taking patients on excursions?

- Yes - 14 (93.3%)
- No - 1 (6.7%)





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