

Reference: 2023/6339

The General Manager  
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**Declaration of results - PAB Order: B2023/776**

Pursuant to the Protected Action Ballot Order B2023/776 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)	62
Postal votes returned by voters	51
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	51
Percentage of postal votes returned*	82.26

\*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 Enterprise Agreement with Qscan Group Holdings Newco Pty Ltd T/A North Coast Radiology Group do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, any or all of the actions set out below:

	Question	Yes	No	Informal
1	An unlimited number of stoppages of work for 1-minute periods?	38	11	2
2	An unlimited number of stoppages of work for 15-minute periods?	43	7	1
3	An unlimited number of stoppages of work for 1-hour periods?	48	2	1
4	An unlimited number of stoppages of work for 2-hour periods?	48	2	1
5	An unlimited number of stoppages of work for 4-hour periods?	50	0	1
6	An unlimited number of stoppages of work for 8-hour periods?	47	3	1
7	An unlimited number of stoppages of work for indefinite periods?	42	7	2

8	An unlimited number of stoppages of work of up to 1 hours' duration for the purposes of speaking to the media about the reasons for the industrial action and the Union's campaign for a new enterprise bargaining agreement.	48	2	1
9	An unlimited number of stoppages of work of up to 1 hour's duration for the purposes of distributing material and speaking to the employer's customers or clients, their families or other members of the public about the reasons for the industrial action and the Union's campaign for a new enterprise bargaining agreement?	46	4	1
10	Wearing a union badge and/or sticker attached to an employee's prescribed uniform.	44	5	2
11	Wearing campaign clothing and/or union lanyards instead of the employee's prescribed uniform (excluding any required personal protective equipment).	44	5	2
12	An unlimited number of indefinite or periodic bans on the use of company standard email signatures. The employee can change the email to campaign messaging to the following: "I am currently taking part in HSU authorised Industrial Action because QScan (our parent company) refuse to meet the key demands of staff to offer a fair pay offer and maintain our working conditions. We struggle to recruit and retain people, and remaining staff are struggling to keep up with cost of living. We have not had a pay increase since July 2021. You can show your support by emailing employeerelations@qscan.com.au"	45	5	1
13	Hand out leaflet/s, information to patients regarding the reasons for the industrial action.	43	6	2
14	Limited number of scans and/or ultrasounds performed each shift, with a maximum of 1 scan and/or ultrasound per hour until completion of the shift.	49	1	1
15	An indefinite refusal to perform scans without first confirming a patient's identity through multiple forms of identification.	35	14	2

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was achieved.
- The majority of voters who cast a valid vote were in favour of the action set out in question(s) 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Delegate of the Ballot Agent  
Australian Electoral Commission  
06/09/2023

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