



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Health Services Union

v

**Melbourne Pathology Pty Ltd T/A Melbourne Pathology
(B2024/224)**

4 April 2024

1. Ballot Result

Total Eligible Voters: 122
Total Participated: 107

107 out of 122 have answered all questions 87.7%

Final Ballot Audit: Thursday, 4 April 2024 at 11.05am AWST

Diagram 1: Final Vote Participation

Health Services Union Protected Action Ballot (B2024/224)
Voters: 122
Total Participated: 107 (87.7%)

2. CiVS Independence Declaration

The Health Services Union Protected Action Ballot (B2024/224) has been managed and declared independent of all other parties.

The Health Services Union Protected Action Ballot (B2024/224) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

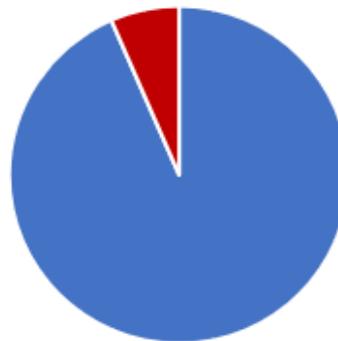
Question 1

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of bans on performing work unless wearing Union t-shirts and/or badges and/or stickers and/or other visibly Union-branded merchandise?

■ Yes - 100 (93.5%)

■ No - 7 (6.5%)



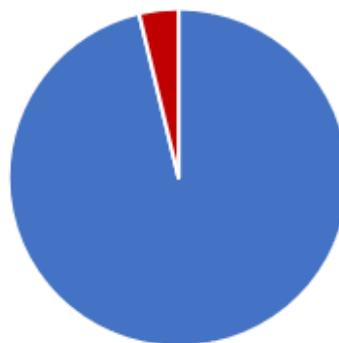
Question 2

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

2. An unlimited number of bans on the answering of laboratory telephones?

■ Yes - 103 (96.3%)

■ No - 4 (3.7%)

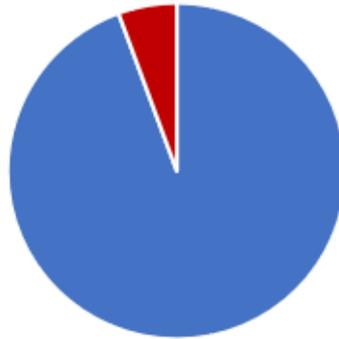


Question 3

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

3. An unlimited number of bans on sending products, containers or other materials to hospitals or other sites (except where this would compromise patient care), unless the materials are accompanied by a flyer outlining the fact that Scientists and Technicians are taking protected industrial action, and the reasons for this action?

- Yes - 101 (94.4%)
- No - 6 (5.6%)

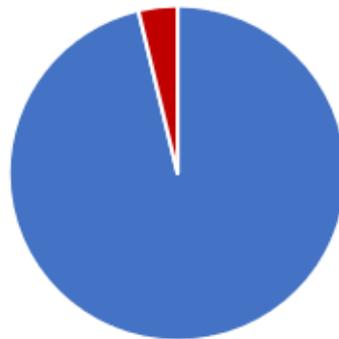


Question 4

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

4. An unlimited number of bans on the collection or provision of statistics?

- Yes - 103 (96.3%)
- No - 4 (3.7%)



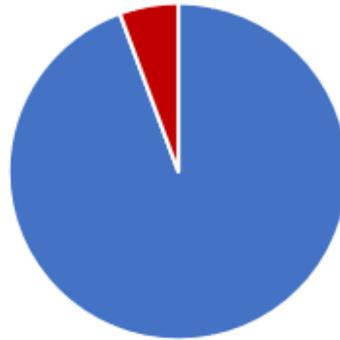
Question 5

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

5. An unlimited number of bans on the performance of non-clinical/non-scientific duties?

■ Yes - 101 (94.4%)

■ No - 6 (5.6%)



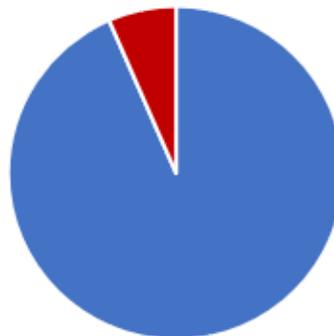
Question 6

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of bans on covering for unfilled short-term or long-term vacancies, including those caused by temporary absences such as those arising due to illness?

■ Yes - 100 (93.5%)

■ No - 7 (6.5%)

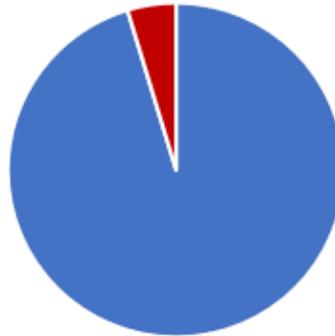


Question 7

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of bans on responding to emails that do not directly relate to patient care?

- Yes - 102 (95.3%)
- No - 5 (4.7%)

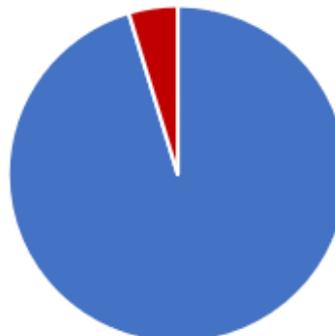


Question 8

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of bans on the commissioning of new software or equipment?

- Yes - 102 (95.3%)
- No - 5 (4.7%)

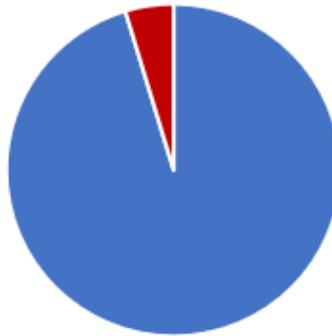


Question 9

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of bans on attendance at meetings?

- Yes - 102 (95.3%)
- No - 5 (4.7%)

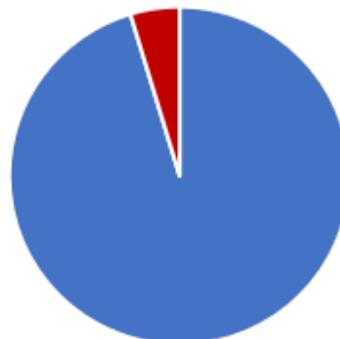


Question 10

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

10. An unlimited number of bans on the provision of any information not directly related to patient care?

- Yes - 102 (95.3%)
- No - 5 (4.7%)

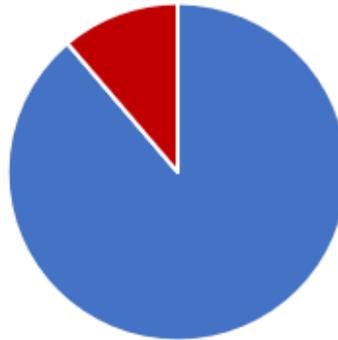


Question 11

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

11. An unlimited number of bans on authorising and/or reporting results?

- Yes - 95 (88.8%)
- No - 12 (11.2%)

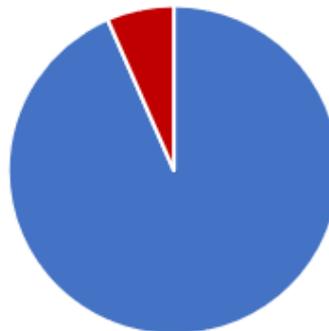


Question 12

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

12. An unlimited number of stoppages of work of 1 hour duration?

- Yes - 100 (93.5%)
- No - 7 (6.5%)

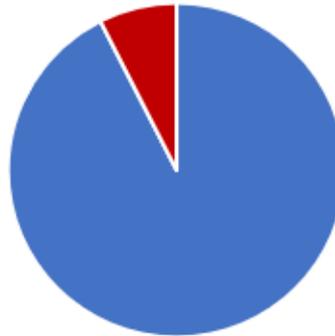


Question 13

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

13. An unlimited number of stoppages of work of 2 hours' duration?

- Yes - 99 (92.5%)
- No - 8 (7.5%)

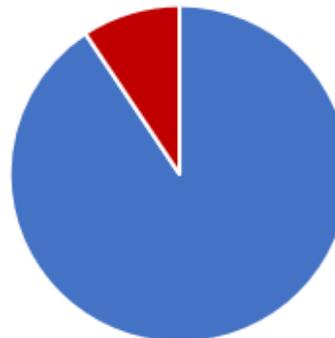


Question 14

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

14. An unlimited number of stoppages of work of 4 hours' duration?

- Yes - 97 (90.7%)
- No - 10 (9.3%)

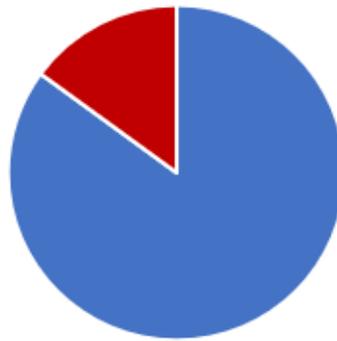


Question 15

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

15. An unlimited number of stoppages of work of 8 hours' duration?

- Yes - 91 (85.0%)
- No - 16 (15.0%)

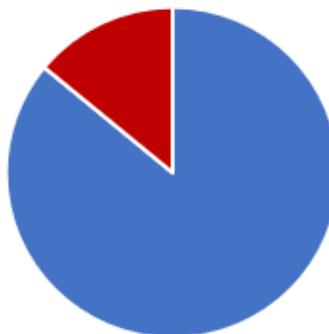


Question 16

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

16. An unlimited number of stoppages of work of 24 hours' duration?

- Yes - 92 (86.0%)
- No - 15 (14.0%)

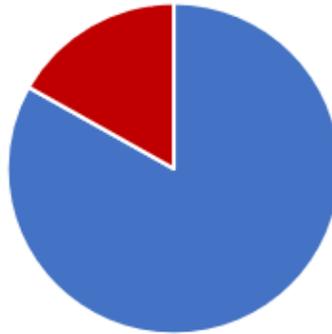


Question 17

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

17. An unlimited number of stoppages of work of indefinite duration?

- Yes - 89 (83.2%)
- No - 18 (16.8%)

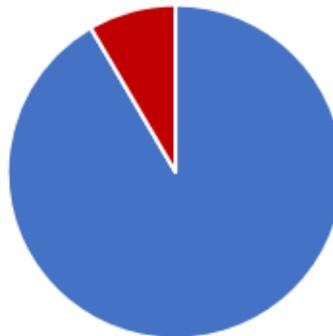


Question 18

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

18. An unlimited number of stoppages of work of up to 2 hours' duration for the purposes of speaking to the media about the reasons for industrial action?

- Yes - 98 (91.6%)
- No - 9 (8.4%)

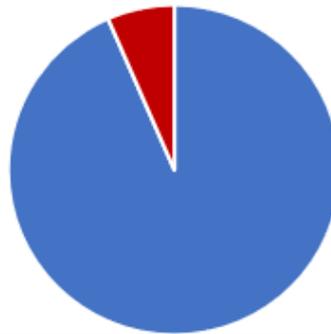


Question 19

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

19. An unlimited number of stoppages of work of up to 2 hours' duration for the purposes of distributing material and speaking to the employer's customers and/or clients, and/or the general public, about the reasons for industrial action?

- Yes - 100 (93.5%)
- No - 7 (6.5%)

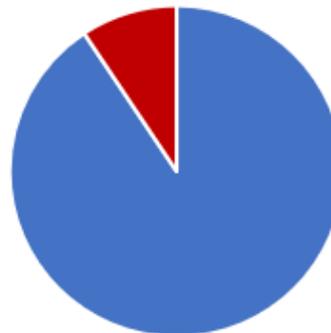


Question 20

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

20. An unlimited number of stoppages of work of up to 1 hour duration for the purposes of making posts and other contributions on social media about the reasons for industrial action?

- Yes - 97 (90.7%)
- No - 10 (9.3%)



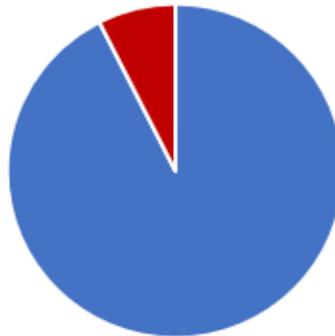
Question 21

In support of reaching an Enterprise Agreement with Melbourne Pathology Pty Limited, do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

21. An unlimited number of bans on overtime of an indefinite duration?

■ Yes - 99 (92.5%)

■ No - 8 (7.5%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

