



# B2024-535 Protected Action Ballot

Health Services Union

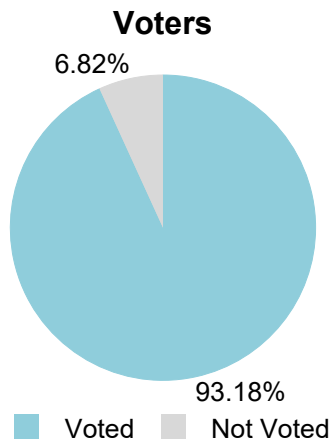
22 May 2024 to 4 June 2024

## Ballot Report

The following ballot report is for B2024-535 Protected Action Ballot conducted by TrueVote on behalf of Health Services Union. The ballot was live from 22/5/24 6:00 AM AEST to 4/6/24 4:00 PM AEST.

### Voter Roll

The voter roll for the ballot consisted of 88 registered voters. 82 voters responded to the ballot notification sent out by TrueVote.



### Voter Notifications

The following notifications were sent to the Voter roll by TrueVote as part of conducting the ballot.

Note: All times are shown in Eastern Australia Time.

Subject	Date	Type	Event
Notice of Protected Action Ballot B2024-535	21/5/24 6:00 AM	Email	Generic
Vote Open B2024-535 Protected Action Ballot	22/5/24 6:00 AM	Email	Voting open
SMS Vote Open	23/5/24 6:00 AM	SMS	Voting reminder
Vote Reminder B2024-535 Protected Action Ballot	29/5/24 6:00 AM	Email	Voting reminder
SMS Vote Reminder	29/5/24 6:00 AM	SMS	Voting reminder
Vote Reminder B2024-535 Protected Action Ballot	4/6/24 6:00 AM	Email	Voting reminder
SMS Vote Reminder	4/6/24 6:00 AM	SMS	Voting reminder

Do you, for the purpose of advancing Victorian Allied Health Professionals Association (VAHPA) claims in the negotiation of an enterprise agreement with Genesis Cancer Care Victoria Pty Ltd (GenesisCare), authorise the following forms of industrial action:

**FORMS OF PROPOSED INDUSTRIAL ACTION TO BE ENGAGED IN SEPARATELY OR CONCURRENTLY**

**Action 1: Ban on dress code**

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's uniform policy or dress code, including but not limited to putting on VAHPA campaign t-shirts, buffs, badges, stickers, lanyards and/or props.

<b>Response</b>	<b>Result</b>	<b>% of Total (88)</b>	<b>% of Response Rate (82)</b>
YES	79	89.77%	96.34%
NO	3	3.41%	3.66%

**Action 2: Displaying campaign materials**

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of displaying or using VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props.

<b>Response</b>	<b>Result</b>	<b>% of Total (88)</b>	<b>% of Response Rate (82)</b>
YES	78	88.64%	95.12%
NO	4	4.55%	4.88%

**Action 3: Distributing campaign materials**

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of distributing VAHPA campaign materials, including but not limited to distributing petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props, either by electronic means (including but not limited to email) or by providing them in person, to media, staff, patients, clients, customers, visitors, residents and/or members of the public.

<b>Response</b>	<b>Result</b>	<b>% of Total (88)</b>	<b>% of Response Rate (82)</b>
YES	74	84.09%	90.24%
NO	8	9.09%	9.76%

## Action 4: Stoppages of work

Industrial action in the form of an unlimited number of stoppages of work, including but not limited to consecutive stoppages of work, of between five (5) minutes and twenty-four (24) hours in duration, including but not limited to stoppages to travel to and from stop work meetings.

Response	Result	% of Total (88)	% of Response Rate (82)
YES	66	75.00%	80.49%
NO	16	18.18%	19.51%

## Action 5: Public events

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of attending public events in support of the proposed enterprise agreement and/or the VAHPA campaign, including but not limited to morning tea events, afternoon tea events and lunch time rallies.

Response	Result	% of Total (88)	% of Response Rate (82)
YES	71	80.68%	86.59%
NO	11	12.50%	13.41%

## Action 6: Ban on overtime/additional hours

During an indefinite period or specified periods, industrial action in the form of not working any overtime and/or any hours in addition to an employee's rostered or contracted ordinary hours, other than when such overtime and/or additional hours are required to be worked in order to provide urgent treatment.

Response	Result	% of Total (88)	% of Response Rate (82)
YES	67	76.14%	81.71%
NO	15	17.05%	18.29%

## Action 7: Taking breaks

During an indefinite period or specified periods, industrial action in the form of taking the full period of all breaks (including meal breaks and rest/tea breaks), including but not limited to taking breaks at the same time as other employees.

Response	Result	% of Total (88)	% of Response Rate (82)
YES	76	86.36%	92.68%
NO	6	6.82%	7.32%

## Action 8: Ban on volunteering to work at alternative sites

During an indefinite period or specified periods, industrial action in the form of a ban on volunteering to work at sites other than sites an employee is usually rostered to work at.

Response	Result	% of Total (88)	% of Response Rate (82)
YES	71	80.68%	86.59%
NO	11	12.50%	13.41%

## Action 9: Ban on administrative duties: exporting Medicare codes

During an indefinite period or specified periods, industrial action in the form of a ban on exporting CT planning and/or treatment codes from electronic systems, including 'Mosaiq', to Medicare.

Response	Result	% of Total (88)	% of Response Rate (82)
YES	75	85.23%	91.46%
NO	7	7.95%	8.54%

## Action 10: Ban on administrative duties: annotating Medicare codes

During an indefinite period or specified periods, industrial action in the form of a ban on:

- annotating CT planning and/or treatments codes, and/or
- amending annotations on CT planning and/or treatment codes,

in electronic systems, including 'Mosaiq', prior to their export to Medicare.

Response	Result	% of Total (88)	% of Response Rate (82)
YES	73	82.95%	89.02%
NO	9	10.23%	10.98%

## Action 11: Ban on administrative duties: QCL chart checks

During an indefinite period or specified periods, industrial action in the form of a ban on electronically recording completion of QCL chart checks in electronic systems, including 'Mosaiq'.

Response	Result	% of Total (88)	% of Response Rate (82)
YES	58	65.91%	70.73%
NO	24	27.27%	29.27%

Action 12: Ban on administrative duties: generation of bulk-billing consent records

During an indefinite period or specified periods, industrial action in the form of a ban on Radiation Therapists generating patients' bulk-billing consent records.

<b>Response</b>	<b>Result</b>	<b>% of Total (88)</b>	<b>% of Response Rate (82)</b>
YES	71	80.68%	86.59%
NO	11	12.50%	13.41%

Action 13: Ban on rostering Radiation Therapists beyond 6:30 PM

During an indefinite period or specified periods, where employees have responsibility for rostering, industrial action in the form of a ban on rostering Radiation Therapists for periods of duty finishing after 6:30 PM.

<b>Response</b>	<b>Result</b>	<b>% of Total (88)</b>	<b>% of Response Rate (82)</b>
YES	73	82.95%	89.02%
NO	9	10.23%	10.98%

## Responses By Date

Date	Votes	% of Total (88)	% of Response Rate (82)
22 May 24	31	35.23%	37.80%
23 May 24	33	37.50%	40.24%
24 May 24	4	4.55%	4.88%
26 May 24	1	1.14%	1.22%
28 May 24	3	3.41%	3.66%
29 May 24	6	6.82%	7.32%
3 Jun 24	1	1.14%	1.22%
4 Jun 24	3	3.41%	3.66%

Systems / Security / Help Desk

TrueVote portal 100% online during the ballot period.  
There was no suspicious activity detected during the ballot period.  
Voter assistance was provided throughout the ballot.



4 June 2024

Stephen Donaldson

TrueVote Returning Officer