



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Victorian Ambulance Union Incorporated

v

St John Ambulance Australia (Victoria) Inc

T/A St John Ambulance Victoria

(B2023/71)

21 February 2023

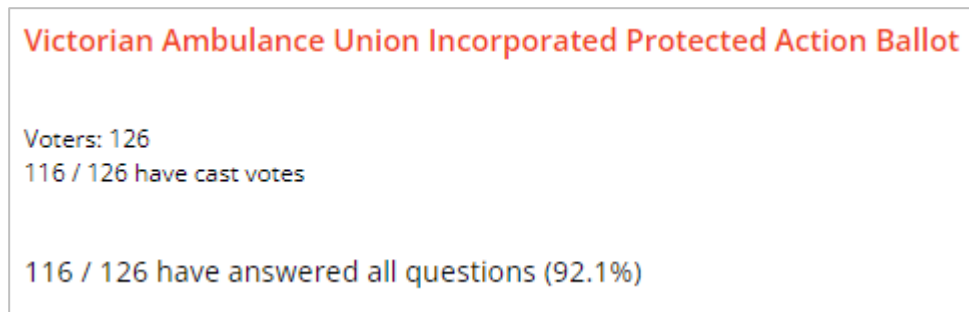
1. Ballot Result

Total Eligible Voters: 126
Total Participated: 116

116 out of 126 have answered all questions 92.1%

Final Ballot Audit: Tuesday, 21 February 2023 at 13:30 AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Victorian Ambulance Union Incorporated Protected Action Ballot has been managed and declared independent of all other parties.

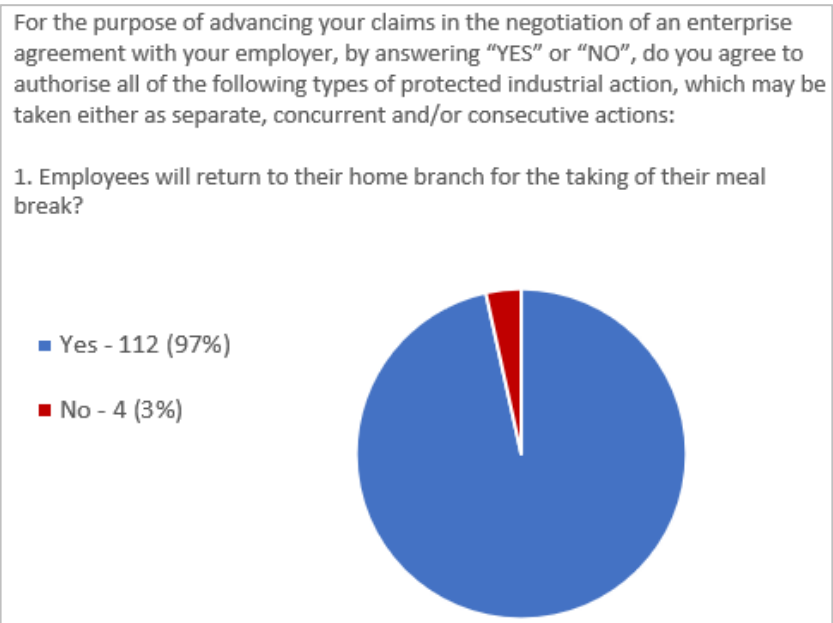
The Victorian Ambulance Union Incorporated Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

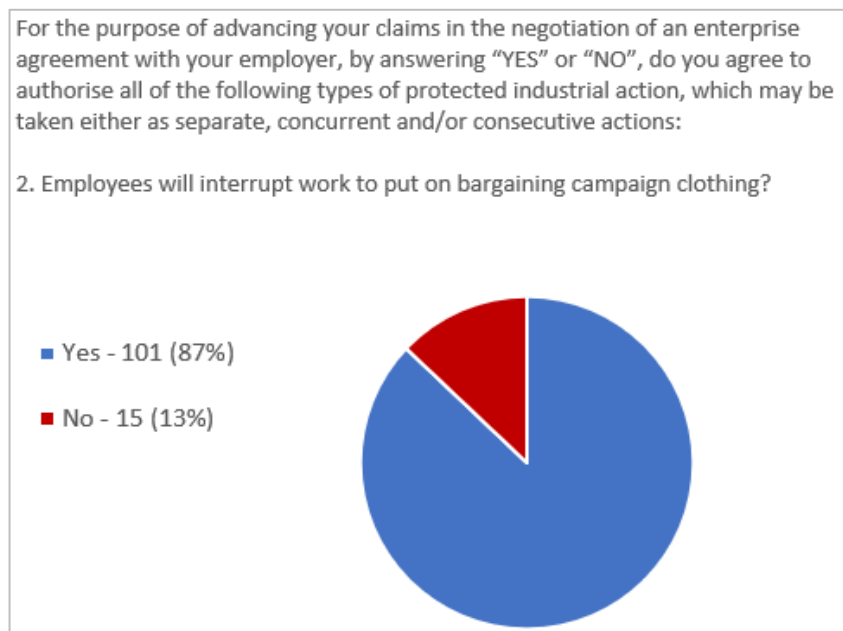
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1



Question 2

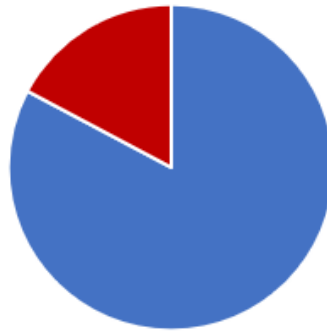


Question 3

For the purpose of advancing your claims in the negotiation of an enterprise agreement with your employer, by answering "YES" or "NO", do you agree to authorise all of the following types of protected industrial action, which may be taken either as separate, concurrent and/or consecutive actions:

3. Employees will only perform work whilst wearing bargaining campaign clothing?

- Yes - 96 (83%)
- No - 20 (17%)

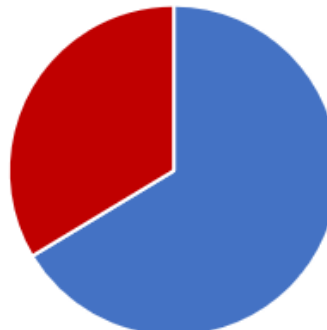


Question 4

For the purpose of advancing your claims in the negotiation of an enterprise agreement with your employer, by answering "YES" or "NO", do you agree to authorise all of the following types of protected industrial action, which may be taken either as separate, concurrent and/or consecutive actions:

4. Employees will undertake a stoppage of work to replace work sanctioned trousers with trousers of their own choosing?

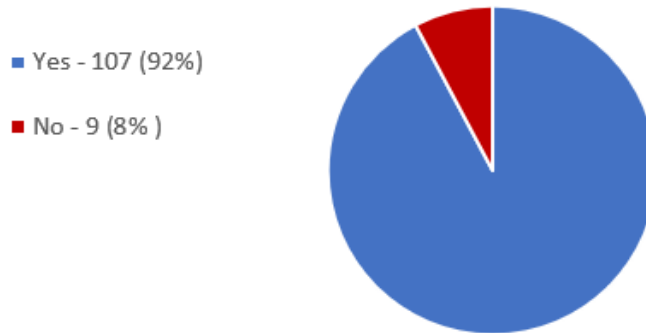
- Yes - 77 (66%)
- No - 39 (34%)



Question 5

For the purpose of advancing your claims in the negotiation of an enterprise agreement with your employer, by answering "YES" or "NO", do you agree to authorise all of the following types of protected industrial action, which may be taken either as separate, concurrent and/or consecutive actions:

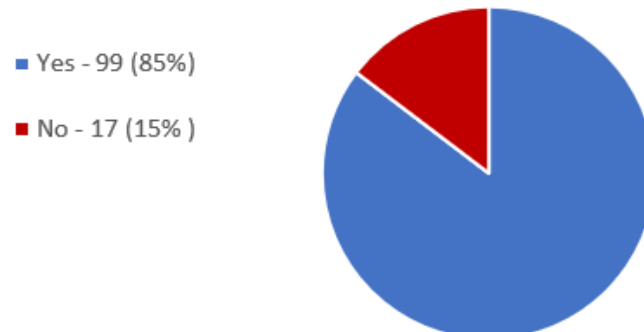
5. Employees will undertake a stoppage of work to write enterprise bargaining campaign messages on the outside of a Patient Transport Vehicle?



Question 6

For the purpose of advancing your claims in the negotiation of an enterprise agreement with your employer, by answering "YES" or "NO", do you agree to authorise all of the following types of protected industrial action, which may be taken either as separate, concurrent and/or consecutive actions:

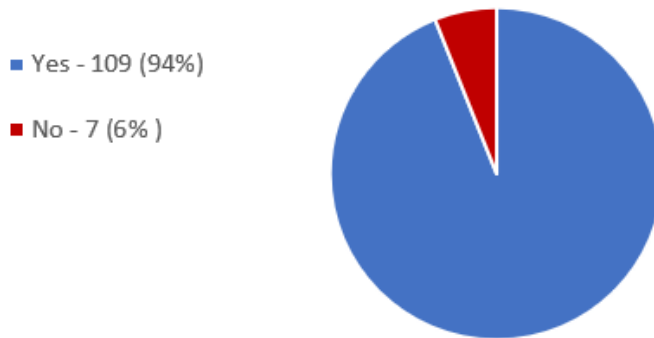
6. Employees will only use the Patient Transport Vehicle to perform work if enterprise bargaining campaign messages are written on the outside of the Patient Transport Vehicle?



Question 7

For the purpose of advancing your claims in the negotiation of an enterprise agreement with your employer, by answering "YES" or "NO", do you agree to authorise all of the following types of protected industrial action, which may be taken either as separate, concurrent and/or consecutive actions:

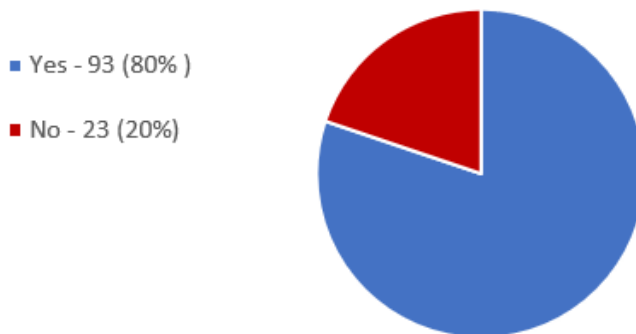
7. Employees will not work any additional time before the commencement of their rostered shift or at the end of their rostered shift (incidental overtime)?



Question 8

For the purpose of advancing your claims in the negotiation of an enterprise agreement with your employer, by answering "YES" or "NO", do you agree to authorise all of the following types of protected industrial action, which may be taken either as separate, concurrent and/or consecutive actions:

8. Employees will undertake stoppages of work to communicate with the media about issues related to enterprise bargaining?



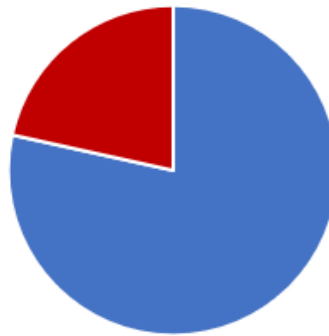
Question 9

For the purpose of advancing your claims in the negotiation of an enterprise agreement with your employer, by answering "YES" or "NO", do you agree to authorise all of the following types of protected industrial action, which may be taken either as separate, concurrent and/or consecutive actions:

9. Employees will undertake stoppages of work to post photos or write a message on social media about issues related to enterprise bargaining?

■ Yes - 91 (78%)

■ No - 25 (22%)



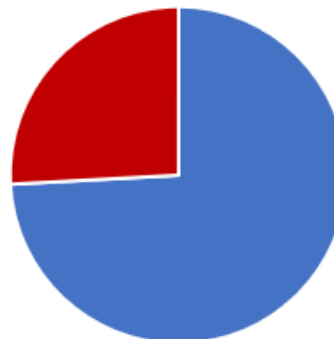
Question 10

For the purpose of advancing your claims in the negotiation of an enterprise agreement with your employer, by answering "YES" or "NO", do you agree to authorise all of the following types of protected industrial action, which may be taken either as separate, concurrent and/or consecutive actions:

10. An indefinite ban on recording patient details into the Victorian Ambulance Clinical Information System (VACIS) and instead recording patient details using the hard copy Patient Care Records (PCR)?

■ Yes - 86 (74%)

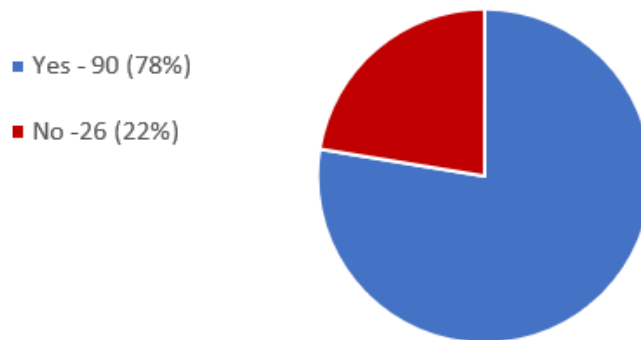
■ No - 30 (26%)



Question 11

For the purpose of advancing your claims in the negotiation of an enterprise agreement with your employer, by answering "YES" or "NO", do you agree to authorise all of the following types of protected industrial action, which may be taken either as separate, concurrent and/or consecutive actions:

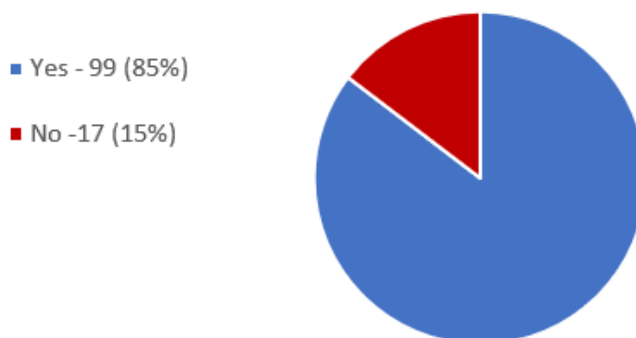
11. A ban on accepting radio and telephone calls from Management and/or Communication staff while rostered to work?



Question 12

For the purpose of advancing your claims in the negotiation of an enterprise agreement with your employer, by answering "YES" or "NO", do you agree to authorise all of the following types of protected industrial action, which may be taken either as separate, concurrent and/or consecutive actions:

12. Employees will interrupt work to distribute campaign materials and speak to patients and members of the public about the purpose of taking protected industrial action?



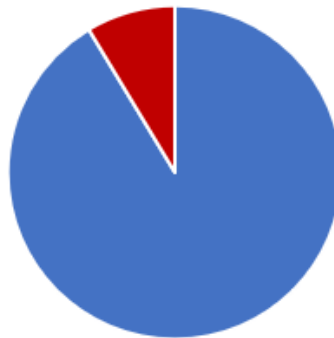
Question 13

For the purpose of advancing your claims in the negotiation of an enterprise agreement with your employer, by answering "YES" or "NO", do you agree to authorise all of the following types of protected industrial action, which may be taken either as separate, concurrent and/or consecutive actions:

13. A ban on working shifts that are designated as "On-Call" shifts?

■ Yes - 106 (91%)

■ No - 10 (9%)





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