

Reference: 2023/10883

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**Declaration of results - PAB Order: B2023/1364**

Pursuant to the Protected Action Ballot Order B2023/1364 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)	41
Postal votes returned by voters	35
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	34
Percentage of postal votes returned*	82.92

\*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 your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

	Question	Yes	No	Informal
1	Stoppages of work for 1 hour?	34	0	0
2	Stoppages of work for 2 hours?	31	3	0
3	Stoppages of work for 4 hours?	30	4	0
4	Stoppages of work for 8 hours?	30	4	0
5	Stoppages of work for 12 hours?	30	4	0
6	Stoppages of work for 24 hours?	30	4	0
7	Stoppages of work for 48 hours?	28	6	0
8	Stoppages of work for 72 hours?	28	6	0
9	Stoppage of work for 7 days?	28	6	0
10	Stoppage of work for an indefinite period?	29	5	0
11	Indefinite or periodic bans on overtime?	30	4	0
12	Ban on paperwork and any routine record keeping or filing including auditing?	31	3	0

13	Ban on all general waste removal from all areas with exception to operational staff locker rooms and operational staff dining rooms and patient rooms?	32	2	0
14	Ban on cleaning toilets and replacing toilet paper in administration/management areas and non-clinical areas?	31	3	0
15	Ban on dishwashing?	31	3	0
16	Ban on emptying of linen or theatre scrubs. Linen will be bagged but not removed from all areas including theatres?	31	3	0
17	Ban on wearing allocated uniform (except Security)?	32	2	0
18	Ban on collection or return of all empty beds/mattresses/monkey bars/drip poles?	32	2	0
19	Ban on cleaning unless in an emergency?	32	2	0
20	Ban on collecting of patients from waiting rooms or triage unless in an emergency?	31	3	0
21	Ban on moving of beds between wards unless in an emergency?	32	2	0
22	Ban on loading and unloading linen trolleys?	32	2	0
23	Ban on putting away clean equipment?	31	3	0
24	Ban on collecting empty food trays and moving of trolleys with exception of delivering meals?	31	3	0
25	Ban on cleaning of non-clinical areas with exception to operational staff locker rooms and operational staff dining areas?	32	2	0
26	Ban on cleaning of any office/management areas?	32	2	0
27	Ban on doing any periodical cleaning in non-clinical areas except for infectious cleans (full cleans)?	33	1	0
28	Ban on filling in order forms for cleaning materials?	31	3	0
29	Ban on delivering cleaning stores to cleaning cupboards?	31	3	0
30	Ban on using equipment, Polyvacs, Carpet Cleaners, Roto wash in non-clinical areas?	31	3	0
31	Ban on cleaning the kitchen floors?	31	3	0
32	Ban on putting any stores away in Food Services?	30	4	0
33	Ban on delivering and stocking beverage rooms in non-clinical areas?	32	2	0
34	Ban on catering for functions?	33	1	0
35	Ban on delivering charts and pushing the charts trolley?	31	3	0
36	Ban on moving equipment around the hospital (excluding wheelchairs or walking assistance equipment and in case of an emergency)?	32	2	0
37	Ban on moving or emptying green and yellow wheelie bins?	32	2	0
38	Ban on members taking direction from nursing stream staff unless in writing?	30	4	0
39	Ban on collecting cardboard or moving cardboard from bin rooms within the hospital?	32	2	0
40	Ban on undertaking mowing and grounds maintenance?	32	2	0
41	Ban on handling oil and fuel for machinery (including forklifts)?	31	3	0
42	A ban on driving forklifts?	31	3	0
43	A ban on using pallet jacks?	31	3	0
44	A ban on loading trucks?	31	3	0
45	A ban on unloading trucks?	31	3	0
46	A ban on using hand-held scanners?	31	3	0
47	A ban on opening boxes?	31	3	0
48	Ban on performing folding of linen?	32	2	0

49	A ban on undertaking any duties in a work area that management have not backfilled?	32	2	0
50	A ban on undertaking any duties in a work area if the preceding shift was not backfilled by management?	32	2	0
51	Ban on working extra duties that are given to staff because of the protected action/bans?	33	1	0
52	Ban on supervisors and managers that are AWU members performing the work of staff participating in protected action/bans?	33	1	0

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, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Ballot Agent  
Australian Electoral Commission

31/01/2024

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