



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Victorian Ambulance Union Incorporated

v

Ambulance Victoria

(B2024/124)

12 March 2024

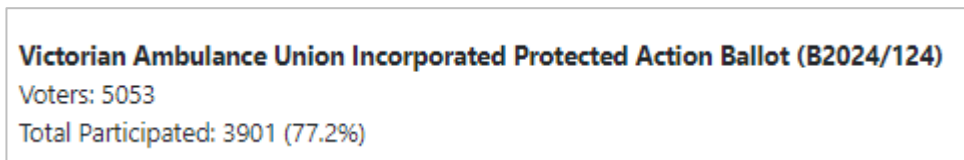
1. Ballot Result

Total Eligible Voters: 5,053
Total Participated: 3,901

3,901 out of 5,053 have answered all questions 77.2%

Final Ballot Audit: Tuesday, 12 March 2024 at 11.05am AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Victorian Ambulance Union Incorporated Protected Action Ballot (B2024/124) has been managed and declared independent of all other parties.

The Victorian Ambulance Union Incorporated Protected Action Ballot (B2024/124) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

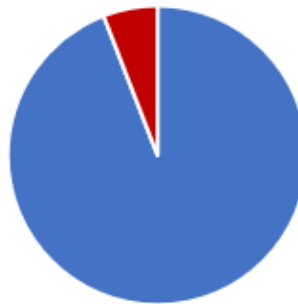
Question 1

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

1. An unlimited number of stoppages of work for a period of ten minutes.

■ Yes - 3672 (94.1%)

■ No - 229 (5.9%)



Question 2

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

2. An unlimited number of stoppages of work for a period of one hour.

■ Yes - 3423 (87.7%)

■ No - 478 (12.3%)



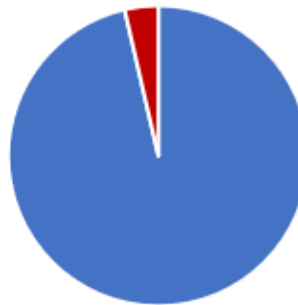
Question 3

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

3. A periodic or indefinite ban on recording patient details into the Victorian Ambulance Clinical Information System (VACIS) and instead using a hard copy Patient Care Record (PCR).

■ Yes - 3760 (96.4%)

■ No - 141 (3.6%)



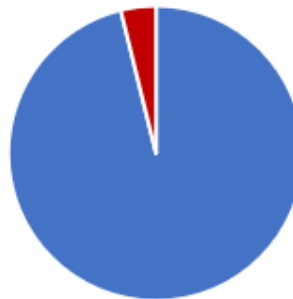
Question 4

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

4. A periodic or indefinite ban on completing patient details on Ambulance Victoria copy of PCR.

■ Yes - 3751 (96.2%)

■ No - 150 (3.8%)

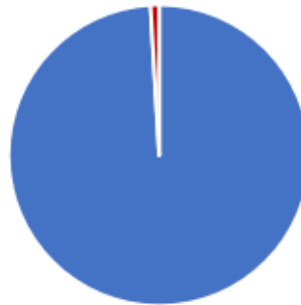


Question 5

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

5. A periodic or indefinite ban on taking billing details from patients.

- Yes - 3865 (99.1%)
- No - 36 (0.9%)

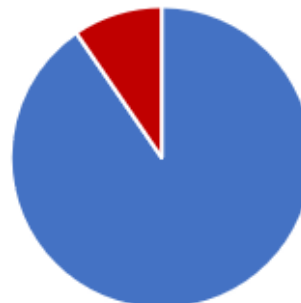


Question 6

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

6. A periodic or indefinite ban on undertaking training or education via the Learning Management System (LMS).

- Yes - 3528 (90.4%)
- No - 373 (9.6%)

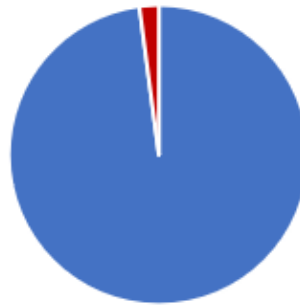


Question 7

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

7. A periodic or indefinite ban on appearing in Ambulance Victoria social media posts unless wearing campaign clothing.

- Yes - 3820 (97.9%)
- No - 81 (2.1%)

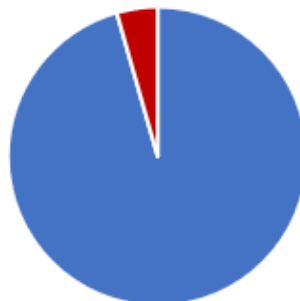


Question 8

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

8. Employees will undertake stoppages of work to write enterprise bargaining campaign messages on the outside of Ambulance Victoria vehicles.

- Yes - 3729 (95.6%)
- No - 172 (4.4%)



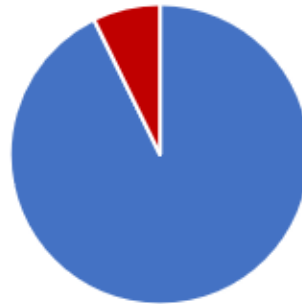
Question 9

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

9. A periodic or indefinite ban on the use of Ambulance Victoria vehicles to perform work unless enterprise bargaining campaign messages are written on the outside of the vehicle.

■ Yes - 3618 (92.7%)

■ No - 283 (7.3%)



Question 10

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

10. Employees will not perform work unless wearing union t-shirts.

■ Yes - 3411 (87.4%)

■ No - 490 (12.6%)

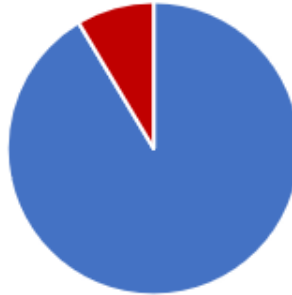


Question 11

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

11. Employees will undertake stoppages of work to distribute campaign material and speak to patients and members of the public about the purpose of taking industrial action.

- Yes - 3567 (91.4%)
- No - 334 (8.6%)

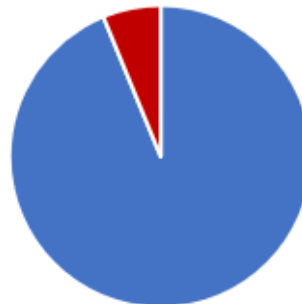


Question 12

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

12. Employees will undertake stoppages of work to communicate with the media about the enterprise bargaining campaign and ambulance resourcing.

- Yes - 3659 (93.8%)
- No - 242 (6.2%)



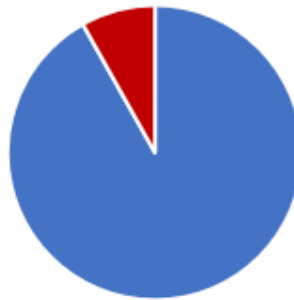
Question 13

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

13. Employees will not perform any work unless they are able to publish information on social media during work time about the enterprise bargaining campaign and ambulance resourcing.

■ Yes - 3583 (91.8%)

■ No - 318 (8.2%)



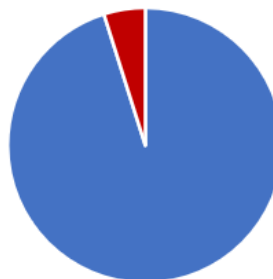
Question 14

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

14. A periodic or indefinite ban on being assigned to perform the Ambulance Patient Offload Team (APOT) role.

■ Yes - 3711 (95.1%)

■ No - 190 (4.9%)



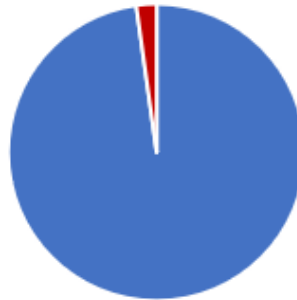
Question 15

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

15. A periodic or indefinite ban on updating arrivals boards at hospitals.

■ Yes - 3815 (97.8%)

■ No - 86 (2.2%)



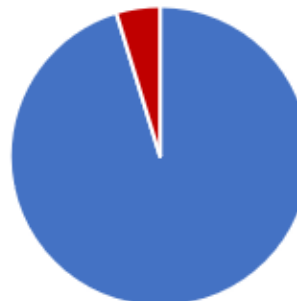
Question 16

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

16. A periodic or indefinite ban on performing tasks at hospital that are outside of the paramedic role (e.g. taking bloods, moving patients to an area of a hospital other than their designated emergency department bed).

■ Yes - 3717 (95.3%)

■ No - 184 (4.7%)



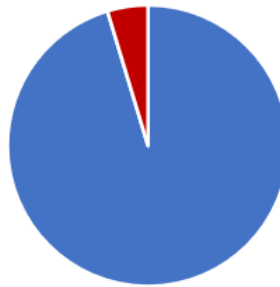
Question 17

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

17. A periodic or indefinite ban on remaining with a patient in a hospital ambulance bay or inside a hospital after a period of 40 minutes has elapsed, unless ambulance beacons are activated.

■ Yes - 3719 (95.3%)

■ No - 182 (4.7%)



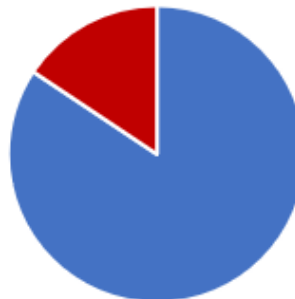
Question 18

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

18. A periodic or indefinite ban on Advanced Life Support (ALS) paramedics driving Mobile Intensive Care Ambulance (MICA) single responder vehicles from scene to hospital.

■ Yes - 3291 (84.4%)

■ No - 610 (15.6%)



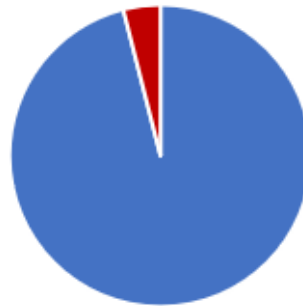
Question 19

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

19. A periodic or indefinite ban on attending meetings with management via phone or video conference.

■ Yes - 3746 (96.0%)

■ No - 155 (4.0%)



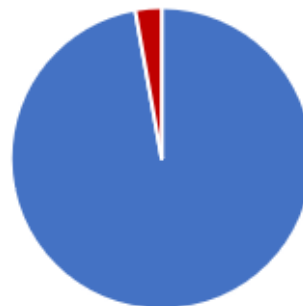
Question 20

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

20. A periodic or indefinite ban on attending meetings with management at a location other than the employee's home branch.

■ Yes - 3791 (97.2%)

■ No - 110 (2.8%)



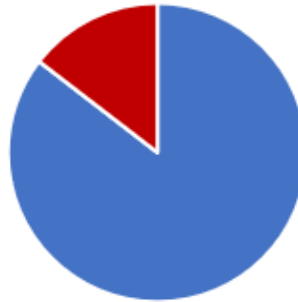
Question 21

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

21. A periodic or indefinite ban on MICA paramedics performing Clinical Instructing duties.

■ Yes - 3333 (85.4%)

■ No - 568 (14.6%)



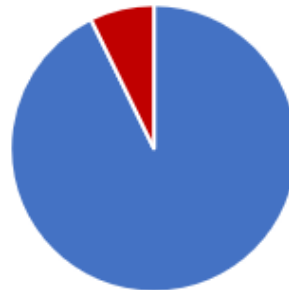
Question 22

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

22. A periodic or indefinite ban on participating in clinical trials.

■ Yes - 3619 (92.8%)

■ No - 282 (7.2%)



Question 23

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

23. A periodic or indefinite ban on employees endorsing or signing off on competencies, other than for Graduate Ambulance Paramedics.

■ Yes - 3531 (90.5%)

■ No - 370 (9.5%)



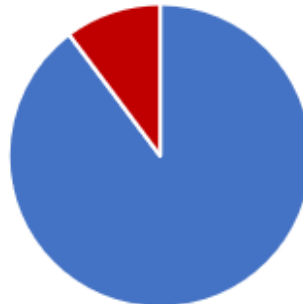
Question 24

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

24. A periodic or indefinite ban on training new employees, other than Graduate Ambulance Paramedics.

■ Yes - 3501 (89.7%)

■ No - 400 (10.3%)

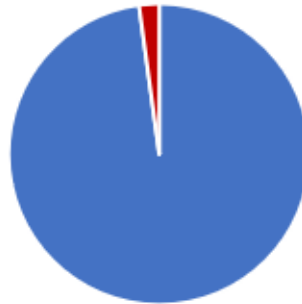


Question 25

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

25. A periodic or indefinite ban on SECC employees answering queries from the Ambulance Victoria media unit.

- Yes - 3817 (97.8%)
- No - 84 (2.2%)

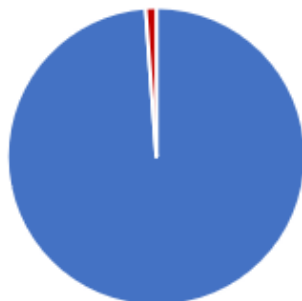


Question 26

In support of advancing your claims in negotiation of an enterprise agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively any or all of the actions listed below on an ongoing basis for an unlimited duration, following the giving of 3 working days written notice to your employer?

26. A periodic or indefinite ban on reporting or recording employees' participation in industrial action.

- Yes - 3856 (98.8%)
- No - 45 (1.2%)





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