



Fair Vote Services  
Protected Action Ballot APESMA v Ambulance Victoria

## B2025/1630 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the APESMA v Ambulance Victoria Protected Action Ballot has been generated in accordance with section 457 of the *Fair Work Act 2009 (Cth)*, and the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/1630)

Listing of results of the question(s) put to voters in the ballot:

Question	Yes	No	Total
<p><i>In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:</i></p> <ol style="list-style-type: none"><li><i>1. An unlimited number of indefinite or periodic bans on employees engaging in higher duties work?</i></li><li><i>2. An unlimited number of indefinite or periodic bans on employees working from an Ambulance Victoria office and/or their designated Ambulance Victoria workplace?</i></li><li><i>3. An unlimited number of indefinite or periodic bans on the performance of work outside of the employee's ordinary hours?</i></li><li><i>4. An unlimited number of indefinite or periodic bans on approving the following requests: applications for flexible working arrangements and/or applications to change employment from permanent to part time and/or leave applications and initiating and/or participating in and/or closing Professional Standards and Behaviours Department matters?</i></li><li><i>5. An unlimited number of indefinite or periodic bans on attendance at all meetings with employees' supervisors/advisors/team leaders/managers/directors/executive directors?</i></li></ol>	265	3	268

<p>6. <i>An unlimited number of indefinite or periodic bans on all meetings where there are two or more employees invited to attend that meeting?</i></p> <p>7. <i>An unlimited number of indefinite or periodic bans on attending hospitals and/or monitoring ambulance arrivals board and/or initiating any management of ambulance ramping?</i></p> <p>8. <i>An unlimited number of indefinite or periodic bans on submitting any and all forms of written reports?</i></p> <p>9. <i>An indefinite or periodic ban on the driving of Ambulance Victoria marked and unmarked vehicles except in emergency situations?</i></p> <p>10. <i>An unlimited number of indefinite or periodic bans on the performance of work unless wearing union branded clothing?</i></p> <p>11. <i>An unlimited number of indefinite or periodic bans on the performance of work unless wearing union branded merchandise?</i></p> <p>12. <i>An unlimited number of indefinite or periodic bans on compliance with uniform policies?</i></p> <p>13. <i>An unlimited number of indefinite or periodic bans on being on a video call without union-authorized messaging as a background?</i></p> <p>14. <i>An unlimited number of indefinite or periodic bans on processing salary payments for Executive Directors &amp; CEO?</i></p> <p>15. <i>An unlimited number of indefinite or periodic bans for processing ambulance subscription payments for members of the community (while ensuring that no community member's access to ambulance cover is impacted)?</i></p> <p>16. <i>An indefinite or periodic ban on driving of work vehicles for the performance of work unless the vehicle has union-authorized campaign messaging written on it with washable chalk pen?</i></p> <p>17. <i>An unlimited number of indefinite or periodic bans on medication compliance checks being completed?</i></p> <p>18. <i>An unlimited number of indefinite or periodic bans on participating in recruitment processes?</i></p>			
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<p>19. <i>An unlimited number of indefinite or periodic bans on attending any meetings with stakeholders external to AV, where that meeting does not relate to an emergency situation?</i></p> <p>20. <i>An unlimited number of indefinite or periodic bans of sending emails without union-authorized campaign messaging in the employee's email signature?</i></p> <p>21. <i>An unlimited number of indefinite or periodic bans on working without an auto reply on emails that contains union-authorized campaign messaging?</i></p> <p>22. <i>An unlimited number of indefinite or periodic bans on complying with any employer direction or policy that restricts employees from speaking to the media about the enterprise agreement or related campaign activities?</i></p> <p>23. <i>An unlimited number of indefinite or periodic bans on the use of lowercase font in all forms of written communication?</i></p> <p>24. <i>An unlimited number of indefinite or periodic bans on the taking of a meal break unless that meal break is taken in either the CEO's office, the AV boardroom or an Executive Directors' office?</i></p> <p>25. <i>An unlimited number of indefinite or periodic bans on processing of requests for new hardware and/or replacement hardware within a time frame of less than 14 days after the request has been received?</i></p> <p>26. <i>An unlimited number of indefinite or periodic bans on working on or contributing to AV planning documents or Parliamentary Inquiries?</i></p> <p>27. <i>An unlimited number of indefinite or periodic bans on stoppages of work in order to post online about the bargaining and/or industrial action, regardless of whether such conduct would constitute a breach of or a refusal to comply with any policy or clause of an industrial instrument that would usually restrict this activity?</i></p> <p>28. <i>An unlimited number of indefinite or periodic bans on stoppages of work to communicate content about the bargaining and/or industrial action to the media regardless of whether such conduct would constitute a breach of or a refusal to comply with any policy or clause of an industrial instrument that would usually restrict this activity?</i></p>			
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<p>29. <i>An unlimited number of periodic or indefinite bans on keying more than 6 Patient Care Records (PCRs) per hour, with no more than 950 PCRs keyed per day across the whole Financial Transaction Services (FTS)?</i></p> <p>30. <i>An unlimited number of periodic or indefinite bans on the processing of missing PCRs or missing Air Ambulance PCRs?</i></p> <p>31. <i>An unlimited number of periodic or indefinite bans on manually processing PCRs and e-PCRs and/or an unlimited number of periodic or indefinite bans on the processing of PCRS and e-PCRs with unknown patient detail?</i></p> <p>32. <i>An unlimited number of periodic or indefinite bans on the calling of patients in relation to outstanding payments left from previous protected industrial action?</i></p> <p>33. <i>An unlimited number of periodic or indefinite bans on searching or following up with 3rd parties for patient address details for patient class invoices with “UNK address:”?</i></p> <p>34. <i>An unlimited number of periodic or indefinite bans on the processing of hospital data files or boxes?</i></p> <p>35. <i>An unlimited number of periodic or indefinite bans on Oracle searches by Billings Customer Service Officers of PCRs processed as presented?</i></p> <p>36. <i>An unlimited number of periodic or indefinite bans on employees answering rostering or payroll enquiries from employees?</i></p> <p>37. <i>An unlimited number of periodic or indefinite bans on employees training new, current, or agency staff?</i></p> <p>38. <i>An unlimited number of indefinite or periodic bans on using personal devices for completing work for AV, including multi-factor authentication for using AV Devices?</i></p> <p>39. <i>An unlimited number of indefinite or periodic bans on initiating, conducting, and/or participating in tender preparation, planning, and/or execution?</i></p> <p>40. <i>An unlimited number of stoppages of work, with seven calendar days' notice, including consecutive stoppages</i></p>			
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<p><i>of work, for up to 30 minutes in duration?</i></p> <p>41. <i>An unlimited number of stoppages of work, with seven calendar days' notice, including consecutive stoppages of work, for up to 1 hour in duration?</i></p> <p>42. <i>An unlimited number of stoppages of work, with seven calendar days' notice, including consecutive stoppages of work, for up to 2 hours in duration?</i></p> <p>43. <i>An unlimited number of stoppages of work, with seven calendar days' notice, including consecutive stoppages of work, for up to 4 hours in duration?</i></p> <p>44. <i>An unlimited number of stoppages of work, with seven calendar days' notice, including consecutive stoppages of work, for up to 8 hours in duration?</i></p> <p>45. <i>An unlimited number of stoppages of work, with seven calendar days' notice, including consecutive stoppages of work, for up to 24 hours in duration?</i></p> <p>46. <i>An unlimited number of indefinite or periodic bans on the reporting to management of industrial action being taken?</i></p>			
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I declare that:

- 284 ballots were issued for voting in this protected action ballot.
- At least 50% of voters cast a vote in the question put.
- The majority of voters who did cast a valid vote were in favour of the question put.

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**12/11/2025**