



Reference: 2022/9166

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2022/679

Pursuant to the Protected Action Ballot Order B2022/679 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)	89
Postal votes returned by voters	57
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	56
Percentage of postal votes returned*	62.92

*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 agreement with your employer, do you support the taking of protected industrial action in support of your claims which involve one or more of the following separately, concurrently, and/or consecutively:

	Question	Yes	No	Informal
1	A refusal to tap on and off for client visits.	56	0	0
2	The deletion of all administrative data relating to billable time associated with client visits created by the employee.	52	3	1
3	A refusal to accept new clients for successive periods of up to 7 days.	54	1	1

4	A refusal to attend non-urgent client visits for successive periods of up to 7 days.	54	2	0
5	Distributing information and speaking to clients, their families, the community and the media about the reason for the industrial action, and the wearing of campaign clothing or stickers.	51	4	1
6	Diverting all general telephone calls to senior managers that are not essential to patient safety or professional obligations.	52	4	0
7	A refusal to do paperwork relating to billing, or enabling the employer to bill Medicare, NDIS, or any other payer.	54	1	1
8	A refusal to complete all paperwork that is not essential to patient safety or professional obligations.	54	2	0
9	A refusal to undertake any overtime or accrue TOIL.	56	0	0
10	An unlimited number of bans of up to 24 hours duration on non-clinical duties that are not essential to patient safety or professional obligations.	55	1	0
11	An indefinite refusal to complete any duties outside of a strict interpretation of industrial instruments, policies and procedures, role descriptions and relevant professional scopes of practice that are not essential to patient safety or professional obligations.	56	0	0
12	Stoppages of work for up to 12 hour periods.	55	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.
- The majority of voters who cast a valid vote were against the action set out in question(s). N/A

Kaye Bartlett
Returning Officer
Delegate of the Ballot Agent
Australian Electoral Commission

24/08/2022

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