



Fair Vote Services
Protected Action Ballot ASU v Thorne Harbour Health

B2025/1521 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the ASU v Thorne Harbour Health Protected Action Ballot has been generated in accordance with section 451 of the *Fair Work Act 2009 (Cth)*, the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/1521)

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

In support of reaching an Enterprise Agreement with Thorne Harbour Health Ltd, do you endorse the taking of protected industrial action which may involve taking separately, concurrently and/or consecutively any or all of the actions described in Schedule A to this Ballot?

Schedule A	Yes	No	Total
<i>Interrupting or stopping work to attach campaign material and/or badges to clothes at work or to put on union related clothing, including masks.</i>	57	8	65
<i>Interrupting or stopping work to discuss the EA campaign and/or hand out union and campaign flyers to service users, staff and/or other members of the public.</i>			
<i>Interrupting or stopping work to place/display campaign material in/on windows, on walls, work vehicles, outside of buildings, or in areas normally used for service signage.</i>			
<i>Work stoppages of up to 24 hours' duration or shorter periods of time.</i>			
<i>An indefinite or periodic ban on attending meetings, including but not limited to supervision meetings, team meetings, CEO briefings or information meetings and/or completing documents relating to supervision.</i>			
<i>An indefinite or periodic ban on entering, conducting work in, or remaining in any space where campaign material is not displayed in a visible location.</i>			
<i>An indefinite or periodic ban on using personal money to pay for work-related expenses regardless of whether reimbursement occurs.</i>			
<i>An indefinite or periodic ban on answering external phone calls, instead redirecting phones to a manager or member of the Leadership Team.</i>			
<i>Interrupting or stopping work for the purpose of speaking to the media and/or public about the EA campaign.</i>			
<i>Interrupting or stopping work to type the statement "I am taking industrial action for work from home entitlements, pay increases, and</i>			

<i>reasonable Gender Affirmation leave” with a link to an ASU newsletter or webpage about the industrial action in the body of emails and/or email signatures and/or automated replies; and/or.</i>			
<i>Interrupting or stopping work to change fonts, font sizes and/or font colours in emails.</i>			
<i>An indefinite or periodic ban on Zoom/Teams video during meetings and calls, without a graphic about industrial action and QR code link to a newsletter about that action.</i>			
<i>Interrupting or stopping work to change work-related voicemail to advise callers of industrial action.</i>			
<i>Interrupting or stopping work to copy managers into irrelevant emails.</i>			
<i>An indefinite or periodic ban on opening, updating, or closing support periods, or providing information relating to support periods that would have been opened, updated or closed if not for industrial action.</i>			
<i>An indefinite or periodic ban on entering case notes, instead sending them in a word document to a manager at the end of the day.</i>			
<i>An indefinite or periodic ban on entering leave requests into leave database and instead emailing leave requests to their manager.</i>			
<i>An indefinite or periodic ban on everyone not having lunch at the same time.</i>			
<i>An indefinite or periodic ban on everyone not having morning and afternoon tea breaks at the same time.</i>			
<i>An indefinite or periodic ban on locking gates, doors, cabinets, cupboards, offices and roller doors at the end of the day.</i>			
<i>An indefinite or periodic ban on updating internal and external data management systems, and instead sending them in a word document to a manager at the end of the day.</i>			
<i>An indefinite or periodic ban on performing work in person where that work can be performed from another location including but not limited to a worker's home, other than where the remote performance of that work would cause unacceptable risk to workers, service users, or another person.</i>			

I declare that:

- 82 ballots were issued for voting in this protected action ballot.
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question: 1
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

Gavin Ryan

Fair Vote Services Protected Action Ballot Agent

gavin.ryan@fairvote.com.au, 10-12 Gwynne Street, Cremorne VIC 3121

Ph: (03) 8592 9905

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