



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Health Services Union**

**v**

**Uniting AgeWell Limited T/A Uniting AgeWell  
(B2023/115)**

**9 March 2023**

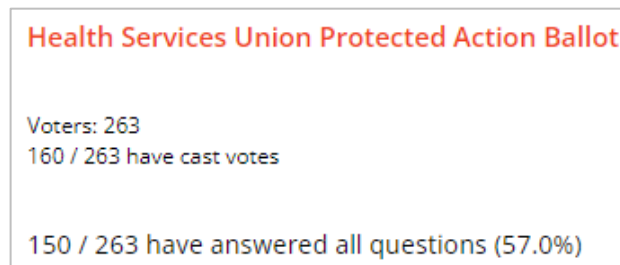
# 1. Ballot Result

Total Eligible Voters: 263  
Total Participated: 160

150 out of 263 have answered all questions 57.0%

Final Ballot Audit: Thursday, 9 March 2023 at 12.20pm AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

The Health Services Union Protected Action Ballot has been managed and declared independent of all other parties.

The Health Services Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

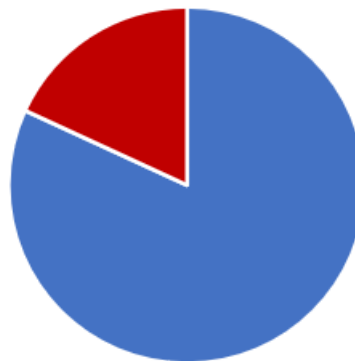
### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

1. Indefinite or periodic bans on reading and responding to work emails?

- Yes - 131 (82%)
- No - 29 (18%)

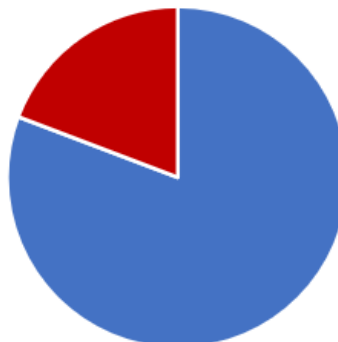


#### Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

2. An unlimited number of indefinite bans on performing work in clothes that are not union clothes and/or clothes to which badges and other union campaign items are not attached?

- Yes - 126 (81%)
- No - 30 (19%)



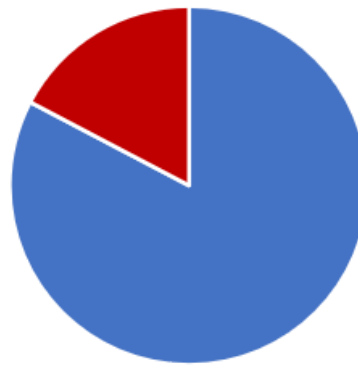
### Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

3. Indefinite or periodic industrial action in the form of a ban on performing overtime?

■ Yes - 129 (83%)

■ No - 27 (17%)



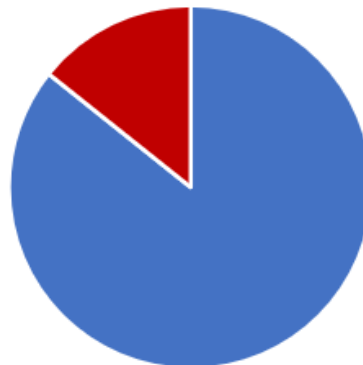
### Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

4. Indefinite or periodic industrial action in the form of a ban on completing and/or submitting paperwork or electronic forms related to the Aged Care Funding Instrument?

■ Yes - 132 (86%)

■ No - 22 (14%)



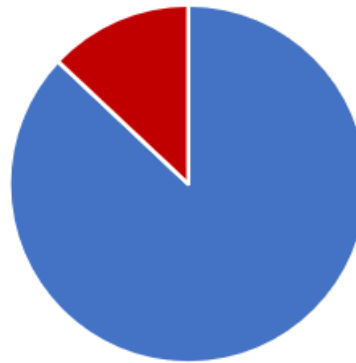
## Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

5. Indefinite or periodic action in the form of a ban on performing any duties not stated in the employee's relevant position description?

■ Yes - 134 (87%)

■ No - 20 (13%)



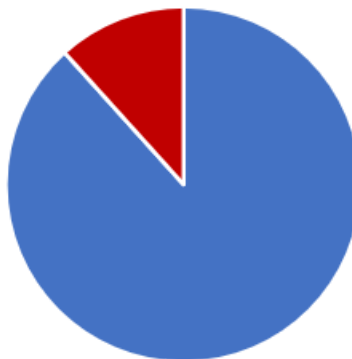
## Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

6. Indefinite or periodic industrial action in the form of taking all breaks in full and on time?

■ Yes - 136 (88%)

■ No - 18 (12%)

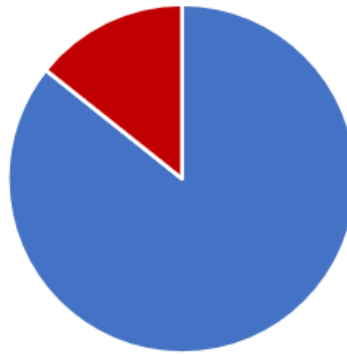


## Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

7. Indefinite or periodic bans on delivering linen and any items to be laundered to the laundry?

- Yes - 132 (86%)
- No - 22 (14%)

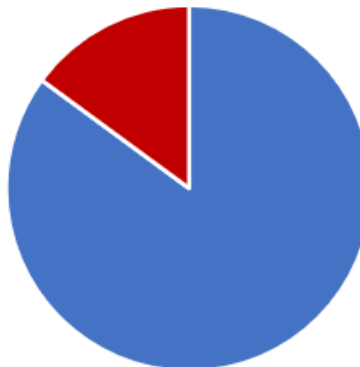


## Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

8. Indefinite or periodic bans on collecting clean linen from the laundry and returning it to residents?

- Yes - 131 (85%)
- No - 23 (15%)



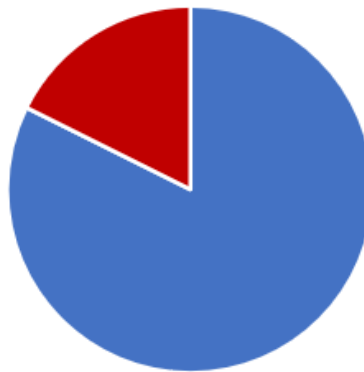
## Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

9. Indefinite or periodic bans on making beds?

■ Yes - 126 (82%)

■ No - 27 (18%)



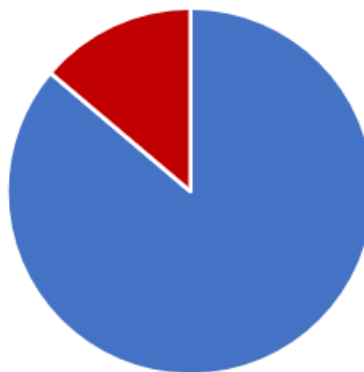
## Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

10. Indefinite or periodic bans on stocking staff rooms with supplies?

■ Yes - 131 (86%)

■ No - 21 (14%)



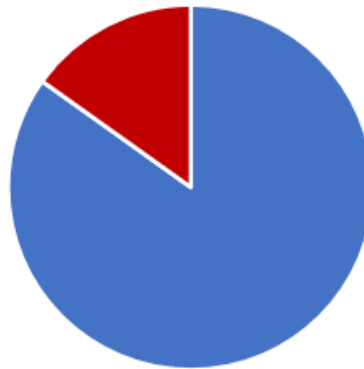
## Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

11. Indefinite or periodic bans on vacuuming foyer areas, staffrooms and/or management offices?

■ Yes - 129 (85%)

■ No - 23 (15%)



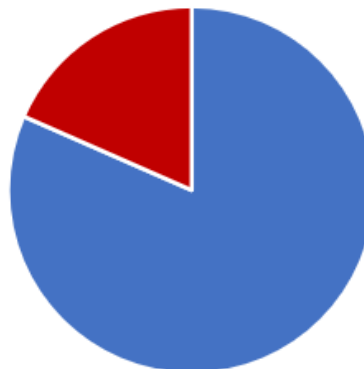
## Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

12. Indefinite or periodic bans of emptying rubbish bins?

■ Yes - 124 (82%)

■ No - 28 (18%)





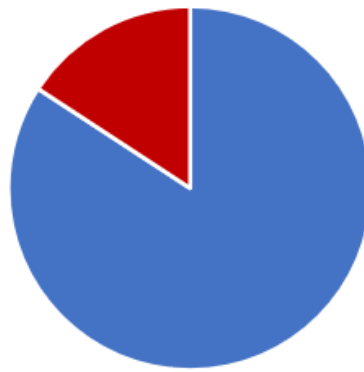
## Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

13. Indefinite or periodic bans on completing the daily schedule cleaning list?

■ Yes - 128 (84%)

■ No - 24 (16%)



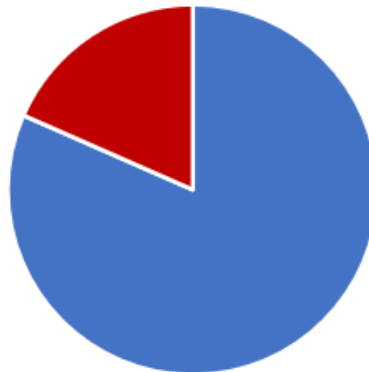
## Question 14

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

14. Indefinite or periodic bans on washing the kitchen floor?

■ Yes - 124 (82%)

■ No - 28 (18%)



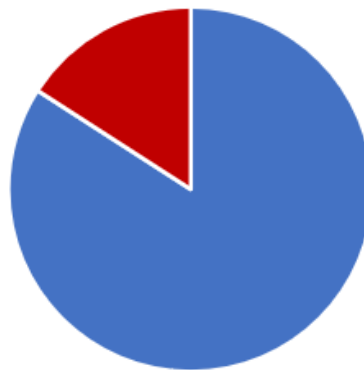
## Question 15

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

15. An alteration to how you ordinarily perform work by speaking with residents, the public, and the media about industrial action, including giving them Union promotional materials?

■ Yes - 127 (84%)

■ No - 24 (16%)



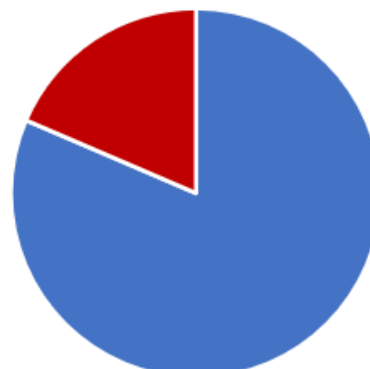
## Question 16

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

16. Indefinite or periodic stoppages of work in the form of not delivering supper?

■ Yes - 123 (81%)

■ No - 28 (19%)



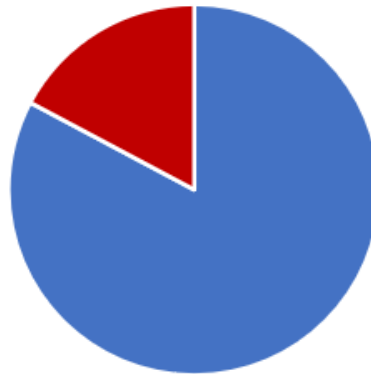
## Question 17

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

17. Indefinite or periodic bans on collecting or delivering meal trays?

■ Yes - 125 (83%)

■ No - 26 (17%)



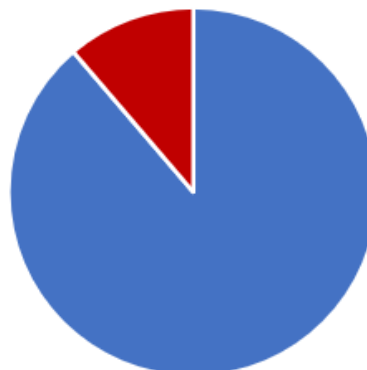
## Question 18

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

18. Indefinite or periodic bans on catering for management functions?

■ Yes - 134 (89%)

■ No - 17 (11%)



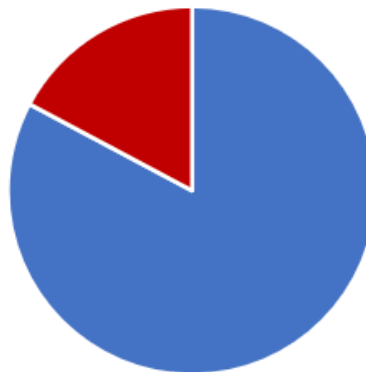
## Question 19

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

19. Indefinite or periodic stoppages of work in the form of not taking menu orders for residents?

■ Yes - 125 (83%)

■ No - 26 (17%)



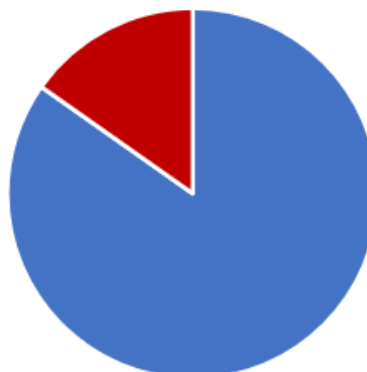
## Question 20

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

20. Indefinite or periodic stoppages of work in the form of not completing activity paperwork?

■ Yes - 128 (85%)

■ No - 23 (15%)



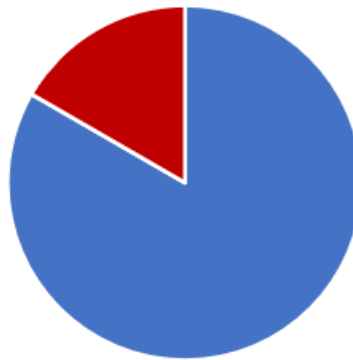
## Question 21

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

21. Indefinite or periodic bans on nursing employees undertaking rostering and shift replacement duties?

■ Yes - 125 (83%)

■ No - 25 (17%)



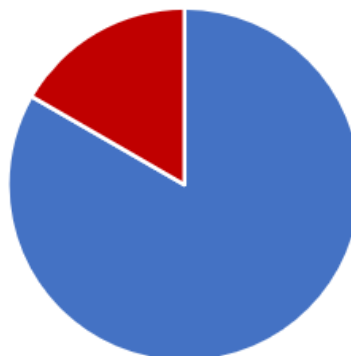
## Question 22

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

22. Indefinite or periodic stoppages of work of between 15 minutes and 4 hours in length?

■ Yes - 125 (83%)

■ No - 25 (17%)





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