



Fair Vote Services
Protected Action Ballot HSU v Healthscope Operations

B2025/1619 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the HSU v Healthscope Operations 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: B2025/1619)

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

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

Question	Yes	No	Total
Question 1: <i>Participating in stop work bans for a period from 15 minutes and up to 24 hours, save where such action would endanger the life, the personal safety or health, or the welfare, of workers and/or consumers receiving mental health services, and providing HACSU gives the employer 5 days' notice?</i>	31	0	31
Question 2: <i>An unlimited number of indefinite or periodic bans on undertaking any overtime and/or any hours in addition to an employee's rostered or contracted ordinary hours of work and/or any work during unpaid or paid break times, even if this means not completing the full schedule of work?</i>	30	1	31
Question 3: <i>An unlimited number of indefinite or periodic bans on monitoring and answering/responding to any telephone calls, emails or other communication from management/the Employer during breaks?</i>	31	0	31
Question 4: <i>An unlimited number of indefinite or periodic bans on staff completing any non-clinical duties, including handling bed linen, cleaning, food services duties, Receptionist duties, filing and other administrative tasks, and car servicing?</i>	31	0	31
Question 5: <i>An unlimited number of indefinite or periodic bans on performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?</i>	31	0	31
Question 6: <i>An unlimited number of indefinite or periodic bans on collection, recording or completion, either physically or electronically, of any non-clinical/administrative information or documentation, including statistics, contact records, daily returns, vehicle logbooks, or documentation required for private health insurance claims?</i>	31	0	31

Question 7: An unlimited number of indefinite or periodic bans on transferring/ redeploying/ relocating to another team, unit or role (including temporarily) where requested by the employer?	31	0	31
Question 8: An unlimited number of indefinite or periodic bans on escorting patients unless there are two staff members present, except in cases of emergency, and dependent on the level of risk which will be assessed by the clinicians on duty?	31	0	31
Question 9: An unlimited number of indefinite or periodic bans on participating in employer-initiated workplace change or restructures?	31	0	31
Question 10: An unlimited number of indefinite or periodic bans on attending employer-initiated meetings that are not fully backfilled?	31	0	31
Question 11: An unlimited number of indefinite or periodic bans on attending meetings with management without a union representative present?	30	1	31
Question 12: An unlimited number of indefinite or periodic bans on completing any duties associated with bed transfer without 2 hours' notice?	31	0	31
Question 13: An unlimited number of indefinite or periodic bans on enforcing any non-smoking policy in inpatient units (by not challenging consumers) except inside units?	30	1	31
Question 14: An unlimited number of indefinite or periodic bans on participating in any activities associated with working towards accreditation to the National Safety and Quality Health Service Standards, excluding mandatory training?	31	0	31
Question 15: An unlimited number of indefinite or periodic bans on unplanned discharges with less than 4 hours' notice?	29	2	31
Question 16: An unlimited number of indefinite or periodic bans on the assessment and admission of new patients to the hospital, including transfers from other health services/sites?	30	1	31
Question 17: The closure of up to one in three operational beds (beds that were open as at the day before the commencement of the industrial action) and an unlimited number of indefinite or periodic bans on admitting to those beds and/or providing nursing labour to beds?	30	1	31
Question 18: An unlimited number of indefinite or periodic bans on reopening beds that have been closed, and on admitting to or providing nursing labour to those beds?	31	0	31
Question 19: An unlimited number of indefinite or periodic bans on admissions within 1 hour of shift start or finish?	31	0	31
Question 20: An unlimited number of indefinite or periodic bans on admissions until the room has been appropriately cleaned and prepared?	31	0	31
Question 21: An unlimited number of indefinite or periodic bans on admissions where the staffing level is not appropriate to maintain standards of safety and care (as determined by the shift leader/clinician in charge)?	30	0	30
Question 22: An unlimited number of indefinite or periodic bans on participating in psychiatrist reviews where the staffing level is not appropriate to maintain standards of safety and care (as determined by the shift leader/clinician in charge)?	31	0	31
Question 23: An unlimited number of indefinite or periodic bans on a NUM, After Hours Coordinator or nurse in charge (however titled) having a patient allocation/load?	29	2	31
Question 24: A ban on providing information to the Employer in relation to who is participating in protected industrial action?	30	1	31

Question 25: <i>Delaying or restricting the performance of normal duties by including or copying management/leadership staff into work-related emails?</i>	30	1	31
Question 26: <i>Delaying or restricting the performance of normal duties through a ban on adhering to the employer's uniform policy or dress code, including by wearing a campaign or union t-shirt during working hours?</i>	29	1	30
Question 27: <i>Undertaking stoppages of work to display campaign posters, slogans and/or colours in the workplace and in vehicles and/or refusing to work in areas where campaign materials are not on display?</i>	29	2	31
Question 28: <i>Delaying or restricting the performance of normal duties by speaking to, and making HACSU-approved campaign related statements to the media during working hours?</i>	30	1	31
Question 29: <i>Delaying or restricting the performance of normal duties by speaking to consumers, families/carers, visitors, members of the public and other staff members about enterprise bargaining and HACSU campaigns during working hours?</i>	30	1	31
Question 30: <i>A ban on compliance with the employer's policies or code of conduct to the extent that they prevent members from participating in HACSU social media campaigns or publishing or distributing or communicating information relating to enterprise bargaining or HACSU campaigns, including via social media and speaking to the media, consumers, families/carers, visitors, members of the public and other staff members?</i>	30	1	31
Question 31: <i>A ban on compliance with the employer's policies and/or code of conduct to the extent that they prevent members from using their company email, phones or other communication tools to distribute EBA or union campaign material or messages or prevent members from including an EBA campaign message as a name, email signature or video conferencing background?</i>	31	0	31
Question 32: <i>Undertaking stoppages of work or delaying the performance of normal duties by attending site rallies, BBQs, or campaign stalls inside health service / facility buildings and properties?</i>	29	2	31

I declare that:

- 38 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(s): 1-32
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil

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