



# **B2025-1638 Protected Action Ballot**

Health Services Union

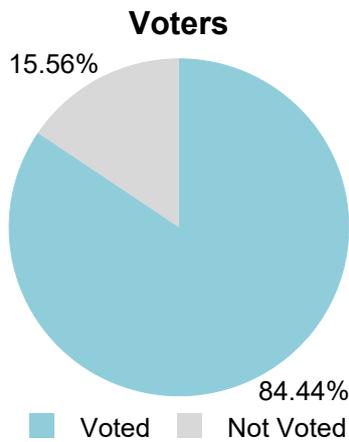
7 November 2025 to 21 November 2025

## Ballot Report

The following ballot report is for B2025-1638 Protected Action Ballot conducted by TrueVote on behalf of Health Services Union. The ballot was live from 7/11/25 8:00 AM AEDT to 21/11/25 4:00 PM AEDT.

### Voter Roll

The voter roll for the ballot consisted of 45 registered voters. 38 voters responded to the ballot notification sent out by TrueVote.



### Voter Notifications

The following notifications were sent to the Voter roll by TrueVote as part of conducting the ballot.

Note: All times are shown in Eastern Australia Time.

B2025-1638 Protected Action Ballot

<b>Subject</b>	<b>Date</b>	<b>Type</b>	<b>Event</b>
Notice of B2025-1638 Protected Action Ballot	6/11/25 8:00 AM	Email	Generic
Vote Open B2025-1638 Protected Action Ballot	7/11/25 8:00 AM	Email	Voting open
SMS Vote Open	7/11/25 8:00 AM	SMS	Voting open
Vote Reminder B2025-1638 Protected Action Ballot	12/11/25 8:00 AM	Email	Voting reminder
SMS Reminder	19/11/25 8:00 AM	SMS	Voting reminder
Vote Reminder B2025-1638 Protected Action Ballot	19/11/25 8:00 AM	Email	Voting reminder
Vote Reminder B2025-1638 Protected Action Ballot	21/11/25 8:00 AM	Email	Voting reminder

Do you, for the purpose of advancing VAHPA claims in the negotiation of an enterprise agreement with Lake Imaging Geelong, authorise the following forms of industrial action:

**FORMS OF PROPOSED INDUSTRIAL ACTION TO BE ENGAGED IN SEPARATELY OR CONCURRENTLY.**

**Action 1: Ban on uniform policy**

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's uniform policy or dress code, including but not limited to putting on VAHPA campaign t-shirts, badges, stickers, lanyards, and/or props?

<b>Response</b>	<b>Result</b>	<b>% of Total (45)</b>	<b>% of Response Rate (38)</b>
YES	37	82.22%	97.37%
NO	1	2.22%	2.63%

**Action 2: Displaying campaign materials**

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of displaying or using VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props?

<b>Response</b>	<b>Result</b>	<b>% of Total (45)</b>	<b>% of Response Rate (38)</b>
YES	38	84.44%	100.00%
NO	0	0.00%	0.00%

**Action 3: Distributing campaign materials**

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of distributing VAHPA campaign materials, including but not limited to distributing petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props, either by electronic means (including but not limited to email) or by providing them in person, to media, staff, patients, clients, customers, visitors, residents and/or members of the public?

<b>Response</b>	<b>Result</b>	<b>% of Total (45)</b>	<b>% of Response Rate (38)</b>
YES	37	82.22%	97.37%
NO	1	2.22%	2.63%

## Action 4: Stoppages of work

Industrial action in the form of an unlimited number of stoppages of work, including but not limited to consecutive stoppages of work, of between five (5) minutes and twenty-four (24) hours in duration, including but not limited to stoppages to travel to and from stop work meetings?

Response	Result	% of Total (45)	% of Response Rate (38)
YES	36	80.00%	94.74%
NO	2	4.44%	5.26%

## Action 5: Public events

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of attending public events in support of the proposed enterprise agreement and/or the VAHPA campaign, including but not limited to morning tea events, afternoon tea events and lunch time rallies?

Response	Result	% of Total (45)	% of Response Rate (38)
YES	35	77.78%	92.11%
NO	3	6.67%	7.89%

## Action 6: Ban on overtime/additional hours

During an indefinite period or specified periods, industrial action in the form of not working any overtime and/or any hours in addition to an employee's rostered or contracted ordinary hours of work?

Response	Result	% of Total (45)	% of Response Rate (38)
YES	33	73.33%	86.84%
NO	5	11.11%	13.16%

## Action 7: Taking breaks

During an indefinite period or specified periods, industrial action in the form of taking all breaks, in full, (including meal breaks/intervals and rest periods/tea breaks) including but not limited to taking breaks at the same time as other employees?

Response	Result	% of Total (45)	% of Response Rate (38)
YES	38	84.44%	100.00%
NO	0	0.00%	0.00%

## Action 8: Ban on additional or new duties

During an indefinite period or specified periods, industrial action in the form of not performing duties outside of those explicitly required by an employee's job description/position description as they were at the time of this order?

Response	Result	% of Total (45)	% of Response Rate (38)
YES	37	82.22%	97.37%
NO	1	2.22%	2.63%

## Action 9: Attending to only one patient at a time

During an indefinite period or specified periods, industrial action in the form of attending to only one client/patient/customer at any time, and remaining with the client/patient/customer for the entire period until the client/patient/customer is discharged from the care of the employee?

Response	Result	% of Total (45)	% of Response Rate (38)
YES	36	80.00%	94.74%
NO	2	4.44%	5.26%

## Action 10: Only seeing patients who are on time for their booking

During an indefinite period or specified periods, industrial action in the form of only attending to clients/patients/customers who are ready to be seen at their scheduled appointment start time. That is, not seeing clients/patients/customers who are late for their appointment?

Response	Result	% of Total (45)	% of Response Rate (38)
YES	35	77.78%	92.11%
NO	3	6.67%	7.89%

## Action 11: Ban on directing patients to pay

During an indefinite period or specified periods, industrial action in the form of not asking or directing clients/patients/customers to reception or any other staff to pay?

Response	Result	% of Total (45)	% of Response Rate (38)
YES	36	80.00%	94.74%
NO	2	4.44%	5.26%

## Responses By Date

Date	Votes	% of Total (45)	% of Response Rate (38)
7 Nov 25	33	73.33%	86.84%
8 Nov 25	1	2.22%	2.63%
10 Nov 25	1	2.22%	2.63%
11 Nov 25	1	2.22%	2.63%
12 Nov 25	1	2.22%	2.63%
19 Nov 25	1	2.22%	2.63%

Systems / Security / Help Desk

There was no suspicious activity detected during the ballot period.  
Voter assistance was provided throughout the ballot.



21 November 2025

Stephen Donaldson

TrueVote Returning Officer