Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Albury Wodonga Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 33
No: 1
Total Votes cast: 34

I declare that:

- 39 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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25/11/2025

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B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Alexandra District Health

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Result of voting on the question put:
Yes: 2
No: 0
Total Votes cast: 2

I declare that:

- 3 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Alfred Health

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49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 223
No: 7
Total Votes cast: 230

I declare that:

- 303 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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25/11/2025

Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Alpine Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 9
No: 0
Total Votes cast: 9

I declare that:

- 16 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Austin Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
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27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
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32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
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34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 165
No: 4
Total Votes cast: 169

I declare that:

- 241 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Bairnsdale Regional Health Service

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

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- *Not processing or accepting payments for pharmacy items*
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- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
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30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
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36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 30
No: 3
Total Votes cast: 33

I declare that:

- 43 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Barwon Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
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39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
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49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 322
No: 5
Total Votes cast: 327

I declare that:

- 446 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Bass Coast Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
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15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
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32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
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40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
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46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
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48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 30
No: 1
Total Votes cast: 31

I declare that:

- 51 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Beaufort and Skipton Health Service

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
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8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
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27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 10
No: 1
Total Votes cast: 11

I declare that:

- 14 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Beechworth Health Service

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
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32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
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34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
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39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 4
No: 1
Total Votes cast: 5

I declare that:

- 8 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Benalla Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
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15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 8
No: 0
Total Votes cast: 8

I declare that:

- 11 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Bendigo Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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Without limitation, this includes:

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- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 55
No: 7
Total Votes cast: 62

I declare that:

- 86 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Boort District Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
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32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
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39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 1
No: 1
Total Votes cast: 2

I declare that:

- 3 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: No
- Was the proposition carried successfully? No

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Calvary Care

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
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15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

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28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 1
No: 0
Total Votes cast: 1

I declare that:

- 2 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: No
- Was the proposition carried successfully? Yes

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Casterton Memorial Hospital

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

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(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

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8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
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15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 10
No: 0
Total Votes cast: 10

I declare that:

- 12 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Central Gippsland Health Service

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
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37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
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48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 34
No: 1
Total Votes cast: 35

I declare that:

- 38 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Central Highlands Rural Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
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17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
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50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 22
No: 1
Total Votes cast: 23

I declare that:

- 33 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Cohuna Hospital

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

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(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
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8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 8
No: 0
Total Votes cast: 8

I declare that:

- 9 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Colac Area Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
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17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
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- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
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28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
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50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 12
No: 0
Total Votes cast: 12

I declare that:

- 19 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Corryong Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
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- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 3
No: 0
Total Votes cast: 3

I declare that:

- 4 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Darlingford Upper Goulburn Nursing Home

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 3
No: 0
Total Votes cast: 3

I declare that:

- 5 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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25/11/2025

Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Dhelkaya Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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Without limitation, this includes:

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50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 14
No: 0
Total Votes cast: 14

I declare that:

- 18 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS East Grampians Health Service

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

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Result of voting on the question put:
Yes: 25
No: 0
Total Votes cast: 25

I declare that:

- 37 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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25/11/2025

Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS East Wimmera Health Service

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 4
No: 1
Total Votes cast: 5

I declare that:

- 7 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Eastern Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question put to voters in the ballot:
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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 221
No: 8
Total Votes cast: 229

I declare that:

- 293 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Echuca Regional Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question put to voters in the ballot:
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46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 26
No: 0
Total Votes cast: 26

I declare that:

- 35 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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25/11/2025

Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Gippsland Southern Health Service

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
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50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 8
No: 0
Total Votes cast: 8

I declare that:

- 13 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Goulburn Valley Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
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26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
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32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
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34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 81
No: 6
Total Votes cast: 87

I declare that:

- 112 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Grampians Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
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33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 282
No: 10
Total Votes cast: 292

I declare that:

- 361 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Great Ocean Road Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
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40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
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50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 2
No: 0
Total Votes cast: 2

I declare that:

- 2 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Health Share Victoria

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 4
No: 0
Total Votes cast: 4

I declare that:

- 8 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Heathcote Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

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25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 12
No: 0
Total Votes cast: 12

I declare that:

- 14 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Hesse Rural Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
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32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 4
No: 0
Total Votes cast: 4

I declare that:

- 6 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Heywood Rural Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
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34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
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39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
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43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 15
No: 0
Total Votes cast: 15

I declare that:

- 19 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Indigo North Health Inc (Glenview Health)

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 1
No: 0
Total Votes cast: 1

I declare that:

- 3 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? No
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? No

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Inglewood & Districts Health Service

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
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20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
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40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
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50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 1
No: 0
Total Votes cast: 1

I declare that:

- 1 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Red Cliffs Nursing Home

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

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5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
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16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

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21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 2
No: 0
Total Votes cast: 2

I declare that:

- 7 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? No
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? No

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Kerang District Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

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(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

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14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 3
No: 0
Total Votes cast: 3

I declare that:

- 7 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? No
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? No

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Kooweerup Regional Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
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17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
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- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
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37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
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39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
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48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 13
No: 0
Total Votes cast: 13

I declare that:

- 22 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Kyabram District Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question put to voters in the ballot:
In support of reaching an enterprise agreement with your employer, do you authorise the taking of protectedindustrial action by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
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34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 2
No: 1
Total Votes cast: 3

I declare that:

- 3 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Latrobe Regional Hospital

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

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(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 126
No: 2
Total Votes cast: 128

I declare that:

- 162 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Oral Health Victoria

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
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13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
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17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 28
No: 1
Total Votes cast: 29

I declare that:

- 36 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Respect (Lyndoch Living Residential Aged Care Facility only)

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable*

of removal without damage"?

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to*

prepare or deliver food or beverages to departments, meetings, or executive offices?

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
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34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
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40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
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50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 33
No: 0
Total Votes cast: 33

I declare that:

- 59 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Mallee Track Health and Community Service

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 9
No: 2
Total Votes cast: 11

I declare that:

- 13 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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25/11/2025

Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Mansfield District Hospital

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question put to voters in the ballot:
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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 7
No: 0
Total Votes cast: 7

I declare that:

- 10 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Maryborough District Health Service (MDHS)

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The question put to voters in the ballot:
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50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 11
No: 1
Total Votes cast: 12

I declare that:

- 22 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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25/11/2025

Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Melbourne Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 154
No: 4
Total Votes cast: 158

I declare that:

- 235 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Mercy Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
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26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 119
No: 5
Total Votes cast: 124

I declare that:

- 155 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Mildura Base

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

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- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
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39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 53
No: 3
Total Votes cast: 56

I declare that:

- 68 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Monash Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 485
No: 12
Total Votes cast: 497

I declare that:

- 705 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Moyne Health Services

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 13
No: 1
Total Votes cast: 14

I declare that:

- 19 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS NCN Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
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- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
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28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 11
No: 0
Total Votes cast: 11

I declare that:

- 16 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Northeast Health Wangaratta

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
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32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
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37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 52
No: 1
Total Votes cast: 53

I declare that:

- 81 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Northern Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
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17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 138
No: 3
Total Votes cast: 141

I declare that:

- 202 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Omeo District Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
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- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 2
No: 0
Total Votes cast: 2

I declare that:

- 2 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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25/11/2025

Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Orbost Regional Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
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39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
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50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 9
No: 0
Total Votes cast: 9

I declare that:

- 12 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Peninsula Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
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8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
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15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
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28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
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35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 260
No: 8
Total Votes cast: 268

I declare that:

- 358 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Peter MacCallum Cancer Centre

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
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15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 65
No: 0
Total Votes cast: 65

I declare that:

- 99 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Portland District Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
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20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
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29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
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34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
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40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
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50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 14
No: 0
Total Votes cast: 14

I declare that:

- 20 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Robinvale District Health Services

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 4
No: 0
Total Votes cast: 4

I declare that:

- 7 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Rochester and Elmore District Health Service

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

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(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 6
No: 0
Total Votes cast: 6

I declare that:

- 8 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
The Royal Children's Hospital

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
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15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
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Without limitation, this includes:

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- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
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32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
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37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
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39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
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50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 120
No: 3
Total Votes cast: 123

I declare that:

- 166 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Royal Victorian Eye & Ear Hospital

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
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30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
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32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
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34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
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40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
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50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 20
No: 0
Total Votes cast: 20

I declare that:

- 22 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Royal Womens Hospital

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 30
No: 1
Total Votes cast: 31

I declare that:

- 46 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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25/11/2025

Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Rural Northwest Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
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8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
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Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
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- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
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27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
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32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
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34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
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50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 17
No: 1
Total Votes cast: 18

I declare that:

- 21 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Seymour Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
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Without limitation, this includes:

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52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 1
No: 1
Total Votes cast: 2

I declare that:

- 4 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: No
- Was the proposition carried successfully? No

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25/11/2025

Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS South Gippsland Hospital

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 4
No: 0
Total Votes cast: 4

I declare that:

- 5 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS South West Healthcare

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

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8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
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Without limitation, this includes:

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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 32
No: 0
Total Votes cast: 32

I declare that:

- 43 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS St Vincent's Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

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(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

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44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 188
No: 3
Total Votes cast: 191

I declare that:

- 252 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Swan Hill District Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
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49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 30
No: 1
Total Votes cast: 31

I declare that:

- 39 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Tallangatta Health Service

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
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32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 5
No: 0
Total Votes cast: 5

I declare that:

- 10 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Terang & Mortlake Health Services

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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Without limitation, this includes:

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- *Not processing or accepting payments for pharmacy items*
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- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
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30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
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33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 2
No: 0
Total Votes cast: 2

I declare that:

- 2 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Timboon and District Healthcare Service

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
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37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
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50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 2
No: 0
Total Votes cast: 2

I declare that:

- 3 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Tweddle Child and Family Health Service

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
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26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
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52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 0
No: 0
Total Votes cast: 0

I declare that:

- 1 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? No
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: No
- Was the proposition carried successfully? No

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B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
West Gippsland Healthcare Group

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

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Without limitation, this includes:

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- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
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24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 37
No: 1
Total Votes cast: 38

I declare that:

- 52 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
West Wimmera Health Service

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
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32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
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37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
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40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
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49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 20
No: 0
Total Votes cast: 20

I declare that:

- 23 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Western District Health Service

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
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17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 16
No: 3
Total Votes cast: 19

I declare that:

- 30 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS Western Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
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5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
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10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
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Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 292
No: 13
Total Votes cast: 305

I declare that:

- 421 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Fair Vote Services
Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS yarram & district health service

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
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40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
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49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 12
No: 0
Total Votes cast: 12

I declare that:

- 17 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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Protected Action Ballot HSU v Employers

B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Yarrawonga District Health

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

All of the industrial actions listed below must be undertaken in a manner consistent with occupational health and safety requirements, infection-control obligations, patient welfare, patient privacy, and all relevant legislative requirements. This authorisation does not apply to duties that are immediately necessary to prevent serious or imminent risk to the life, personal safety, or health of patients, visitors, or staff.

(If you vote YES, you are authorising all of the industrial actions listed below to be taken separately, concurrently, or consecutively. If you vote NO, you are declining authorisation for all of them).

1. *An action involving employees stopping work for up to one hour to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
2. *An action involving employees stopping work for up to two hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
3. *An action involving employees stopping work for up to four hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
4. *An action involving employees stopping work for up to eight hours to participate in campaign activities, meetings, or demonstrations in support of the enterprise bargaining campaign?*
5. *A ban on performing duties outside those explicitly required by an employee's job description, position description, and EBA classification descriptors as they were at the time of this order?*
6. *An action involving employees wearing campaign t-shirts, badges, armbands, or similar campaign apparel in place of the standard uniform, consistent with health and safety and PPE requirements?*
7. *An action involving the display of campaign materials — including but not limited to posters, stickers, signage, and chalk messaging — in public, staff, and outdoor areas of the workplace, including wards, foyers, staff rooms, car parks, and other visible locations, to raise awareness of the campaign?*
8. *Campaign materials may also be displayed on work vehicles and employees' own vehicles while located on hospital premises?*
9. *Materials will be displayed in a way that does not cover essential safety signage and non-permanent and capable of removal without damage"?*

10. *A stoppage of work for short periods of up to ten minutes, during which employees may speak with patients, visitors, workers, or co-workers in their immediate work areas about the purpose and importance of the campaign?*
11. *A stoppage of work for short periods of up to ten minutes, during which employees may distribute printed campaign information or leaflets to patients, visitors, workers, or members of the public, including within clinical and public areas of the workplace?*
12. *A stoppage of work for short periods of up to ten minutes, during which employees may display or distribute campaign messages through internal digital systems, including but not limited to staff intranets, internal webpages, shared portals, and email communications? Systems that contain patient medical records are excluded from this action.*
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19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

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21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
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51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 9
No: 1
Total Votes cast: 10

I declare that:

- 14 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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B2025/1654 PROTECTED ACTION BALLOT NOTICE OF RESULTS
Yea & District Hospital

The Notice of Results for the HSU v Employers 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: B2025/1654)

The question 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 by members of the Health Workers Union who will be covered by the proposed agreement, in the form of one or more of the industrial actions described below, whether taken separately, concurrently, or consecutively?

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13. *A stoppage of work for up to thirty minutes, during which employees may speak with media representatives about the campaign or related workplace issues?*
14. *A ban on cleaning non-clinical areas, including administrative offices, executive spaces, staff rooms, meeting rooms, cafeterias, public lobbies, and other non-clinical zones? This includes a ban on project cleaning such as floor polishing, carpet steam cleaning, window cleaning, cobweb removal, or any other non-essential presentation or refurbishment work*
15. *A ban on theatre technicians performing all duties associated with elective surgical procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
16. *A ban on CSSD staff performing all duties that process or prepare surgical instruments for elective procedures? This ban does not apply to Category 1 elective procedures or to oncology or palliative care patients.*
17. *A ban on PSAs discharging one in every four patient beds? This ban does not apply to neonatal and paediatric cases, haemodialysis, maternity, oncology, palliative care, terminations of pregnancy, miscarriages, Intensive Care, Coronary Care or High Dependency Unit discharges, residential aged care residents while admitted to hospital, or where a discharge is required to accommodate an emergency admission.*
18. *A ban on performing revenue-related administrative tasks, including a refusal to collect or process Medicare information, private or overseas health insurance details, patient co-payments, or payments for consumables such as crutches or splints? This includes refusing to obtain or sign patient election admission forms, process private or international insurance claims, take phone payments or account enquiries, and perform billing or follow-up on overdue equipment returns. This ban does not apply to information required by law to be entered into the patient record.*
19. *A ban on pharmacy technicians performing any revenue-raising or reimbursement tasks associated with the supply of medications or pharmacy items?*

Without limitation, this includes:

- *Not fixing or resubmitting PBS claim rejections or warnings*
- *Not entering, updating, or verifying Medicare or concession information*
- *Not adding Medicare or PBS stickers or identifiers to prescriptions or paperwork*
- *Not processing or accepting payments for pharmacy items*
- *Not preparing or submitting PBS reimbursement or claim documentation*
- *Not conducting administrative tasks associated with returned items, unless the item is on a declared critical shortage list*
- *Dispensing all medicines as non-PBS*

20. *A ban on completing paperwork or electronic forms other than that directly related to the documenting of patient care? This ban does not apply to information required by law to be recorded, or to patrol logs.*
21. *A ban on working any unpaid overtime, including a refusal to commence duties before the rostered start time, a refusal to remain after the rostered finishing time, and a refusal to work through or shorten any paid or unpaid breaks? This includes taking all allocated breaks in full, turning on computers or devices only at the start of rostered shifts, and finishing shifts exactly on time regardless of whether tasks remain incomplete.*
22. *A ban on theatre technicians providing any support to more than one operating theatre at a time? This ban does not apply to Category 1 procedures or emergencies.*
23. *A ban on emptying bins in all areas of the workplace? This ban does not apply to bins located in operating theatres.*
24. *A ban on training, supervising, or mentoring new staff, students, interns, or graduates, except where such duties are explicitly required in the employee's position description?*
25. *A ban on cleaning dishes, utensils, trays or any kitchenware?*
26. *A ban on escorting patients unless at least two staff are present?*
27. *A ban on providing in-house catering services to any area other than patient meal services, including a refusal to prepare or deliver food or beverages to departments, meetings, or executive offices?*

28. *A ban on working paid overtime, including a refusal to accept or perform any overtime shifts or duties beyond rostered hours that would ordinarily attract overtime pay, regardless of whether such overtime is directed, requested, or offered by the employer?*
29. *A ban on redeployment, including a refusal to be directed or requested to work at a different campus, site, or location to the employee's usual workplace or workplaces, or in a different ward, unit, clinical area, or service area within the hospital from where the employee normally works on a regular basis?*
30. *A ban on attending or participating in non-essential meetings, briefings or forums, including any meetings not directly related to critical clinical care & patient safety, or mandatory compliance requirements?*
31. *A ban on entering data into any systems, registers, or records that is not directly related to patient care or safety, or required by law to be recorded?*
32. *A ban on generating, completing, or submitting reports that are not directly related to patient care or safety, or required by law to be completed?*
33. *A ban on processing IT support requests or tickets that are not directly related to patient care?*
34. *A ban on undertaking single-person security patrols or respond alone to code calls or security incidents?*
35. *A ban on restocking or replenishing supplies, consumables, or equipment in non-clinical areas, including administrative offices, executive spaces, cafeterias, staff lounges, and other non-clinical zones? This ban does not apply to items required to maintain OH&S standards, including but not limited to toilet paper, paper towels, hand sanitiser, hand soap, and basic cleaning products.*
36. *A ban on performing maintenance tasks that are not directly related to patient, public, or staff safety?*
37. *A ban on assisting with patient repositioning, turns, or pad changes? This ban does apply to work performed in operating theatres.*
38. *A ban on processing onboarding paperwork or tasks for new starters, including employment forms, orientation materials, or system access setup, unless required by law?*
39. *A ban on contacting agency staff for the purposes of filling vacant shifts?*
40. *A ban on dental assistants providing any support for one in every four dental chairs in operation? This ban does not apply to oncology patients.*
41. *A ban on collecting, reviewing, or processing patient questionnaires, surveys, or feedback forms, unless they contain health-related information required for the delivery of patient care?*
42. *A ban on moving gazunda equipment at normal speed, with staff to move it at the slowest possible setting?*
43. *A ban on processing or approving purchasing or procurement orders that are not directly related to patient care?*
44. *A ban on collecting patient demographic data during registration that is not directly related to patient care, or required by law?*
45. *A ban on completing advanced practice tasks or duties that require supervision or authorisation by Allied Health Professionals (AHPs) or other senior clinicians?*
46. *A ban on dispensing, preparing, recording, or auditing Schedule 8 and Schedule 11 medications, including completing controlled drug registers or balance checks, unless required by law? This ban does not apply to the ordering or procurement of Schedule 8 or Schedule 11 items.*
47. *A refusal to take minutes, notes, or records of meetings, including staff meetings, management meetings, and multidisciplinary meetings, regardless of whether the employee continues to attend the meeting? This ban does not include disciplinary or investigative meetings where an employee is responding to allegations.*
48. *A ban on producing or issuing new staff identification cards or visitor passes? This ban does not apply to swipe access cards.*
49. *A ban on performing any IT designated project work or supporting system go-lives, with employees to perform only business-as-usual tasks?*
50. *A ban on unlocking non-clinical areas, including executive offices, management spaces, or other secured non-patient zones, when requested or directed?*
51. *A ban on performing more than one mailroom delivery round per day?*
52. *A ban on laundering fitted sheets?*
53. *A ban on cleaning microfibre or string mops onsite using facility washing machines?*

Result of voting on the question put:
Yes: 3
No: 1
Total Votes cast: 4

I declare that:

- 4 ballots were issued for voting in this protected action ballot.
- Did at least 50% of eligible voters cast a vote in the question? Yes
- Did a majority of voters who did cast a valid vote, vote in favour of the action set down in question: Yes
- Was the proposition carried successfully? Yes

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25/11/2025