



B2022/319 Protected Action Ballot

Victorian Allied Health Professionals Association
(VAHPA)

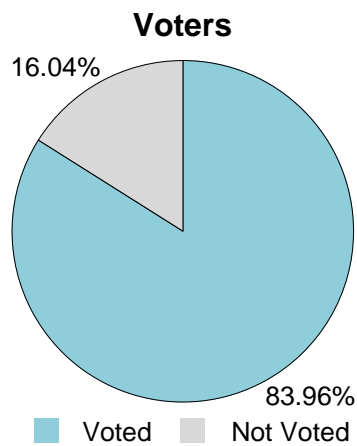
27 April 2022 to 12 May 2022

Ballot Report

The following ballot report is for B2022/319 Protected Action Ballot conducted by TrueVote on behalf of Victorian Allied Health Professionals Association (VAHPA). The ballot was live from 27/4/22 9:00 AM to 12/5/22 5:00 PM.

Voter Roll

The voter roll for the ballot consisted of 212 registered voters. 178 voters responded to the ballot notification sent out by TrueVote.



Voter Emails

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

Note: All times are shown in Eastern Australia Time.

| Subject | Date | Type | Event |
|---|-----------------|-------------|-----------------|
| Notice of Protected Action Ballot | 26/4/22 9:00 AM | Email | Generic |
| Vote Open B2022/319 Protected Action Ballot | 27/4/22 9:00 AM | Email | Voting open |
| Vote Reminder B2022/319 Protected Action Ballot | 2/5/22 9:00 AM | Email | Voting reminder |
| SMS Vote Open B2022/319 Protected Action Ballot | 6/5/22 9:00 AM | SMS | Voting reminder |
| Vote Reminder B2022/319 Protected Action Ballot | 9/5/22 9:17 AM | Email | Voting reminder |
| Vote Reminder B2022/319 Protected Action Ballot | 12/5/22 9:00 AM | Email | Voting reminder |
| Vote Closed B2022/319 Protected Action Ballot | 12/5/22 5:00 PM | Email | Voting closed |

1. During an indefinite period or specified periods, implementing a ban on the collection and/or entry of any data (that is not required by law to be entered into the patient record or related directly to patient or staff safety) and a refusal to record, collect or complete data required by the employer, in the nature of:

- outcome measures;
- vehicle log books;
- invoicing;
- data required for the purpose of billing;
- statistical data;
- taking bookings;
- processing files;
- contact sheets;
- performance data on employees; and
- staff industrial activity reports

| Response | Result | % of Total (212) | % of Response Rate (178) |
|-----------------|---------------|-------------------------|---------------------------------|
| YES | 172 | 81.13% | 96.63% |
| NO | 6 | 2.83% | 3.37% |

2. During an indefinite period or specified periods, commencing and finishing duty at the rostered or contracted times?*

| Response | Result | % of Total (212) | % of Response Rate (178) |
|-----------------|---------------|-------------------------|---------------------------------|
| YES | 178 | 83.96% | 100.00% |
| NO | 0 | 0.00% | 0.00% |

3. During an indefinite period or specified periods, taking the full period of all breaks including meal intervals and rest/tea breaks?

| Response | Result | % of Total (212) | % of Response Rate (178) |
|-----------------|---------------|-------------------------|---------------------------------|
| YES | 178 | 83.96% | 100.00% |
| NO | 0 | 0.00% | 0.00% |

4. During an indefinite period or specified periods, interrupting or stopping work periodically to implement a ban on the employer's uniform policy or dress code, including but not limited to putting on VAHPA campaign t-shirts, high visibility vests, buffs, badges, stickers, lanyards and props?

| Response | Result | % of Total (212) | % of Response Rate (178) |
|----------|--------|------------------|--------------------------|
| YES | 177 | 83.49% | 99.44% |
| NO | 1 | 0.47% | 0.56% |

5. During an indefinite period or specified periods, interrupting or stopping work periodically to display or use VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons and props?

| Response | Result | % of Total (212) | % of Response Rate (178) |
|----------|--------|------------------|--------------------------|
| YES | 176 | 83.02% | 98.88% |
| NO | 2 | 0.94% | 1.12% |

6. During an indefinite period or specified periods, interrupting or stopping work periodically to distribute VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons and props, either via email or by providing them in person, to media, staff, patients, visitors, and/or members of the public, except that such action:

- will not use patient information for a purpose other than the purpose for which it was collected;
- will not give to any other person, whether directly or indirectly, any information acquired by reason of being an employee if a person who is or has been a patient in, or has received health services from, a relevant health service could be identified from that information;

and shall, at all times, comply with the confidentiality requirements of section 141 of the Health Services Act 1988 (Cth)?

| Response | Result | % of Total (212) | % of Response Rate (178) |
|----------|--------|------------------|--------------------------|
| YES | 176 | 83.02% | 98.88% |
| NO | 2 | 0.94% | 1.12% |

7. During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of using toys and props, including but not limited to inflatable, plastic and/or rubber-like animals/creatures/skeletons, in the workplace for the purpose of engaging with the media, staff, patients, their families and visitors, about the proposed enterprise agreement, the VAHPA campaign, VAHPA, industrial action and/or VAHPA's case?

| Response | Result | % of Total (212) | % of Response Rate (178) |
|-----------------|---------------|-------------------------|---------------------------------|
| YES | 172 | 81.13% | 96.63% |
| NO | 6 | 2.83% | 3.37% |

8. During an indefinite period or specified periods, not attending meetings, including but not limited to team meetings, that are not directly related to patient care, excluding meetings solely dedicated to the safe delivery of care during the COVID-19 pandemic?

| Response | Result | % of Total (212) | % of Response Rate (178) |
|-----------------|---------------|-------------------------|---------------------------------|
| YES | 173 | 81.60% | 97.19% |
| NO | 5 | 2.36% | 2.81% |

9. During an indefinite period or specified periods, delaying or restricting the performance of normal duties through placing a statement on emails and/or out of office replies about the VAHPA campaign, industrial action and/or the VAHPA's case?

| Response | Result | % of Total (212) | % of Response Rate (178) |
|-----------------|---------------|-------------------------|---------------------------------|
| YES | 176 | 83.02% | 98.88% |
| NO | 2 | 0.94% | 1.12% |

10. During an indefinite period or specified periods, not supervising, teaching and/or training students, excluding employees who are clinical educators Grade/Level/Class 3 or above whose role is predominantly in the education area of expertise?

| Response | Result | % of Total (212) | % of Response Rate (178) |
|----------|--------|------------------|--------------------------|
| YES | 170 | 80.19% | 95.51% |
| NO | 8 | 3.77% | 4.49% |

11. Industrial action in the form of unlimited number of stoppages of work, including but not limited to consecutive stoppages of work, of between five (5) minutes and twenty-four (24) hours in duration including but not limited to stoppages to travel to and from stop work meetings, subject to VAHPA providing the employer with seven (7) calendar days' notice?*

| Response | Result | % of Total (212) | % of Response Rate (178) |
|----------|--------|------------------|--------------------------|
| YES | 178 | 83.96% | 100.00% |
| NO | 0 | 0.00% | 0.00% |

12. Interrupting or stopping work periodically, over an indefinite period or for specified periods, to attend public events in support of the proposed enterprise agreement and/or the VAHPA campaign, including but not limited to morning tea events, afternoon tea events and lunch time rallies?

| Response | Result | % of Total (212) | % of Response Rate (178) |
|----------|--------|------------------|--------------------------|
| YES | 178 | 83.96% | 100.00% |
| NO | 0 | 0.00% | 0.00% |

Responses By Date

The following section shows a breakdown of voter response by day while the ballot was open. Voters cast their vote by using the voting link supplied to them.

| Date | Votes | % of Total (212) | % of Response Rate (178) |
|-----------|-------|------------------|--------------------------|
| 27 Apr 22 | 82 | 38.68% | 46.07% |
| 28 Apr 22 | 18 | 8.49% | 10.11% |
| 29 Apr 22 | 12 | 5.66% | 6.74% |
| 30 Apr 22 | 1 | 0.47% | 0.56% |
| 1 May 22 | 1 | 0.47% | 0.56% |
| 2 May 22 | 17 | 8.02% | 9.55% |
| 3 May 22 | 4 | 1.89% | 2.25% |
| 4 May 22 | 22 | 10.38% | 12.36% |
| 5 May 22 | 2 | 0.94% | 1.12% |
| 6 May 22 | 4 | 1.89% | 2.25% |
| 7 May 22 | 0 | 0.00% | 0.00% |
| 8 May 22 | 0 | 0.00% | 0.00% |
| 9 May 22 | 6 | 2.83% | 3.37% |
| 10 May 22 | 3 | 1.42% | 1.69% |
| 11 May 22 | 2 | 0.94% | 1.12% |
| 12 May 22 | 4 | 1.89% | 2.25% |

Systems / Security / Help Desk

- TrueVote portal 100% online during the ballot period
- There was no suspicious activity detected during the ballot period
- Voter assistance was provided throughout the ballot

Signed 

Stephen Donaldson

Date: 12 May 2022

TrueVote Pty. Ltd. – Returning Officer