



Fair Vote Services  
Protected Action Ballot VAU v Ambulance Victoria

## B2025/1647 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the VAU v Ambulance Victoria 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: B2025:1647)

Listing of results of the question put to voters in the ballot:

Question	Yes	No	Total
<i>In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:</i>			
<i>1. An unlimited number of stoppages of work for a period of ten minutes?</i>			
<i>2. An unlimited number of stoppages of work for a period of one hour?</i>			
<i>3. An unlimited number of periodic or indefinite bans on appearing in Ambulance Victoria social media posts unless wearing campaign clothing?</i>			
<i>4. Employees will undertake stoppages of work to write enterprise bargaining campaign messages on the outside of Ambulance Victoria vehicles?</i>			
<i>5. An unlimited number of indefinite or periodic bans on employees performing work unless employees are able to communicate with the media about the enterprise bargaining campaign and ambulance resourcing of indefinite duration?</i>	33	0	33
<i>6. An unlimited number of stoppages of work of an indefinite duration unless operational staff are able to display union posters, corflutes, paper chains, signs, red streamers and other union communications or materials in meetings, at the front desk of Ambulance Victoria buildings, on employee desks, in doorways and out the front of Ambulance Victoria offices and branches?</i>			
<i>7. An unlimited number of periodic or indefinite bans on undertaking training or education via the Learning Management System (LMS) of indefinite duration?</i>			
<i>8. An unlimited number of stoppages of work unless employees are able to distribute campaign material and speak to patients and members of the public about the purpose of taking industrial action of indefinite duration?</i>			
<i>9. An unlimited number of indefinite or periodic bans on employees performing work unless employees are able to communicate with the media about the enterprise bargaining campaign and ambulance resourcing of indefinite duration?</i>			

<p>10. <i>An unlimited number of bans on overtime or working outside of usual business hours of an indefinite duration for non-operational employees or staff?</i></p> <p>11. <i>An unlimited number of stoppages of work unless employees are able to attend union meetings of indefinite duration during paid work time?</i></p> <p>12. <i>An unlimited number of indefinite or periodic bans of indefinite duration on employees attending any work meetings online or in person?</i></p> <p>13. <i>An unlimited number of periodic or indefinite bans on attending daily huddle meetings?</i></p> <p>14. <i>An unlimited number of periodic or indefinite bans on the training of new, existing, agency, and light-duty staff?</i></p> <p>15. <i>An unlimited number of indefinite or periodic bans on actioning correspondence from AV staff requesting Community Engagement assistance?</i></p> <p>16. <i>An unlimited number of indefinite or periodic bans on the washing of the ambulance Fleet?</i></p> <p>17. <i>An unlimited number of periodic or indefinite bans on employees using templates?</i></p> <p>18. <i>An unlimited number of periodic or indefinite bans on employees using fleet or fleet maintenance centre logs?</i></p> <p>19. <i>An unlimited number of periodic or indefinite bans on employees recording equipment locker entries?</i></p> <p>20. <i>An unlimited number of periodic or indefinite bans on employees updating access codes?</i></p> <p>21. <i>An unlimited number of periodic or indefinite bans on employees recording Emergency Management Unit entries on the Emergency Response Plan spreadsheet?</i></p> <p>22. <i>An unlimited number of periodic or indefinite bans on employees recording issues on the Duty Manager log?</i></p> <p>23. <i>An unlimited number of periodic or indefinite bans on employees using the Duty Manager eLog?</i></p> <p>24. <i>An unlimited number of periodic or indefinite bans on employees logging external complaints?</i></p> <p>25. <i>An unlimited number of periodic or indefinite bans on employees answering rostering or payroll enquiries from employees?</i></p> <p>26. <i>An unlimited number of periodic or indefinite bans on employees responding to written requests or complaints from management about the handling of events?</i></p> <p>27. <i>An unlimited number of periodic or indefinite bans on employees making taxi bookings/Uber Health bookings for patient transport?</i></p> <p>28. <i>An unlimited number of periodic or indefinite bans on employees training new,</i></p>			
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*current, or agency staff?*

29. *An unlimited number of periodic or indefinite bans on employees editing, responding to and otherwise processing Flexible Work Arrangements?*
30. *An unlimited number of periodic or indefinite bans on employees' proofreading, editing, updating briefing notes, business cases, letters, and/or Regional Director Briefings?*
31. *An unlimited number of periodic or indefinite bans on employees attending any meetings for any reason?*
32. *An unlimited number of periodic or indefinite bans on employees performing "other tasks as required" in their Position Description?*
33. *An unlimited number of periodic or indefinite bans on employees providing administrative support to Senior Team Managers or Team Managers?*
34. *An unlimited number of periodic or indefinite bans on employees uploading documents to Content Manager for electronic approvals or record management?*
35. *An unlimited number of periodic or indefinite bans on the drafting, processing, editing and any other handling/processing requirement of letters requiring ED, RD, or any other Director, Senior Manager or any other type of approval?*
36. *An unlimited number of periodic or indefinite bans on employees taking minutes at meetings, watching recorded meetings, and writing recorded meeting minutes?*
37. *An unlimited number of periodic or indefinite bans on employees processing commendation letters and emails?*
38. *An unlimited number of periodic or indefinite bans by employees on medication management coordination?*
39. *An unlimited number of periodic or indefinite bans on employees managing or coordinating hospital meetings in any region, including the preparation and distribution of hospital data and agendas to Area Managers and hospitals prior to meetings?*
40. *An unlimited number of periodic or indefinite bans on employees coordinating events for regional awards, branch openings and other event management duties as required?*
41. *An unlimited number of periodic or indefinite bans on employees managing the diaries for any member of management teams?*
42. *An unlimited number of periodic or indefinite bans on employees updating, adding or creating content on OneAV, Teams, SharePoint or websites?*
43. *An unlimited number of periodic or indefinite bans on employees creating or editing meeting invites?*
44. *An unlimited number of periodic or indefinite bans on employees logging Motor Vehicle Accidents reports?*
45. *An unlimited number of periodic or indefinite bans on employees forwarding the Duty Manager log and shift reports to Management?*

<p>46. <i>An unlimited number of periodic or indefinite bans on employees logging equipment swapped by crews at support centres?</i></p> <p>47. <i>An unlimited number of periodic or indefinite bans on employees recording part-shift sick calls or late calls on the Duty Manager log?</i></p> <p>48. <i>An unlimited number of periodic or indefinite bans on employees entering crew end-of-shift times and warnings in Computer Aided Dispatch?</i></p> <p>49. <i>An unlimited number of periodic or indefinite bans on after-hours call-outs to any major incident?</i></p> <p>50. <i>An unlimited number of periodic or indefinite bans on attending to minor and major vehicle faults, either at the workshop or travelling to the minor and major vehicle faults?</i></p> <p>51. <i>An unlimited number of periodic or indefinite bans on transportation, recording or relocation of vehicles by FMC STAFF?</i></p> <p>52. <i>An unlimited number of diversions of any FMC operational phones to AV management for indefinite periods of time?</i></p> <p>53. <i>An unlimited number of periodic or indefinite bans on performing modifications to any vehicles or equipment by any bodybuilder or workshop employee?</i></p> <p>54. <i>An unlimited number of periodic or indefinite bans on data entry into MatMan/Oracle?</i></p> <p>55. <i>An unlimited number of periodic or indefinite bans on raising purchase orders – Oracle Financials?</i></p> <p>56. <i>An unlimited number of periodic or indefinite bans on receipting invoices – Oracle Financials?</i></p> <p>57. <i>An unlimited number of periodic or indefinite bans on performing decontamination of vehicles, stretchers, and other equipment performed by FMC staff?</i></p> <p>58. <i>An unlimited number of periodic or indefinite bans on the servicing and repair, or organising for such, for administration vehicles, unmarked response vehicles, pool cars, or CTS vehicles by FMC staff?</i></p> <p>59. <i>An unlimited number of periodic or indefinite bans on FMC staff working at other locations?</i></p> <p>60. <i>An unlimited number of periodic or indefinite bans of FMC staff using electronic diagnostic tools on vehicles by mechanics on the road?</i></p> <p>61. <i>An unlimited number of periodic or indefinite bans on updating vehicle movements and locations in all operational systems maintenance reports in MatMan?</i></p> <p>62. <i>An unlimited number of periodic or indefinite bans on the repair or organising the repair of minor windscreen damage?</i></p> <p>63. <i>An unlimited number of periodic or indefinite bans on the ordering of stock items used in the maintenance of any ambulance vehicles, stretchers, and other</i></p>			
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equipment?

64. *An unlimited number of periodic or indefinite bans on the ordering of fuel cards?*
65. *An unlimited number of periodic or indefinite bans on the relocation of stretchers for routine maintenance at major hospitals?*
66. *An unlimited number of periodic or indefinite bans on contact with the duty manager outside of business hours?*
67. *An indefinite ban or indefinite duration on UP jobs?*
68. *An unlimited number of periodic or indefinite bans on sending MRG to AD Blue top-ups?*
69. *An unlimited number of periodic or indefinite bans on keying more than 6 Patient Care Records (PCRs) per hour, with no more than 950 PCRs keyed per day across the whole Financial Transaction Services (FTS)?*
70. *An unlimited number of periodic or indefinite bans on the processing of missing PCRs or missing Air Ambulance PCRs?*
71. *An unlimited number of periodic or indefinite bans on the processing of hospital data files or boxes?*
72. *An unlimited number of periodic or indefinite bans on looking up the Traffic Accident Commission and WorkCover Victoria claim numbers?*
73. *An unlimited number of periodic or indefinite bans for those employees working from home to be required to attend the office?*
74. *An unlimited number of periodic or indefinite bans on processing VACIS errors for more than one hour per day, inclusive of the FTS team?*
75. *An unlimited number of periodic or indefinite bans on manually processing PCRs and e-PCRs?*
76. *An unlimited number of periodic or indefinite bans on the processing of PCRS and e-PCRs with unknown patient details?*
77. *An unlimited number of periodic or indefinite bans on following up on invoice disputes?*
78. *An indefinite ban of an indefinite duration on following up patient enquiries unless urgent?*
79. *An indefinite ban of an indefinite duration on the processing of any invoices, reversals, or adjustments?*
80. *An indefinite ban of an indefinite period on manual invoice generation or the re-issue for PCRs already keyed?*
81. *An unlimited number of periodic or indefinite bans on the reconciling of billing discrepancies with external providers?*
82. *An unlimited number of periodic or indefinite bans on uploading/indexing*

*documents into Content Manager?*

83. *An unlimited number of periodic or indefinite bans on the processing of the PCR enquiry inbox?*
84. *An indefinite ban of an indefinite duration on internal auditing and review of billing data?*
85. *An unlimited number of periodic or indefinite bans on searches of CRN, SUB, and PCR enquiry databases?*
86. *An unlimited number of periodic or indefinite bans on coding all PCRs specific to the customer number?*
87. *An unlimited number of periodic or indefinite bans on the maintenance of location codes?*
88. *An unlimited number of periodic or indefinite bans on AV bookings for ARV platform requests (unless urgent or time-critical)?*
89. *An unlimited number of periodic or indefinite bans on monitoring of the ARV case management system functionality (if not affecting live cases)?*
90. *An unlimited number of periodic or indefinite bans on referring general enquiries or requests not related to active cases?*
91. *An unlimited number of periodic or indefinite bans on providing support to the ARV administration office (non-clinical tasks)?*
92. *An unlimited number of periodic or indefinite bans on other duties and special projects as requested by the ARV Operations Manager?*
93. *An unlimited number of periodic or indefinite bans on the maintenance of tracking databases/spreadsheets?*
94. *An unlimited number of periodic or indefinite bans on assisting with the management of ARV rosters and short-notice sick leave replacement?*
95. *An unlimited number of periodic or indefinite bans on the daily printout of ARV staffing?*
96. *An unlimited number of periodic or indefinite bans on notification to the ARV administration office of public-to-private transfers?*
97. *An unlimited number of periodic or indefinite bans on ensuring adherence to ARV/AV policies and procedures (non-clinical)?*
98. *An unlimited number of periodic or indefinite bans on the reporting of non-urgent hazards or incidents?*
99. *An unlimited number of periodic or indefinite bans on facilitating teleconferencing between ARV leadership on-call and health service executives (unless escalation is active)?*
100. *An unlimited stoppage of work by employees unless they are able to use campaign messaging as the virtual backdrop in Teams meetings?*

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| <p>101. <i>An unlimited number of bans of periodic or indefinite duration on employees sending emails without setting an autoreply to their work email, outlining that they are taking protected industrial action. Auto replies will include information on what they are bargaining for?</i></p> <p>102. <i>An unlimited number of bans of periodic or indefinite duration on the processing of any procurement activities, including ordering and invoices?</i></p> <p>103. <i>An unlimited number of bans of periodic or indefinite duration on employees responding to incoming calls before 9.00 am and after 12.00 pm?</i></p> <p>104. <i>An unlimited number of bans of periodic or indefinite duration on employees completing the reporting documentation?</i></p> <p>105. <i>An unlimited stoppage of work unless employees are able to place helium-filled red balloons with campaign messages around and in various locations at all AV corporate buildings?</i></p> <p>106. <i>An unlimited number of bans of periodic or indefinite duration on the processing of documentation for new department staff, including higher duties, variation, security, VACIS, and email access forms?</i></p> <p>107. <i>An unlimited number of periodic or indefinite bans on the processing of higher duties, secondment, expressions of interest forms and/or letters by employees?</i></p> <p>108. <i>An unlimited number of periodic or indefinite bans on the processing of employee variation forms and/or letters?</i></p> <p>109. <i>An unlimited number of periodic or indefinite bans on the processing of secondment forms and/or letters?</i></p> <p>110. <i>An unlimited number of periodic or indefinite bans on the processing of any paperwork and/or invoices associated with the issue of prescription safety glasses?</i></p> <p>111. <i>An unlimited number of periodic or indefinite bans on the processing of any paperwork associated with the ordering and distribution of name badges?</i></p> <p>112. <i>An unlimited number of periodic or indefinite bans on the updating of branch directories?</i></p> <p>113. <i>An unlimited number of periodic or indefinite bans on the updating of branch contact lists?</i></p> <p>114. <i>An unlimited number of periodic or indefinite bans on the use of ORACLE for procurement activities?</i></p> <p>115. <i>An unlimited number of periodic or indefinite bans on the processing of SRU endorsement paperwork?</i></p> <p>116. <i>An unlimited number of periodic or indefinite bans on the processing of security access forms?</i></p> <p>117. <i>An unlimited number of periodic or indefinite bans on Fleet Administration employees writing up Discoverer reports?</i></p> |  |  |  |
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<p>118. <i>An unlimited number of bans of indefinite duration on Fleet Admin employees ordering fuel cards for new vehicles?</i></p> <p>119. <i>An unlimited number of bans of indefinite duration on Fleet Admin employees processing the payment of infringement notices?</i></p> <p>120. <i>An unlimited number of bans of indefinite duration on Fleet Admin employees attending workshop group meetings?</i></p> <p>121. <i>An unlimited number of bans on Fleet Admin employees responding to emails?</i></p> <p>122. <i>An unlimited number of periodic or indefinite bans on the calling of patients in relation to outstanding payments left from previous protected industrial action?</i></p> <p>123. <i>An unlimited number of periodic or indefinite bans on searching or following up with 3rd parties for patient address details for patient class invoices with "UNK address:"?</i></p> <p>124. <i>An unlimited number of periodic or indefinite bans on confirming liability with a 3rd party?</i></p> <p>125. <i>An unlimited number of periodic or indefinite bans for follow-up on debt under 60 days, only performing debt follow-up on debt 60 days overdue?</i></p> <p>126. <i>An unlimited number of periodic or indefinite bans on the processing of invoices?</i></p> <p>127. <i>An unlimited number of periodic or indefinite bans on the management of diaries by employees for supervisors/managers/directors/executive directors?</i></p> <p>128. <i>An unlimited number of periodic or indefinite bans on the backfilling of vacant staff by existing AV employees?</i></p> <p>129. <i>An unlimited number of periodic or indefinite bans on the processing of demand bids to release operational staff to corporate duties?</i></p> <p>130. <i>An unlimited number of periodic or indefinite bans on processing purchase orders and/or receipting of invoices?</i></p> <p>131. <i>An unlimited number of periodic or indefinite bans on organising flights and requests for accommodation for AV staff?</i></p> <p>132. <i>An unlimited number of periodic or indefinite bans on approving purchase orders from workshop staff?</i></p> <p>133. <i>An unlimited number of periodic or indefinite bans on approving staff leave requests, instead, staff to direct requests to the CEO?</i></p> <p>134. <i>An unlimited number of periodic or indefinite bans on the carrying out of tasks associated with the vehicle replacement program?</i></p> <p>135. <i>An unlimited number of periodic or indefinite bans on forwarding Rural Stryker POs to Stryker Australia?</i></p> <p>136. <i>An unlimited number of periodic or indefinite bans on employees writing reports to managers?</i></p> <p>137. <i>An unlimited number of periodic or indefinite bans on the management of the</i></p>			
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*stretcher maintenance program?*

138. *An unlimited number of periodic or indefinite bans on employees organising their coverage/backfilling before going on leave?*
139. *An unlimited number of periodic or indefinite bans on the training of new staff in the undertaking of work with the AED Register and/or GoodSam area?*
140. *An unlimited number of periodic or indefinite bans on employees from performing any reporting on performance, hospital, and medication reporting?*
141. *An unlimited number of periodic or indefinite bans on the processing of Regional POs?*
142. *An unlimited number of periodic or indefinite bans on processing employee overtime and expense claims?*
143. *An unlimited number of periodic or indefinite bans on undertaking any Admin Support Officer Metro 1 duties?*
144. *An unlimited number of periodic or indefinite bans on processing/approving demand bids?*
145. *An unlimited number of periodic or indefinite bans on providing access to SharePoint?*
146. *An unlimited number of periodic or indefinite bans on sending email notifications to departments advising of changes to RMT Managers for the Roster Cycle?*
147. *An unlimited number of periodic or indefinite bans on employees checking the contractors' flying times?*
148. *An unlimited number of periodic or indefinite bans on processing contractors' standing charges and flying hours for payment?*
149. *An unlimited number of indefinite or periodic bans on employees engaging in higher duties work?*
150. *An unlimited number of indefinite or periodic bans on approving the following requests: applications for flexible working arrangements and/or applications to change employment from permanent to part-time, and/or leave applications, and initiating and/or participating in and/or closing Professional Standards and Behaviour Department matters?*
151. *An unlimited number of indefinite or periodic bans on attending hospitals and/or monitoring ambulance arrivals board and/or initiating any management of ambulance ramping?*
152. *An unlimited number of indefinite or periodic bans on the driving of Ambulance Victoria marked and unmarked vehicles, except in emergency situations?*
153. *An unlimited number of indefinite or periodic bans on the performance of work unless wearing union-branded clothing?*
154. *An unlimited number of indefinite or periodic bans on the performance of work unless wearing union-branded merchandise?*

<p>155. <i>An unlimited number of indefinite or periodic bans on compliance with uniform policies?</i></p> <p>156. <i>An unlimited number of indefinite or periodic bans on processing salary payments for Executive Directors &amp; CEO?</i></p> <p>157. <i>An unlimited number of indefinite or periodic bans for processing ambulance subscription payments for members of the community (while ensuring that no community member's access to ambulance cover is impacted)?</i></p> <p>158. <i>An unlimited number of indefinite or periodic bans on participating in recruitment processes?</i></p> <p>159. <i>An unlimited number of indefinite or periodic bans on attending any meetings with external stakeholders, where those meetings do not relate to an emergency situation?</i></p> <p>160. <i>An unlimited number of indefinite or periodic bans on the use of lowercase font in all forms of written communication?</i></p> <p>161. <i>An unlimited number of indefinite or periodic bans on the taking of a meal break unless that meal break is taken in either the CEO's office, the AV boardroom or an Executive Directors' office?</i></p> <p>162. <i>An unlimited number of indefinite or periodic bans on processing of requests for new hardware and/or replacement hardware within a time frame of less than 14 days after the request has been received?</i></p> <p>163. <i>An unlimited number of indefinite or periodic bans on stoppages of work to communicate content about the bargaining and/or industrial action to the media, regardless of whether such conduct would constitute a breach of or a refusal to comply with any policy or clause of an industrial instrument that would usually restrict this activity?</i></p> <p>164. <i>An unlimited number of indefinite or periodic bans on using personal devices for completing work for AV, including multi-factor authentication for using AV Devices?</i></p> <p>165. <i>An unlimited number of indefinite or periodic bans on initiating, conducting, and/or participating in tender preparation, planning, and/or execution?</i></p>			
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I declare that:

- 38 ballots were issued for voting in this protected action ballot.
- At least 50% of voters cast a vote in the question put.
- The majority of voters who did cast a valid vote were in favour of the action set down in the question put.

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**19/11/2025**