



Reference: 2022/11151

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#### **Declaration of results - PAB Order: B2022/1364**

Pursuant to the Protected Action Ballot Order B2022/1364 issued by the Fair Work Commission, the AEC has conducted the protected action ballot and the declaration of the result is provided below.

Preliminary scrutiny	
Number of employees on the Roll of Voters (Voters)	4
Postal votes returned by voters	3
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	3
Percentage of postal votes returned*	75.00

\*This is the number of postal votes admitted to further scrutiny as a percentage of the number of employees on the Roll of Voters (the number of voters who voted).

The further scrutiny has been conducted. The table below provides the results for each question.

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the following actions:

	Question	Yes	No	Informal
1	Indefinite or periodic stoppage on the performance of administrative tasks?	3	0	0
2	Indefinite or periodic stoppage of attendance of meetings with management?	3	0	0
3	Indefinite or periodic stoppage of responding to emails?	3	0	0
4	Indefinite or periodic stoppage on inputting DWAU codes aside from the 799 and/or 990 miscellaneous code?	3	0	0
5	Action in the form of handing out written material authorised by ADAVB to patients treated?	3	0	0
6	An indefinite or periodic ban on responding to emails from managers and the CEO?	3	0	0
7	An indefinite or periodic ban on providing reports to managers and the CEO?	3	0	0
8	An indefinite or periodic ban on responding to work-related telephone calls?	3	0	0
9	An indefinite or periodic ban on supervision of all students?	3	0	0
10	An unlimited number of stoppages of work for the duration of 1 hour, subject to the ADAVB providing the employer with seven (7) calendar days' notice?	3	0	0
11	An unlimited number of stoppages of work for the duration of 2 hours, subject to the ADAVB providing the employer with seven (7) calendar days' notice??	3	0	0
12	An unlimited number of stoppages of work for the duration of 3 hours, subject to the ADAVB providing the employer with seven (7) calendar days' notice?	3	0	0
13	An unlimited number of stoppages of work for the duration of 4 hours, subject to the ADAVB providing the employer with seven (7) calendar days' notice?	3	0	0
14	An unlimited number of stoppages of work for the duration of 6 hours, subject to the ADAVB providing the employer with seven (7) calendar days' notice?	3	0	0
15	An unlimited number of stoppages of work for the duration of 8 hours, subject to the ADAVB providing the employer with seven (7) calendar days' notice?	3	0	0
16	An unlimited number of stoppages of work for the duration of 12 hours, subject to the ADAVB providing the employer with seven (7) calendar days' notice?	3	0	0
17	An unlimited number of stoppages of work for the duration of 24 hours, subject to the ADAVB providing the employer with seven (7) calendar days' notice?	3	0	0

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was achieved.
- The majority of voters who cast a valid vote were in favour of the action set out in question(s) 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Kaye Bartlett  
Returning Officer  
Delegate of the Ballot Agent  
Australian Electoral Commission

19/10/2022

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