



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Health Services Union

v

**Baptcare Ltd T/A Baptcare Karingal
(B2024/1480)**

3 December 2024

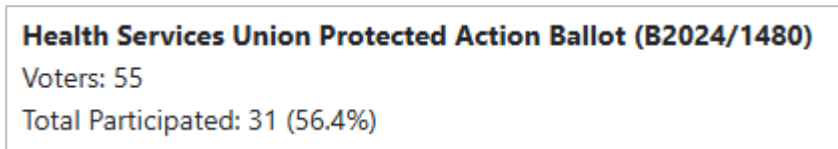
1. Ballot Result

Total Eligible Voters: 55
Total Participated: 31

31 out of 55 have answered all questions 56.4%

Final Ballot Audit: Tuesday, 3 December 2024 at 11.05am AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Health Services Union Protected Action Ballot (B2024/1480) has been managed and declared independent of all other parties.

The Health Services Union Protected Action Ballot (B2024/1480) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

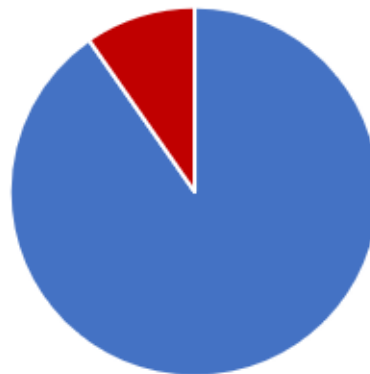
3. Questions and Results

Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

1. Indefinite or periodic industrial action in the form of restricting, limiting or delaying the performance of work by putting on, wearing and explaining, union badges or campaign clothing?

- Yes - 28 (90.3%)
- No - 3 (9.7%)

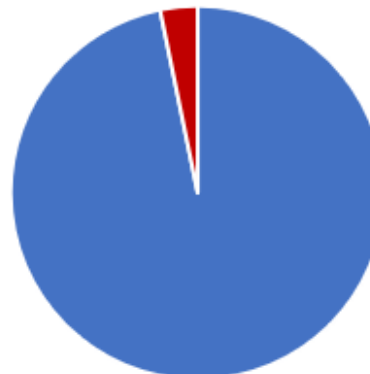


Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

2. Indefinite or periodic industrial action in the form of a ban on performing overtime?

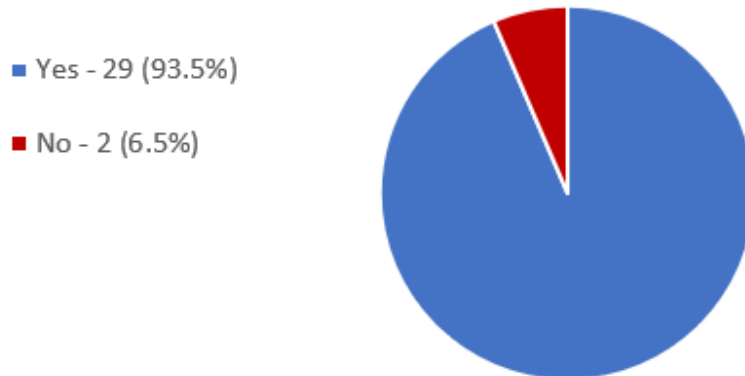
- Yes - 30 (96.8%)
- No - 1 (3.2%)



Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

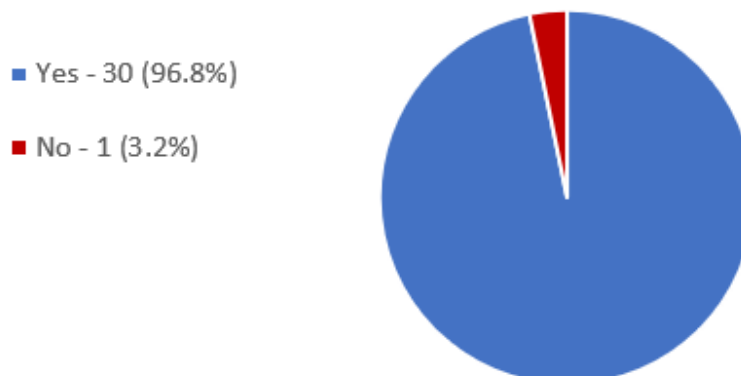
3. Indefinite or periodic stoppages of work of between 15 minutes and 8 hours in length?



Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

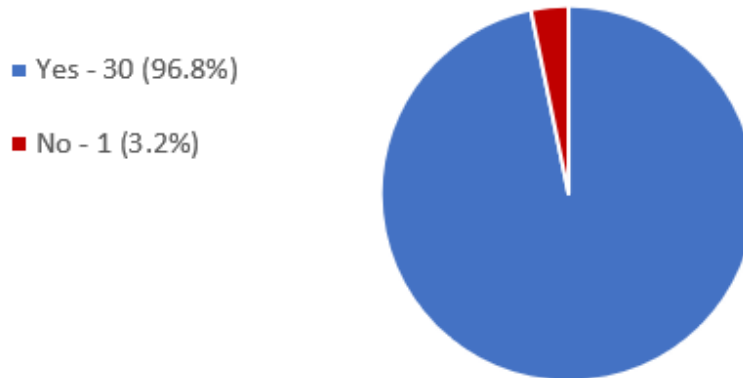
4. Indefinite or periodic bans on performing administrative, clerical, maintenance, cleaning (including housekeeping) or catering duties?



Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

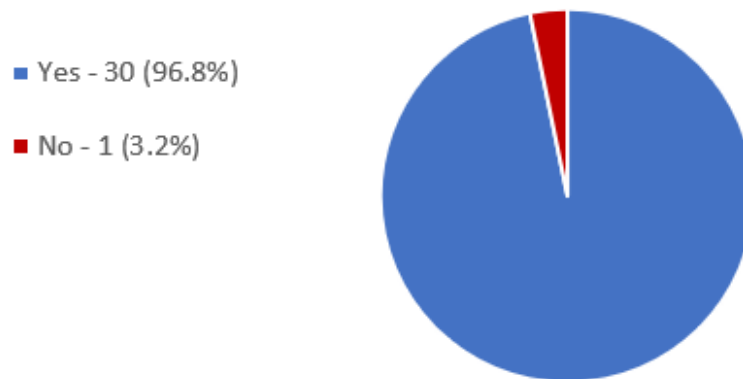
5. Indefinite or periodic bans on delivering dirty laundry to the laundry?



Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

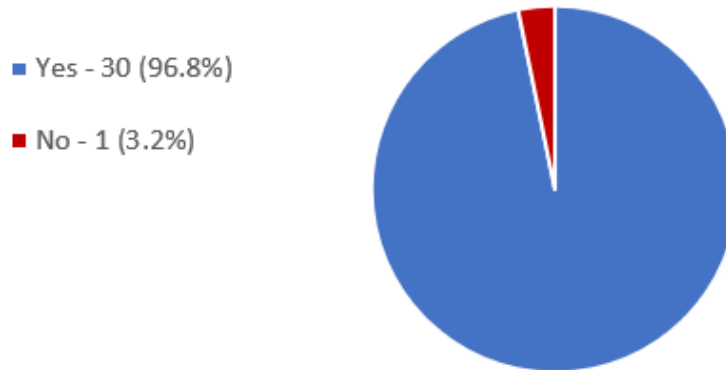
6. Indefinite or periodic bans on collecting clean linen from the laundry and returning it to residents?



Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

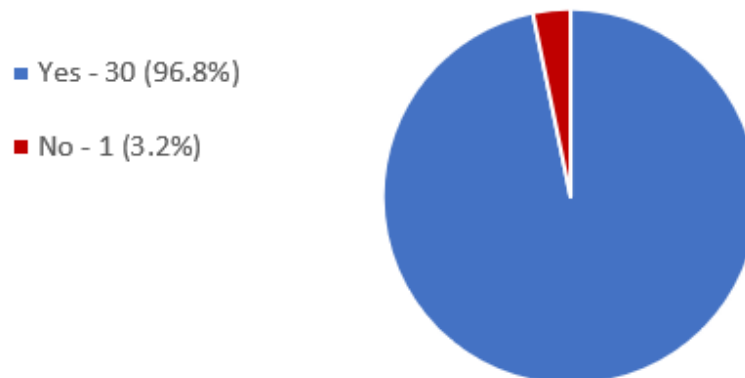
7. Indefinite or periodic bans on emptying rubbish bins in the kitchen?



Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

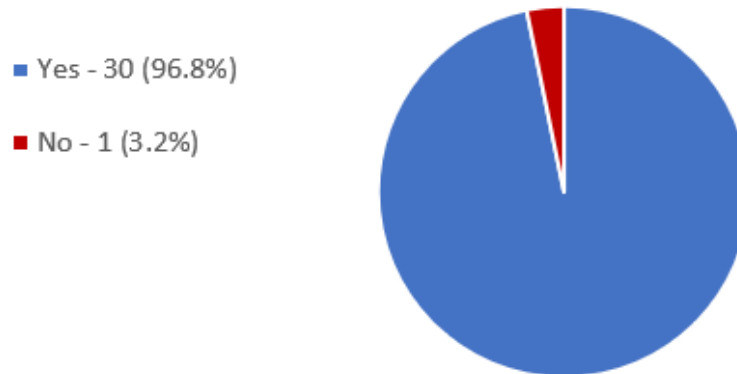
8. Indefinite or periodic bans on vacuuming foyer areas and/or management offices?



Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

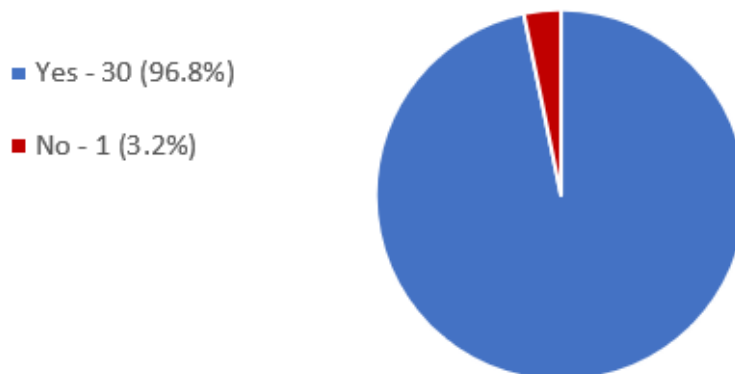
9. Indefinite or periodic bans on catering for management functions?



Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

10. Indefinite or periodic bans on delivering meals to management and/or preparing meals for management.

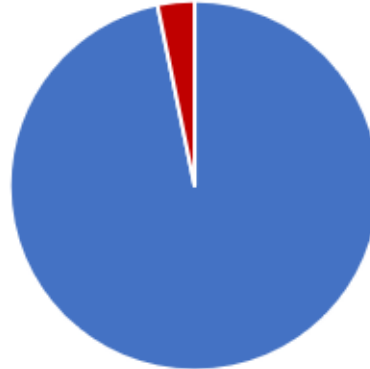


Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

11. Indefinite or periodic industrial action in the form of restricting, limiting or delaying the performance of work by communicating with the public, residents and/or the media about the reasons for the action?

- Yes - 30 (96.8%)
- No - 1 (3.2%)

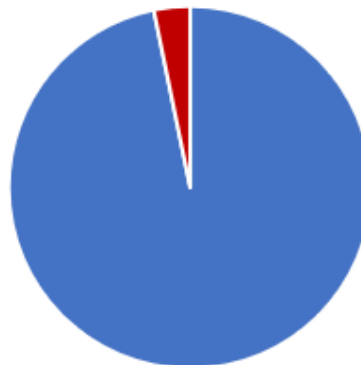


Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

12. Indefinite or periodic industrial action in the form of a ban on completing and/or submitting paperwork or electronic forms.

- Yes - 30 (96.8%)
- No - 1 (3.2%)

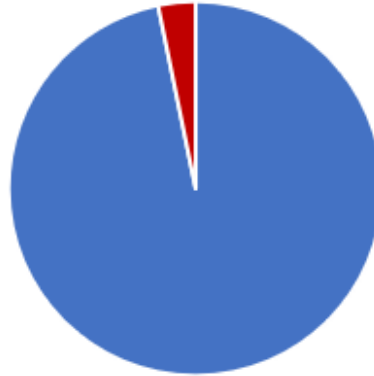


Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

13. Indefinite or periodic industrial action in the form of a ban on washing and refuelling Employer vehicles.

- Yes - 30 (96.8%)
- No - 1 (3.2%)

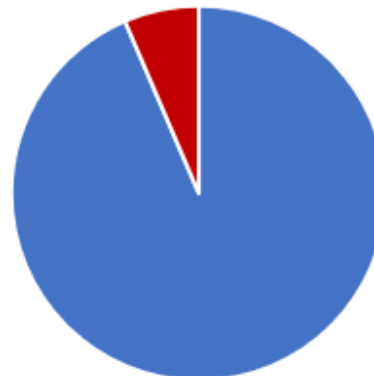


Question 14

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by Health Services Union, Tasmania Branch members against your employer, to be taken separately, concurrently and/or consecutively, in the form of:

14. Indefinite or periodic bans in the form of a ban on completing and/or submitting resident's bowel and weight charts.

- Yes - 29 (93.5%)
- No - 2 (6.5%)





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