



Ballot Report

B2024-538 Protected Action Ballot

Health Services Union Victoria No. 3 Branch T/A
The Victorian Allied Health Professionals
Association

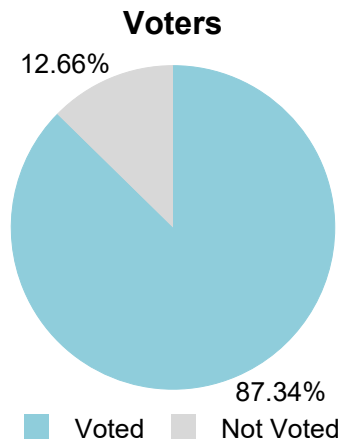
23 May 2024 to 5 June 2024

Ballot Report

The following ballot report is for B2024-538 Protected Action Ballot conducted by TrueVote on behalf of Health Services Union Victoria No. 3 Branch T/A The Victorian Allied Health Professionals Association. The ballot was live from 23/5/24 6:00 AM AEST to 5/6/24 4:00 PM AEST.

Voter Roll

The voter roll for the ballot consisted of 79 registered voters. 69 voters responded to the ballot notification sent out by TrueVote.



Voter Notifications

The following notifications 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 B2024-538	22/5/24 6:00 AM	Email	Generic
Vote Open B2024-538 Protected Action Ballot	23/5/24 6:00 AM	Email	Voting open
SMS Vote Open	24/5/24 6:00 AM	SMS	Voting reminder
Vote Reminder B2024-538 Protected Action Ballot	29/5/24 6:00 AM	Email	Voting reminder
SMS Vote Reminder	29/5/24 6:00 AM	SMS	Voting reminder
Vote Reminder B2024-538 Protected Action Ballot	5/6/24 6:00 AM	Email	Voting reminder
SMS Vote Reminder	5/6/24 6:00 AM	SMS	Voting reminder

Do you, for the purpose of advancing Victorian Allied Health Professionals Association (VAHPA) claims in the negotiation of an enterprise agreement with the Australian Red Cross Lifeblood, authorise the following forms of industrial action:

FORMS OF PROPOSED INDUSTRIAL ACTION - TO BE ENGAGED IN SEPARATELY OR CONCURRENTLY

Action 1: Ban on dress code

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of implementing a ban on the employer's uniform policy or dress code, including but not limited to putting on VAHPA campaign t-shirts, buffs, badges, stickers, lanyards and/or props.

Response	Result	% of Total (79)	% of Response Rate (69)
YES	67	84.81%	97.10%
NO	2	2.53%	2.90%

Action 2: Displaying campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of displaying or using VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props.

Response	Result	% of Total (79)	% of Response Rate (69)
YES	68	86.08%	98.55%
NO	1	1.27%	1.45%

Action 3: Distributing campaign materials

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of distributing VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props, either by email or by providing them in person, to media, staff, patients, clients, customers, visitors, residents and/or members of the public.

Response	Result	% of Total (79)	% of Response Rate (69)
YES	68	86.08%	98.55%
NO	1	1.27%	1.45%

Action 4: Including campaign materials in packages

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of placing VAHPA campaign materials, including but not limited to petitions, flyers, posters, stickers, and/or postcards, in anything sent internally and/or externally, including but not limited to parcels, boxes, packages, and shippers.

Response	Result	% of Total (79)	% of Response Rate (69)
YES	68	86.08%	98.55%
NO	1	1.27%	1.45%

Action 5: Stoppages of work

Industrial action in the form of an 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

Response	Result	% of Total (79)	% of Response Rate (69)
YES	68	86.08%	98.55%
NO	1	1.27%	1.45%

Action 6: Public events

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of attending 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 (79)	% of Response Rate (69)
YES	68	86.08%	98.55%
NO	1	1.27%	1.45%

Action 7: Ban on overtime/additional hours

During an indefinite period or specified periods, industrial action in the form of not working any overtime and/or any hours in addition to an employee's rostered or contracted ordinary hours of work.

Response	Result	% of Total (79)	% of Response Rate (69)
YES	68	86.08%	98.55%
NO	1	1.27%	1.45%

Action 8: Taking breaks

During an indefinite period or specified periods, industrial action in the form of taking the full period of all breaks (including meal breaks and rest/tea breaks), including but not limited to taking breaks at the same time as other employees.

Response	Result	% of Total (79)	% of Response Rate (69)
YES	68	86.08%	98.55%
NO	1	1.27%	1.45%

Action 9: Ban on additional or new duties

During an indefinite period or specified periods, industrial action in the form of not performing duties outside of those explicitly required by an employee’s job description/position description as they were at the time of this order, including, but not limited to, not performing any other duties required by the employer outside of those explicitly required by an employee’s job description/position description/role guide, even where the job description/position description/role guide indicates they are required to perform other duties as required by the employer or something similar.

Response	Result	% of Total (79)	% of Response Rate (69)
YES	68	86.08%	98.55%
NO	1	1.27%	1.45%

Action 10: Ban on blood testing and reporting for external clients

During an indefinite period or specified periods, industrial action in the form of not performing blood testing and reporting for external clients, including but not limited to Health Services, Hospitals and Pathology companies.

Response	Result	% of Total (79)	% of Response Rate (69)
YES	67	84.81%	97.10%
NO	2	2.53%	2.90%

Action 11: Ban on sending tested blood samples to educational and research institutions

During an indefinite period or specified periods, industrial action in the form of not sending tested blood samples to educational and research institutions.

Response	Result	% of Total (79)	% of Response Rate (69)
YES	66	83.54%	95.65%
NO	3	3.80%	4.35%

Responses By Date

Date	Votes	% of Total (79)	% of Response Rate (69)
23 May 24	46	58.23%	66.67%
24 May 24	12	15.19%	17.39%
26 May 24	1	1.27%	1.45%
27 May 24	2	2.53%	2.90%
28 May 24	1	1.27%	1.45%
29 May 24	4	5.06%	5.80%
30 May 24	1	1.27%	1.45%
1 Jun 24	1	1.27%	1.45%
5 Jun 24	1	1.27%	1.45%

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.



5 June 2024

Stephen Donaldson

TrueVote Returning Officer