



Ballot Report

## B2024-783 Protected Action Ballot

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

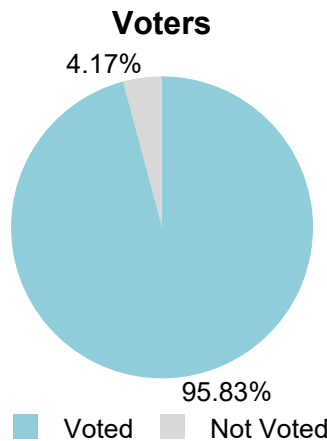
28 June 2024 to 11 July 2024

## Ballot Report

The following ballot report is for B2024-783 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 28/6/24 6:00 AM AEST to 11/7/24 4:00 PM AEST.

### Voter Roll

The voter roll for the ballot consisted of 24 registered voters. 23 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 B2024-783 Protected Action Ballot	27/6/24 6:00 AM	Email	Generic
Vote Open B2024-783 Protected Action Ballot	28/6/24 6:00 AM	Email	Voting open
SMS Vote Open	28/6/24 1:00 PM	SMS	Voting reminder
Vote Reminder B2024-783 Protected Action Ballot	4/7/24 6:00 AM	Email	Voting reminder
Vote Reminder B2024-783 Protected Action Ballot	11/7/24 5:55 AM	Email	Voting reminder
SMS Reminder	11/7/24 5:55 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 Bolton Clarke authorise the following forms of industrial action against Bolton Clarke being taken separately, concurrently and/or consecutively:

#### 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 (24)	% of Response Rate (23)
YES	22	91.67%	95.65%
NO	1	4.17%	4.35%

#### 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 (24)	% of Response Rate (23)
YES	23	95.83%	100.00%
NO	0	0.00%	0.00%

#### 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 distributing petitions, flyers, posters, stickers, postcards, balloons, video-conferencing backgrounds, digital avatars and/or props, either by electronic means (including but not limited to email) or by providing them in person, to media, staff, patients, clients, customers, visitors, residents and/or members of the public; with an exception of not distributing materials to clients whom the employee is aware are vulnerable, particularly those with reduced intellectual capacity, who may experience stress or anxiety as a consequence of receiving and reading the material.

Response	Result	% of Total (24)	% of Response Rate (23)
YES	23	95.83%	100.00%
NO	0	0.00%	0.00%

**Action 4: Writing messages on Bolton Clarke property**

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of writing messages in support of the proposed enterprise agreement on the outside of Bolton Clarke vehicles and/or equipment and/or infrastructure.

<b>Response</b>	<b>Result</b>	<b>% of Total (24)</b>	<b>% of Response Rate (23)</b>
YES	22	91.67%	95.65%
NO	1	4.17%	4.35%

**Action 5: Messages in emails**

During an indefinite period or specified periods, delaying or restricting the performance of normal duties through industrial action in the form of typing or re-typing a statement in emails, including but not limited to in email signatures, about the proposed enterprise agreement and/or the VAHPA campaign.

<b>Response</b>	<b>Result</b>	<b>% of Total (24)</b>	<b>% of Response Rate (23)</b>
YES	22	91.67%	95.65%
NO	1	4.17%	4.35%

**Action 6: 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.

<b>Response</b>	<b>Result</b>	<b>% of Total (24)</b>	<b>% of Response Rate (23)</b>
YES	22	91.67%	95.65%
NO	1	4.17%	4.35%

**Action 7: 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), even if this means not completing the full schedule of At-Home visits.

<b>Response</b>	<b>Result</b>	<b>% of Total (24)</b>	<b>% of Response Rate (23)</b>
YES	22	91.67%	95.65%
NO	1	4.17%	4.35%

**Action 8: Ban on communications during breaks**

During an indefinite period or specified periods, industrial action in the form of a ban on receiving or responding to any telephone calls, emails or communication from Bolton Clarke management during all breaks (including meal breaks and rest/tea breaks).

<b>Response</b>	<b>Result</b>	<b>% of Total (24)</b>	<b>% of Response Rate (23)</b>
YES	23	95.83%	100.00%
NO	0	0.00%	0.00%

**Action 9: Ban on working at alternative sites**

During an indefinite period or specified periods, industrial action in the form of a ban on working at sites other than sites an employee is usually rostered to work at.

<b>Response</b>	<b>Result</b>	<b>% of Total (24)</b>	<b>% of Response Rate (23)</b>
YES	23	95.83%	100.00%
NO	0	0.00%	0.00%

**Action 10: Ban on entering data on Procura**

During an indefinite period or specified periods, industrial action in the form of a ban on entering client-related data on Procura, except for a Dated Note to record actions and/or interventions in relation to a client.

<b>Response</b>	<b>Result</b>	<b>% of Total (24)</b>	<b>% of Response Rate (23)</b>
YES	20	83.33%	86.96%
NO	3	12.50%	13.04%

**Action 11: Ban on forwarding Dated Notes**

During an indefinite period or specified periods, industrial action in the form of a ban on forwarding Dated Notes by any means to Home Care Package (HCP) Case Managers.

<b>Response</b>	<b>Result</b>	<b>% of Total (24)</b>	<b>% of Response Rate (23)</b>
YES	20	83.33%	86.96%
NO	3	12.50%	13.04%

Action 12: 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.

<b>Response</b>	<b>Result</b>	<b>% of Total (24)</b>	<b>% of Response Rate (23)</b>
YES	20	83.33%	86.96%
NO	3	12.50%	13.04%

Action 13: 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.

<b>Response</b>	<b>Result</b>	<b>% of Total (24)</b>	<b>% of Response Rate (23)</b>
YES	23	95.83%	100.00%
NO	0	0.00%	0.00%

## Responses By Date

Date	Votes	% of Total (24)	% of Response Rate (23)
28 Jun 24	15	62.50%	65.22%
29 Jun 24	1	4.17%	4.35%
30 Jun 24	1	4.17%	4.35%
1 Jul 24	1	4.17%	4.35%
2 Jul 24	1	4.17%	4.35%
3 Jul 24	1	4.17%	4.35%
5 Jul 24	2	8.33%	8.70%
11 Jul 24	1	4.17%	4.35%

Systems / Security / Help Desk

There was no suspicious activity detected during the ballot period.  
Voter assistance was provided throughout the ballot.



11 July 2024

Stephen Donaldson

TrueVote Returning Officer