



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

Ambulance Victoria

(B2024/528)

31 May 2024

1. Ballot Result

Total Eligible Voters: 276
Total Participated: 146

146 out of 276 have answered all questions 52.9%

Final Ballot Audit: Friday, 31 May 2024 at 2.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot has been managed and declared independent of all other parties.

The United Workers' Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

In support of reaching an Enterprise Agreement with your employer, do you support and authorise the taking of protected industrial actions, which may involve taking separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages of work for a period of ten minutes.
2. An unlimited number of stoppages of work of an indefinite duration unless employees are wearing union t-shirts or red t-shirts.
3. An unlimited number of stoppages of work of an indefinite duration unless employees are able to write enterprise bargaining campaign messages on the outside of Ambulance Victoria vehicles.
4. An unlimited number of periodic or indefinite bans on the use of Ambulance Victoria vehicles to perform work unless enterprise bargaining campaign messages are written on the outside of the vehicle.
5. An unlimited number of periodic or indefinite bans on training employees (excluding Graduate Ambulance Paramedics).
6. An unlimited number of periodic or indefinite bans on the use of the roster kiosk to make roster or shift allocation requests, instead making requests by telephone call.
7. An unlimited number of periodic or indefinite bans on the use of status update buttons, instead providing status updates via radio.
8. An unlimited number of periodic or indefinite bans on Team Managers/Senior Team Managers/Paramedic Educators reporting to the Victorian Ambulance Cardiac Arrest Registry, Victorian Ambulance STEMI Quality Initiative and Limited Occurrence Screening.
9. An unlimited number of periodic or indefinite bans on initiating Virtual Emergency Department consultations.
10. An unlimited number of periodic or indefinite bans on clearing cases until a paper PCR has been completed.
11. An unlimited number of periodic or indefinite bans on paramedics working more than 8 weeks' reserve per annum.

Triage

12. An unlimited number of periodic or indefinite bans on the use of Video Assisted Triage.
13. An unlimited number of stoppages of work of an indefinite duration unless Triage practitioners are able to answer all questions in every open question set in Adastra (including coloured and black question sets).
14. An unlimited number of periodic or indefinite bans on the use of Computer Aided Dispatch (CAD) connector, and instead manually entering case details in Adastra.
15. An unlimited number of periodic or indefinite bans on the downgrading of outcomes suggested by Adastra.
16. An unlimited number of periodic or indefinite bans on the performance of triage duties unless the employee may advise a caller how many cases require an ambulance and are pending and current fleet availability.
17. An unlimited number of periodic or indefinite bans on Referral Team Leaders monitoring the duration of employees' After Call Work.
18. An unlimited number of periodic or indefinite bans on attending daily huddle meetings.

19. An unlimited number of periodic or indefinite bans on working on IT-related issues and instead lodging a ticket with the service desk for any IT-related issue.

Communications

20. An unlimited number of periodic or indefinite bans on using personally assigned CAD or telephony logins.
21. An unlimited number of periodic or indefinite bans on SECC employees using templates.
22. An unlimited number of periodic or indefinite bans on SECC employees using fleet or fleet maintenance centre logs.
23. An unlimited number of periodic or indefinite bans on SECC employees recording of equipment locker entries.
24. An unlimited number of periodic or indefinite bans on SECC employees updating access codes.
25. An unlimited number of periodic or indefinite bans on SECC employees recording Emergency Management Unit entries on Emergency Response Plan spreadsheet.
26. An unlimited number of periodic or indefinite bans on SECC employees recording issues on the Duty Manager log.
27. An unlimited number of periodic or indefinite ban on SECC employees using the Duty Manager eLog.
28. An unlimited number of periodic or indefinite bans on SECC employees logging external complaints.
29. An unlimited number of periodic or indefinite bans on SECC employees answering rostering or payroll enquires from employees.
30. An unlimited number of periodic or indefinite bans on SECC employees responding to written requests or complaints from management about the handling of events.
31. An unlimited number of periodic or indefinite bans on SECC employees responding to enquiries about NETCOMM and ERTCOMM estimated time of arrival.
32. An unlimited number of periodic or indefinite bans on SECC employees assisting or providing information to medical monitoring groups.
33. An unlimited number of periodic or indefinite bans on the performance of incidental overtime by SECC employees.
34. An unlimited number of periodic or indefinite bans on SECC employees moving resources to alternative locations.
35. An unlimited number of periodic or indefinite bans on the use of Optima Live by SECC employees.
36. An unlimited number of periodic or indefinite bans on SECC employees responding to enquiries about after hours recalls for area coverage, instead directing those enquiries to the Regional Duty Manager.
37. An unlimited number of periodic or indefinite bans on attending meetings with a manager wearing an operational uniform unless they are a registered practitioner with the Australian Health Practitioner Regulation Agency.
38. An unlimited number of periodic or indefinite bans on SECC employees making taxi bookings/Uber Health bookings for patient transport.

TMs and STMs

39. An unlimited number of periodic or indefinite bans on Team Managers (TMs) and Senior Team Managers (STMs) participating in negotiation of Flexible Working Arrangements with team members.

40. An unlimited number of periodic or indefinite bans on TMs and STMs completing medication compliance checks on EMIS, and instead completing medication compliance checks on paper.
41. An unlimited number of periodic or indefinite bans on TMs and STMs conducting formal and informal counselling of employees.
42. An unlimited number of periodic or indefinite bans on TMs and STMs attending municipal emergency management meetings.
43. An unlimited number of periodic or indefinite bans on TMs and STMs conducting reporting of response and clearing time performance.
44. An unlimited number of periodic or indefinite bans on Paramedic Educators, TMs and STMs conducting PCR audits.

NEPT

45. An unlimited number of periodic or indefinite bans on employees other than CTOs double loading patients.
46. An unlimited number of periodic or indefinite bans on CTOs transporting more than 2 patients simultaneously.
47. An unlimited number of stoppages of work of an indefinite duration unless NEPT and CTS employees return to branch for meal breaks.
48. An unlimited number of periodic or indefinite bans on Patient Transport Officers acting in the role of Ambulance Transport Attendant.

Clinicians

49. An unlimited number of periodic or indefinite bans on clinicians downgrading of events (except if safety related).
50. An unlimited number of periodic or indefinite bans on clinicians completing call backs.
51. An unlimited number of periodic or indefinite bans on clinicians providing in person support to call takers, instead only providing support by dialing in.
52. An unlimited number of periodic or indefinite bans on clinicians completing NEPT booking acuity/diagnosis review.
53. An unlimited number of periodic or indefinite bans on clinicians completing CAD annotation of NEPT no transports.
54. An unlimited number of periodic or indefinite bans on training new Clinicians.

CSO

55. An unlimited number of periodic or indefinite bans on Clinical Support Officers (CSOs) completing Mod 5/9 involvement.
56. An unlimited number of periodic or indefinite bans on CSOs completing all endorsement paperwork.
57. An unlimited number of periodic or indefinite bans on CSOs completing SRU IFO assessments.
58. An unlimited number of periodic or indefinite bans on CSOs performing functions in accordance with the clinical calendar/clinical plan.
59. An unlimited number of periodic or indefinite bans on CSOs performing LOS/case audits.

60. An unlimited number of periodic or indefinite bans on CSOs performing duties outside of allocated Ambulance Service Area.

Rosters

61. An unlimited number of periodic or indefinite bans on Rosters employees contacting reserve/senior reserve/RSRP staff to allocate shifts until 59 minutes prior to the shift start time.

AAV

62. An unlimited number of periodic or indefinite bans on recording patient details into Ambflight system.
63. An unlimited number of periodic or indefinite bans on taking observers (ARV/NETS) on aircraft.
64. An unlimited number of periodic or indefinite bans on Flight Centre Co-ordinators entering flight times into Ambflight.
65. An unlimited number of periodic or indefinite bans on MICA Flight Paramedics entering times into Ambflight.
66. An unlimited number of periodic or indefinite bans on single officer Flight Paramedics double loading patients.

ACOs

67. An unlimited number of periodic or indefinite bans on Ambulance Community Officers (ACOs) using the Whispr program.
68. An unlimited number of periodic or indefinite bans on ACOs performing interhospital transfers.
69. An unlimited number of periodic or indefinite bans on ACOs performing vehicle/medication checks in unpaid time.
70. An unlimited number of periodic or indefinite bans on ACOs performing community engagement activities unless they are allowed to speak to the public about enterprise bargaining.
71. An unlimited number of periodic or indefinite bans on ACOs moving vehicles for Fleet.

Fleet

72. An unlimited number of bans on fleet maintenance officers doing after hours call out or roadside work (with the exception of any major incident) for a period of one hour.
73. An unlimited number of stoppages of work on Fleet Admin employees of 2 hours duration.
74. An unlimited number of bans on Fleet Admin employees responding to emails.
75. An unlimited number of bans of an indefinite duration on Fleet Administrators booking pool cars.
76. An unlimited number of bans of an indefinite duration on Fleet Administrators assisting with Workshop email or phone queries.
77. An unlimited number of bans of an indefinite duration on Fleet Administrators undertaking workshop stock take.
78. An unlimited number of bans of an indefinite duration on Fleet Administrators processing invoices sent to the Fleet System Administrators including all fuel invoices, Mobile Repair Group invoices, Royal Automobile Club Victoria invoices, and Linkt invoices.
79. An unlimited number of bans of an indefinite duration on Fleet Administrators following up non-exempt infringements.

- 80. An unlimited number of bans of an indefinite duration on Fleet Administrators entering new vehicles into the Fleet Management Information System.
- 81. An unlimited number of bans of an indefinite duration on Fleet Administrators adding or removing vehicles on Linkt.
- 82. An unlimited number of bans of indefinite duration on Fleet Administrators performing "other tasks as required" in their Position Description dated 2010.

Non-operational

- 83. An unlimited number of stoppages of work on non-operational employees of indefinite duration
- 84. An unlimited number of stoppages of work on non-operational employees of 2 hours duration.
- 85. An unlimited number of stoppages of work on non-operational employees of 20 minutes duration.
- 86. An unlimited number of bans of an indefinite duration on Accounts Payable employees processing the payment of AV bills.
- 87. An unlimited number of stoppages of work of an indefinite duration unless non-operational employees or staff are able to display union posters, corflutes, and other union communications or materials in meetings, at the front desk of Ambulance Victoria buildings, on their desks and out the front of Ambulance Victoria offices and branches.
- 88. An unlimited number of bans of indefinite or periodic duration on non-operational employees or staff making or answering phone calls without ending calls with union messages about why they are taking protected industrial action.
- 89. An unlimited number of bans of periodic or indefinite duration on non-operational employees or staff 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.
- 90. An unlimited number of bans of an indefinite duration on non-operational employees training new, current, or agency staff.

RAO & ASO

- 91. An unlimited number of bans of indefinite duration on Administration Support Officers editing and processing Flexible Work Arrangements.
- 92. An unlimited number of bans of indefinite duration on Administration Support Officers proofreading, editing, and updating briefing notes, business cases, letters, and/or Regional Director Briefings.
- 93. An unlimited number of bans of indefinite duration on Administration Support Officers attending Regional Management Team meetings, Area Manager meetings, Flexible Work Arrangement meetings, Clinical Governance meetings, Occupational Health and Safety Committee meetings, PCSC Palliative Care meetings and/or First Responder meetings.
- 94. A unlimited number of bans on indefinite duration on Regional Administration Officers and/or Administration Support Officers performing "other tasks as required" in their Position Description
- 95. An unlimited number of bans of an indefinite duration or periodic duration on Regional Administration Officers and/or Administration Support Officers providing administrative support to Senior Team Managers or Team Managers.
- 96. An unlimited number of bans of an indefinite duration on Regional Administration Officers and/or Administration Support Officers uploading documents to Content Manager for electronic approvals or record management.

97. An unlimited number of bans of an indefinite duration of Regional Administration Officers and/or Administration Support Officers attending any meeting that involves more than two staff members, including but not limited to, Team Manager, Senior Team Manager and Paramedic Community Support Coordinator meetings.
98. An unlimited number of bans of an indefinite duration on Regional Administration Officers and/or Administration Support Officers watching recorded meetings and writing recorded meeting minutes.
99. An unlimited number of bans of an indefinite duration on Regional Administration Officers and/or Administration Support Officers processing commendation letters and emails.
100. An unlimited number of bans of an indefinite duration on Regional Administration Officers and/or Administration Support Officers actioning emails regarding Flexible Work Arrangements, processing paperwork relating to Flexible Work Arrangements or attending Flexible Work Arrangement meetings.
101. An unlimited number of bans of an indefinite duration on Regional Administration Officers and/or Administration Support Officers 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.
102. An unlimited number of bans of an indefinite duration on Regional Administration Officers and/or Administration Support Officers coordinating events for regional awards, branch openings and other event management duties as required.
103. An unlimited number of bans of an indefinite duration on Regional Administration Officers and/or Administration Support Officers managing the diaries for any member of management teams.
104. An unlimited number of bans of an indefinite duration on Regional Administration Officers and/or Administration Support Officers updating, adding or creating content on OneAV, Teams, SharePoint or websites.
105. An unlimited number of bans of an indefinite duration on Regional Administration Officers and/or Administration Support Officers forwarding, creating or editing meeting invites.

Communications Administration Support Officers

106. An unlimited number of bans of an indefinite duration on Communications Administration Support Officers using centre equipment including, but not limited to, Computer Aided Dispatch and Radios.
107. An unlimited number of bans of an indefinite duration on Communications Administration Support Officers logging Motor Vehicle Accidents reports.
108. An unlimited number of bans of an indefinite duration on Communications Administration Support Officers forwarding the Duty Manager log and shift reports to Management.
109. An unlimited number of bans of an indefinite duration on Communications Administration Support Officers booking taxis, Ubers or any other car-based transportation service.
110. An unlimited number of bans of an indefinite duration on Communications Administration Support Officers providing CAD information and case notes to Peer Support and crew attendance details.
111. An unlimited number of bans of an indefinite duration on Communications Administration Support Officers inputting data into Computer Aided Dispatch, unless it directly relates to patient care.
112. An unlimited number of bans of an indefinite duration on Communications Administration Support Officers providing estimated time of arrival calls to members of the public.
113. An unlimited number of bans of an indefinite duration on Communications Administration Support Officers taking calls from Triple Zero call-takers.
114. An unlimited number of bans of an indefinite duration on Communications Administration Support Officers logging equipment swapped by crews at support centres.

115. An unlimited number of bans of an indefinite duration on Communications Administration Support Officers recording part shift sick calls or late calls on the Duty Manager log.

116. An unlimited number of bans of an indefinite duration on Communications Administration Support Officers entering cruise end of shift times and warnings into Computer Aided Dispatch.

Billings

117. An unlimited number of bans of an indefinite duration on Billings employees processing No Address Searches.

118. An unlimited number of bans of indefinite duration on Billings employees processing All Patient Care Records without one or more of the following details: date of birth, first name, surname, or address. Patient Care Records with any of the missing details will be billed to UNKNOWN Class.

Accounts Receivable

119. An unlimited number of bans of an indefinite duration on Accounts Receivable employees reporting on statement debt.

120. An unlimited number of bans of an indefinite duration on Accounts Receivable employees collecting statement debt that is 60 days or more overdue.

121. An unlimited number of bans of an indefinite duration on Accounts Receivable employees collecting debt that is 60 days overdue and to the value of \$10,000 or above.

122. An unlimited number of bans of an indefinite duration on Accounts Receivable employees running reports on statement debt.

123. An unlimited number of stoppages of work of up to 10 hours duration unless Accounts Receivable employees are able to respond to no more than 10 emails per day.

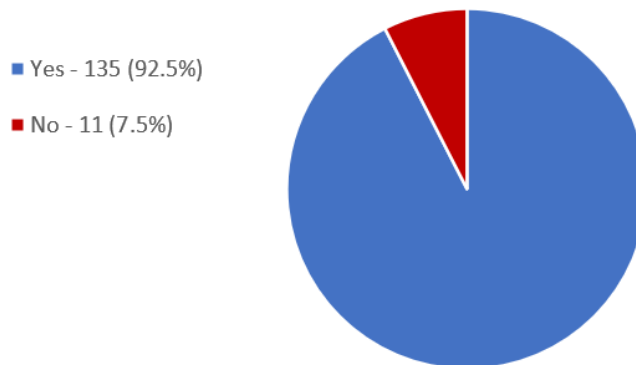
124. An unlimited number of stoppages of work of indefinite duration unless Accounts Receivable employees are able to respond to no more than 10 emails per day.

Accounts Payable

125. An unlimited number of bans of an indefinite duration on Accounts Payable employees actioning Re-codes.

126. An unlimited number of bans of indefinite duration on Accounts Payable employees completing "other tasks as required" in their Position Descriptions

127. An unlimited number of bans of an indefinite duration on Accounts Payable employees responding to incoming calls before 9.00am and 12pm.





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