

**QUEENSLAND INDUSTRIAL RELATIONS COMMISSION**

CITATION: *Together Queensland, Industrial Union of Employees v State of Queensland (Department of Health) & Ors* [2016] QIRC 114

PARTIES: **Together Queensland, Industrial Union of Employees**

**v**

**State of Queensland (Department of Health)**

**and**

**State of Queensland (Cairns and Hinterland Hospital and Health Service)**

**and**

**State of Queensland (Metro North Hospital and Health Service)**

**and**

**State of Queensland (Metro South Hospital and Health Service)**

**and**

**State of Queensland (Department of Health - Central Queensland Hospital and Health Service)**

**and**

**State of Queensland (Townsville Hospital and Health Service)**

CASE NOS: CA/2016/49  
CA/2016/50  
CA/2016/51  
CA/2016/52  
CA/2016/54  
CA/2015/55  
CA/2016/56  
CA/2016/57  
CA/2016/58  
CA/2016/59  
CA/2016/60

CA/2016/61  
 CA/2016/62  
 CA/2016/63

PROCEEDING: Applications to Amend Protected Action Ballot Orders

DELIVERED ON: 28 October 2016

HEARING DATE: 26 October 2016

HEARD AT: Brisbane

MEMBER: Vice President Linnane

ORDER: **Applications Dismissed**

CATCHWORDS: Applications for variation of protected action ballot orders under s 11 of Schedule 4 of the *Industrial Relations Act 1999* - Applications dismissed.

CASES: *Industrial Relations Act 1999, s 176, Schedule 4 State Government Departments Certified Agreement 2009 (CA/2012/87 and CA/2012/88) - Decision* <<http://www.qirc.qld.gov.au>>

APPEARANCES: Mr K McKay, of Together Queensland, Industrial Union of Employees.  
 Mr G Khoury, of State of Queensland (Department of Health).

### Decision

- [1] Together Queensland, Industrial Union of Employees (Together Queensland) have, since 26 September 2016, filed in the Industrial Registry ninety-three (93) applications for Orders for Protected Action Ballots (Orders) in respect of various employees of the Department of Health and the various Hospital and Health Services in Queensland. Schedule 1 to this Decision is a document outlining each such application noting the date the application was filed, the Electoral Commission Queensland's (ECQ) ballot closing date, the date of each Order issued in respect of those applications and the Term of each Order.
- [2] Together Queensland filed an application to amend the orders in CA/2016/49, CA/2016/50, CA/2016/52 and CA/2016/54 - CA/2016/59 on 18 October 2016. In that application Together Queensland sought a closing date for the Protected Action Ballots of 14 November 2016 and the term of the Orders to expire on 15 November 2016. This application was made by Alexander Scott, the Secretary of Together Queensland. The affirmation forming part of the application relevantly provides as follows:

"a. The current closing date for voting in the protected action ballots are 29 November 2016 for matters 49, 50, 52, 54, 55 and 57 and 1 December 2016 for matters 58 and 59.

...

c. A delay of some seven weeks to conduct a protected action ballot is unreasonable.

d. The legislation requires the hearing to be conducted within 2 days of the application being made thus placing a legislative emphasis on the ballot occurring in a timely fashion.

e. The legislation has a specific provision to enable the ECQ to make application about the timing of the ballot.

f. Any resourcing inadequacies of the ECQ are not grounds for an unreasonable delay in the timing of the ballot as prescribed by the act.

g. Undue delay derogates from the policy objective of the legislation in supporting enterprise bargaining."

[3] No further evidence was adduced by Together Queensland in support of this application at the hearing.

[4] In respect of nine of these applications, the ECQ in an e-mail of 12 October 2016 confirmed it had received the nine Together Queensland applications for Protected Action Ballots (i.e. CA/2016/49 - CA/2016/57) and further stated that "[d]ue to the volume and current workload it is recommended that the ballot close date be Tuesday 29 November 2016". This correspondence from the ECQ was forwarded to Together Queensland on 17 October 2016.

[5] The second application, filed on 20 October 2016, is made by Kate Flanders, the Assistant Secretary of Together Queensland. This application seeks a similar decision in respect of the Orders sought to be amended in this application as those sought in the first application i.e. those outlined in paragraph [2] hereof. The Affidavit of Ms Flanders is essentially in the same terms as the Affidavit of Mr Scott referred to in paragraph [2] of this decision. Once again no further evidence was adduced by Together Queensland in support of this second application at the hearing.

[6] Together Queensland sought to have this second application joined with the application filed on 18 October 2016. The matters were not formally jointed at the hearing of these applications on 27 October 2016 but the hearing proceeded as if both applications were joined. This decision is in respect of both applications.

[7] Schedule 1 to this Decision indicates that Together Queensland has, between 26 September 2016 and 27 October 2016 lodged ninety-eight (98) applications for

Protected Action Ballots in relation to employees of the Department of Health and various Hospitals and Health Services throughout Queensland. At the time of writing this decision both the Industrial Registry and the ECQ expect further similar applications to be filed in the Industrial Registry by Together Queensland. The number of further applications and/or the timeframes within which such applications will be filed is unknown to the staff of the Industrial Registry and/or the ECQ.

- [8] In accordance with the legislation the Orders in respect of each application filed have been issued within two (2) business days of the filing of the applications. One such application sought a Protected Action Ballot in respect of one person only i.e. CA/2016/53 filed on 11 October 2016. Given that the legislative process is for a secret ballot of employees I conducted a hearing in respect of this matter on 13 October 2016 and, after hearing from the parties, indicated that I would not issue the Order in respect of this application.
- [9] The ECQ has notified that the work involved from the ECQ's office in respect of each application is the same regardless of whether the ballot sought is in respect of 3 employees, 3,000 or 30,000 employees. Some of these applications involve three employees only. Together Queensland has determined to file these ninety-three (93) applications over a period in excess of one month. It is clearly entitled to seek the views of its members in that manner before filing such applications and to file them in the manner in which Together Queensland determines. As Together Queensland submitted during the hearing, there is no restriction placed on industrial organisations as to how they organise their affairs in this regard.
- [10] There was no evidence before me that Together Queensland put the ECQ on notice prior to 26 September 2016, or at any time subsequent to that date, as to the number of Protected Action Ballot applications it would file in the Industrial Registry and thus the number of ballots the ECQ was likely to be asked to conduct in the foreseeable future. Had Together Queensland provided the ECQ with such information at an early date it is likely that the ECQ would have made arrangements to engage additional staff to assist in having these ballots conducted in a manner that may have satisfied Together Queensland.
- [11] Prior to the Commission issuing any of these Protected Action Ballot Orders, the view of the ECQ was sought on an appropriate closing date for the ballot given that it is the ECQ that is required to conduct the ballot. In the first thirteen (13) applications filed by Together Queensland (those filed between 26 September 2016 and 7 October 2016) the closing dates provided by the ECQ ranged from 28 October 2016 to 23 November 2016. No issue has been taken by Together Queensland in respect of those Orders.
- [12] On 14 October 2016 Together Queensland lodged an application to amend the closing date in respect of CA/2016/52. That application contained no grounds whatsoever and no evidence in support of an amendment to the Orders was adduced. In that application Together Queensland sought a ballot closing date of 13 November 2016. That application was heard on 18 October 2016 and dismissed on that occasion. At the hearing of that application Together Queensland admitted that if successful in this one application it would file applications to amend all other

Orders for Protected Action Ballots issued in CA/2016/49 - CA/2016/52 and CA/2016/54 - CA/2016/63.

- [13] During the course of the hearing in CA/2016/52 I addressed the lack of grounds and/or evidence to support the Together Queensland application. In the current applications Together Queensland has, at least, included some grounds in its applications but it has once again failed to adduce any evidence which would warrant the amendment sought by Together Queensland to the Orders issued on 13 October 2016, 17 October 2016 and 18 October 2016 i.e. the Orders the subject of these applications.
- [14] During the course of the hearing on 18 October 2016, it became clear that Together Queensland still had many more applications for Protected Action Ballots to be filed in the Industrial Registry. I thus became concerned that some of the future orders may have a closing date in January 2017 as I had no knowledge of when Together Queensland would file its remaining applications. Since 18 October 2016 Together Queensland has filed a further sixty-nine (69) applications for Protected Action Ballots.
- [15] On 19 October 2016 I caused communication with the ECQ to seek their assistance in having the remaining Together Queensland ballots close no later than 16 December 2016 i.e. provided Together Queensland filed its remaining applications shortly thereafter. On the following day I was advised that additional staff would be given to the ECQ officer responsible for these ballots thus enabling the closing date of all ballots to be no later than 16 December 2016. Unfortunately Together Queensland is still filing Protected Action Ballots some nine (9) days after the hearing of that application.
- [16] In the applications currently before me Together Queensland relies upon a decision of Commissioner Fisher in *Re: State Government Departments Certified Agreement 2009*<sup>1</sup>. This was an application by Together Queensland to vary the closing dates for two protected action ballots of employees covered by the Core Certified Agreement. In that decision Commissioner Fisher stated:
- "[9] The Commission has given consideration to the matters raised by the Union as well as those issues identified by the ECQ in its correspondence. The critical issue highlighted by this application is the capacity of the ECQ to conduct the ballots in a timely and efficient manner in light of the number of applications for protected action ballots that the Union has made.
- [10] Having determined that the ECQ is to be the body which conducts ballots it is the responsibility of government to ensure that the ECQ is adequately resourced. The ballots have to be meaningful in the context of the negotiations for a new certified agreement that are occurring. Moreover, undue delay derogates from the policy objective of supporting enterprise agreements.

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<sup>1</sup> *Re: State Government Departments Certified Agreement 2009 (CA/2012/87 and CA/2012/88) - Decision* <<http://www.qirc.qld.gov.au>>

- [11] However, the capacity of the ECQ to conduct the ballots earlier than originally determined is a genuine, practical issue which has to be considered. In an endeavor to balance the competing interests the Commission has decided to bring forward the closing date of both ballots to 10 September 2012."
- [17] In the matter before Commissioner Fisher the Orders required a closing date for the ballots of 28 September 2012 and 2 October 2012. Together Queensland had sought a closing date of 26 August 2012 in the application. In that case the ECQ had received seventy-one (71) Orders for Protected Action Ballots. It should also be noted that the ballots in 2012 were conducted at a time prior to Australia Post's new postage regime. The new regime means that postage can now take a substantially longer period to arrive at its destination than the time taken in 2012. Whilst the ECQ is delivering the ballots via priority post the return of such ballots is via ordinary post. The time taken by Australia Post to return ballots by ordinary post could take a period in excess of seven days or longer depending upon the region from where the ballot is posted.
- [18] Whilst I agree with Commissioner Fisher's comment that "it is the responsibility of government to ensure that the ECQ is adequately resourced", it would be very difficult for the government/ECQ to adequately resource the organisation for a potential of one hundred (100) plus applications and orders for Protected Action Ballots unless Together Queensland put the ECQ on notice of the extensive number of such applications in late September 2016. Without notice, the ECQ could not foresee the number of Together Queensland applications and orders. In my view the provision of adequate resources is dependent upon knowledge of the need for those additional resources.
- [19] As mentioned previously there is no evidence before me as to any difficulties faced by Together Queensland with the closing date timeframes in the Orders the subject of these applications. Further, no evidence was adduced from Together Queensland that it had placed the ECQ on notice in September 2016 when the first application was filed in the Commission of the numbers of applications Together Queensland would make for Protected Action Ballots and the timing of the filing of those applications.
- [20] Together Queensland is still unable to advise how many more applications will be filed and when those applications will be filed. Together Queensland has now had difficulty with two sets of Protected Action Ballot Orders – one in the Core State Government Agreement in 2012 and one in the Queensland Health arena in 2016. Advanced planning on the part of Together Queensland might have seen it provide advice to the ECQ, in or about the time of filing the first application for Protected Action Ballots on 26 September 2016, as to the likely number of applications and the timeframe within which those applications would be filed. Such advice would have enabled the ECQ to appropriately resource its office.
- [21] With advance notice the Queensland Government and/or the ECQ would have been given the opportunity to ensure the ECQ had the necessary resources to conduct the ballots sought by Together Queensland in a timely fashion. Together Queensland failed to put the ECQ on notice of the need for additional resources. Together Queensland is still unable to provide such advice.

- [22] If Together Queensland wish to file applications for Protected Action Ballots in future in the numbers in which they have filed these Department of Health/Hospital and Health Services applications, and, if Together Queensland seek to have such ballots conducted in a more timely fashion, it will be incumbent on Together Queensland to advise the ECQ formally of the likely number of such ballots to be conducted by the ECQ and the timeframe within which such applications will be filed.
- [23] On 25 October 2016 Together Queensland filed a further application to amend Orders issued in CA/2016/64 - CA/2016/114 i.e. those filed between 18 October 2016 and 20 October 2016. Together Queensland is still filing applications for Orders for Protected Action Ballots as at the date of writing this decision. In respect of these applications Together Queensland is seeking closing dates for the ballots of 17 November 2016, 18 November 2016 and 21 November 2016. I doubt that Together Queensland has considered the new Australia Post regime with respect to the current delay in the ordinary post.
- [24] As mentioned previously there is no legislative prohibition on Together Queensland filing its applications for Protected Action Ballots in the manner in which it has filed these applications. Similarly, there is no legislative prohibition on the ECQ conducting the ballots in the manner which enables it to meet its current workload. Had the ECQ been put on notice, on or about 26 September 2016, of the anticipated applications and the timeframes in which Together Queensland would be filing those applications, then the ECQ would have been in a position to conduct its business in a different fashion e.g. by engaging more staff and thus being in a position to conduct the ballots in a more timely manner.
- [25] Given the lack of any evidence being adduced by Together Queensland which would warrant a change in any of the closing ballot dates, and, given that Together Queensland has not provided the ECQ with advance notice of these applications which would have enabled them to undertake these ballots in a much shorter timeframe, I am not prepared to amend the closing date for the ballots on the Orders the subject of these applications.
- [26] Finally it should be noted that when I asked the ECQ to seek to have all these ballots completed by 16 December 2016 (i.e. on 19 October 2016) I had an expectation that Together Queensland would file any further applications within the following week i.e. by 25 October 2016. It is apparent that Together Queensland continues to file such applications beyond that date.
- [27] I thus dismiss each of the applications.

## SCHEDULE 1

### Details of Together Queensland, Industrial Union of Employees Applications for Protected Action Ballots filed in respect of employees in the Department of Health/Hospital and Health Services

	<b>Matter No.</b>	<b>HHS</b>	<b>Health Work Unit</b>	<b>Date Filed</b>	<b>ECQ Ballot Close Date</b>	<b>Date of Order</b>	<b>Term of Order - In Force Until</b>
1.	CA/2016/35	Metro South	Allied Health Assistants, Logan Hospital	26.09.2016	28.10.2016	27.09.2016	From 27.09.2016 for 1 month
2.	CA/2016/36	Townsville	Kirwan Health Campus	30.09.2016	07.11.2016	05.10.2016	From 05.10.2016 for 1 month
3.	CA/2016/37	Sunshine Coast	Emergency Dept, Nambour Hospital	30.09.2016	07.11.2016	05.10.2016	From 05.10.2016 for 1 month
4.	CA/2016/38	Children's Health Qld	Bookings Section, Lady Cilento Children's Hospital	30.09.2016	07.11.2016	05.10.2016	From 05.10.2016 for 1 month
5.	CA/2016/39	Dept of Health	eHealth, Rockhampton Hospital	30.09.2016	07.11.2016	05.10.2016	From 05.10.2016 for 1 month
6.	CA/2016/40	Gold Coast	Clinical Coders, Gold Coast University Hospital	05.10.2016	07.11.2016	10.10.2016	From 10.10.2016 for 1 month
7.	CA/2016/41	Cairns and Hinterland	Admin Officers, Atherton Hospital	05.10.2016	07.11.2016	06.10.2016	From 06.10.2016 for 1 month
8.	CA/2016/43	Metro North	Emergency Medicine, Prince Charles Hospital	06.10.2016	14.11.2016	10.10.2016	From 10.10.2016 for 1 month
9.	CA/2016/44	Central Queensland	Admin Officers, Gladstone Hospital	06.10.2016	14.11.2016	10.10.2016	From 10.10.2016 for 1 month
10.	CA/2016/45	Cairns and Hinterland	Aboriginal and Torres Strait Islander Liaison Officers, Cairns Hospital	06.10.2016	14.11.2016	10.10.2016	From 10.10.2016 for 1 month
11.	CA/2016/46	Dept of Health	Pathology, Townsville Hospital	06.10.2016	14.11.2016	10.10.2016	From 10.10.2016 for 1 month
12.	CA/2016/47	16 separate HHS	Oral Health Therapists, Dental	07.10.2016	23.11.2016	11.10.2016	From 11.10.2016



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			Therapists and Dental Officers, State of Qld				for 1 month
13.	CA/2016/48	16 separate HHS	Admin Officers and Dental Assistants, State of Qld	07.10.2016	23.11.2016	11.10.2016	From 11.10.2016 for 1 month
14.	CA/2016/49	Dept of Health	eHealth Qld Metro North Service Delivery Unit	11.10.2016	29.11.2016	13.10.2016	29.11.2016
15.	CA/2016/50	Metro North	Chermside Community Health Centre	11.10.2016	29.11.2016	13.10.2016	29.11.2016
16.	CA/2016/51	Central Queensland	Librarians, Rockhampton Hospital Health Sciences Library	11.10.2016	29.11.2016	13.10.2016	29.11.2016
17.	CA/2016/52	Cairns and Hinterland	Mental Health & ATODS	11.10.2016	29.11.2016	13.10.2016	29.11.2016
18.	CA/2016/53	Dept of Health	eHealth, Gladstone Hospital	11.10.2016	Finalised on Transcript - 13.10.2016. Only one employee entitled to be balloted.		
19.	CA/2016/54	Dept of Health	eHealth, Bundaberg Hospital	11.10.2016	29.11.2016	13.10.2016	29.11.2016
20.	CA/2016/55	Metro South	Mental Health Unit, PA Hospital	11.10.2016	29.11.2016	13.10.2016	29.11.2016
21.	CA/2016/56	Townsville	Magnetic Island Health Service	11.10.2016	29.11.2016	13.10.2016	29.11.2016
22.	CA/2016/57	Cairns and Hinterland	Emergency Dept, Cairns Hospital	11.10.2016	29.11.2016	13.10.2016	29.11.2016
23.	CA/2016/58	Metro South	BEMS, PA Hospital	13.10.2016	01.12.2016	17.10.2016	01.12.2016
24.	CA/2016/59	Cairns and Hinterland	Medical Imaging, Cairns Hospital	13.10.2016	01.12.2016	17.10.2016	01.12.2016
25.	CA/2016/60	Metro South	Medical Records, QEII Hospital	14.10.2016	08.12.2016	18.10.2016	08.12.2016
26.	CA/2016/61	Metro South	Day Surgery and Treatment Unit, and in Speciality Outpatients	14.10.2016	08.12.2016	18.10.2016	08.12.2016
27.	CA/2016/62	Townsville	Adolescent Inpatient Unit and	14.10.2016	08.12.2016	18.10.2016	08.12.2016

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			Day Services				
28.	CA/2016/63	Metro North	Allied Health Assistants, Prince Charles Hospital	14.10.2016	08.12.2016	18.10.2016	08.12.2016
29.	CA/2016/64	Dept of Health	Payroll Services, Cairns	14.10.2016	08.12.2016	20.10.2016	08.12.2016
30.	CA/2016/65	Metro North	Cancer Care Services, Royal Brisbane and Women's Hospital	18.10.2016	08.12.2016	20.10.2016	08.12.2016
31.	CA/2016/66	Metro South	Cancer Services Executive Suite, PA Hospital	18.10.2016	08.12.2016	20.10.2016	08.12.2016
32.	CA/2016/67	Dept of Health	Pathology Qld, Royal Brisbane and Women's Hospital	18.10.2016	08.12.2016	20.10.2016	08.12.2016
33.	CA/2016/68	Central Queensland	Director Secretaries and Executive Secretaries, Rockhampton Hospital	18.10.2016	08.12.2016	20.10.2016	08.12.2016
34.	CA/2016/69	Metro North	Medical Records, Royal Brisbane and Women's Hospital	18.10.2016	08.12.2016	20.10.2016	08.12.2016
35.	CA/2016/70	Cairns and Hinterland	Aboriginal and Torres Strait Islander Health Management Unit, Cairns	18.10.2016	08.12.2016	20.10.2016	08.12.2016
36.	CA/2016/71	Gold Coast	Clinical Coders, Robina Hospital	18.10.2016	08.12.2016	20.10.2016	08.12.2016
37.	CA/2016/72	Cairns and Hinterland	Innisfail Community Health Centre	18.10.2016	08.12.2016	20.10.2016	08.12.2016
38.	CA/2016/73	Dept of Health	Radiation and Nuclear Science, Coopers Plains	18.10.2016	08.12.2016	20.10.2016	08.12.2016
39.	CA/2016/74	Metro North	Hyperbaric Health Practitioners, Royal Brisbane and Women's	18.10.2016	08.12.2016	20.10.2016	08.12.2016

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			Hospital				
40.	CA/2016/75	Metro South	Dietetics, PA Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
41.	CA/2016/76	Metro South	Occupational Therapy and Physiotherapy, PA Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
42.	CA/2016/77	Sunshine Coast	Health Practitioners, Caloundra Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
43.	CA/2016/78	Dept of Health	Library and Radiation & Nuclear Science Unit, Qld Forensic and Scientific Services, Coopers Plains	19.10.2016	12.12.2016	21.10.2016	12.12.2016
44.	CA/2016/79	Cairns and Hinterland	Admin Stream, Innisfail Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
45.	CA/2016/80	Metro South	Intensive Care Unit, PA Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
46.	CA/2016/81	Metro South	Birthing Suite and Maternity Assessment Unit, Logan Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
47.	CA/2016/82	Gold Coast	Emergency, Gold Coast University Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
48.	CA/2016/83	West Moreton	Ward 5b Children's Sunshine Ward, Ipswich Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
49.	CA/2016/84	Dept of Health	Anatomical Pathology, PA Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
50.	CA/2016/85	Metro North	BEMS, Royal Brisbane and Women's Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
51.	CA/2016/86	West Moreton	Adult Acute Short Stay, Maternity & Gynaecology, Ward 7b Medical, Ward 7a Acute	19.10.2016	12.12.2016	21.10.2016	12.12.2016

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			Medical Unit, Blue Suite Lv6, Ipswich Hospital				
52.	CA/2016/87	Gold Coast	Clinical Records, Robina Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
53.	CA/2016/88	Metro North	AO Classification, Royal Brisbane and Women's Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
54.	CA/2016/89	Gold Coast	Medical Assessment Unit, Gold Coast University Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
55.	CA/2016/90	Darling Downs	Rehab and Recovery Centre Mental Health, Bailie Henderson Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
56.	CA/2016/91	Metro South	Ward Admin Officers, PA Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
57.	CA/2016/92	Dept of Health	Infrastructure Programs, Program & Project Delivery Branch, Fortitude Valley and Bowen Hills and eHealth Gladstone SDU	19.10.2016	12.12.2016	21.10.2016	12.12.2016
58.	CA/2016/93	West Moreton	Medical Records, Ipswich Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
59.	CA/2016/94	West Moreton	Switchboard Dept, Ipswich Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
60.	CA/2016/95	Metro North	Emergency Dept, Royal Brisbane and Women's Hospital	19.10.2016	12.12.2016	21.10.2016	12.12.2016
61.	CA/2016/96	Children's Health Qld	Revenue, Safety & Wellbeing, Facilities Management & Supply Services and Learning &	19.10.2016	12.12.2016	21.10.2016	12.12.2016

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			Workforce Development, Lady Cilento Children's Hospital				
62.	CA/2016/97	Metro North	Information Technology Operations	20.10.2016	14.12.2016	24.10.2016	14.12.2016
63.	CA/2016/98	Dept of Health	eHealth Contracts and Procurement, Corporate Services	20.10.2016	14.12.2016	24.10.2016	14.12.2016
64.	CA/2016/99	West Moreton	Medical Admin, Ipswich Hospital	20.10.2016	14.12.2016	24.10.2016	14.12.2016
65.	CA/2016/100	Metro North	Physiotherapists, Prince Charles Hospital	20.10.2016	14.12.2016	24.10.2016	14.12.2016
66.	CA/2016/101	Metro South	Physiotherapy Dept, PA Hospital	20.10.2016	14.12.2016	24.10.2016	14.12.2016
67.	CA/2016/102	Sunshine Coast	Community Chronic Conditions Service at Nambour, Caloundra, Maroochydore, Noosa and Gympie	20.10.2016	14.12.2016	24.10.2016	14.12.2016
68.	CA/2016/103	Darling Downs	Community Health Freshney House - Chronic Disease; Oncology Outpatients; Renal Outpatients; Clinical Admin - Return to Work, Toowoomba Hospital	20.10.2016	14.12.2016	24.10.2016	14.12.2016
69.	CA/2016/104	Dept of Health	eHealth Central Service Delivery Unit Central West, Longreach Hospital	20.10.2016	14.12.2016	24.10.2016	14.12.2016
70.	CA/2016/105	Sunshine Coast	Legal Unit and Procedural	20.10.2016	14.12.2016	24.10.2016	14.12.2016

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			Government Unit, Nambour				
71.	CA/2016/106	Metro North	Alcohol Drug Information Services, Biala City Community Health Centre	20.10.2016	14.12.2016	24.10.2016	14.12.2016
72.	CA/2016/107	Metro North	Physiotherapist Assistants, Royal Brisbane and Women's Hospital	20.10.2016	14.12.2016	24.10.2016	14.12.2016
73.	CA/2016/108	Metro South	Medical Records, Logan Hospital	20.10.2016	14.12.2016	24.10.2016	14.12.2016
74.	CA/2016/109	Children's Health Qld	Respiratory Laboratory; Respiratory and Sleep Unit	20.10.2016	14.12.2016	24.10.2016	14.12.2016
75.	CA/2016/110	Children's Health Qld	Endocrinology & Diabetes Dept; Rheumatology and Haematology	20.10.2016	14.12.2016	24.10.2016	14.12.2016
76.	CA/2016/111	Sunshine Coast	Acute Allied Health Services, Nambour Hospital	20.10.2016	14.12.2016	24.10.2016	14.12.2016
77.	CA/2016/112	Darling Downs	Admin Officers, Toowoomba Hospital, Unara Building	20.10.2016	14.12.2016	24.10.2016	14.12.2016
78.	CA/2016/113	Dept of Health	Payroll Portfolio, Ipswich Pay Office	20.10.2016	14.12.2016	24.10.2016	14.12.2016
79.	CA/2016/114	Dept of Health	Pathology, Lady Cilento Children's Hospital	20.10.2016	14.12.2016	24.10.2016	14.12.2016
80.	CA/2016/115	Metro South	Emergency Dept, Logan Hospital	21.10.2016	21.11.2016	25.10.2016	21.11.2016
81.	CA/2016/116	16 separate HHS	Public, Preventative and Environmental Health	24.10.2016	15.12.2016	25.10.2016	15.12.2016
82.	CA/2016/117	16 separate HHS	Public, Preventative and Environmental Health as Health Practitioners and	24.10.2016	15.12.2016	25.10.2016	15.12.2016

	<b>Matter No.</b>	<b>HHS</b>	<b>Health Work Unit</b>	<b>Date Filed</b>	<b>ECQ Ballot Close Date</b>	<b>Date of Order</b>	<b>Term of Order - In Force Until</b>
			Dental Officers				
83.	CA/2016/118	Dept of Health	Queensland Health Payroll, Meadowbrook	24.10.2016	15.12.2016	25.10.2016	15.12.2016
84.	CA/2016/119	Metro North	Health Practitioners, Cardiac Services Unit, Prince Charles Hospital	25.10.2016	01.12.2016	27.10.2016	01.12.2016
85.	CA/2016/120	Mackay	Mackay Community Mental Health Service and Mackay Alcohol, Tobacco and Other Drug Services	25.10.2016	01.12.2016	27.10.2016	01.12.2016
86.	CA/2016/121	Mackay	Administration Officers, Bowen Hospital	25.10.2016	01.12.2016	27.10.2016	01.12.2016
87.	CA/2016/122	West Moreton	Admin Officers, Ward 6B and Antenatal Clinic, Ipswich Hospital	26.10.2016	02.12.2016	28.10.2016	02.12.2016
88.	CA/2016/123	Townsville	Health Practitioners, Kirwan Health Campus Townsville	26.10.2016	02.12.2016	28.10.2016	02.12.2016
89.	CA/2016/124	Dept of Health	Health Practitioners, Pathology, Ipswich Hospital	26.10.2016	02.12.2016	28.10.2016	02.12.2016
90.	CA/2016/125	Metro North	Palliative Care Unity and Health and Safety Unit, Prince Charles Hospital	26.10.2016	02.12.2016	28.10.2016	02.12.2016
91.	CA/2016/126	Gold Coast	Gold Coast University Hospital, Clinical Records Dept	26.10.2016	02.12.2016	28.10.2016	02.12.2016
92.	CA/2016/127	Dept of Health	Gold Coast Payroll Hub, Nerang	26.10.2016	02.12.2016	28.10.2016	02.12.2016
93.	CA/2016/128	Central	Winton	25.10.2016	01.12.2016	27.10.2016	01.12.2016

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		West	Multipurpose Health Service				
94.	CA/2016/129	Dept of Health	eHealth Maryborough Hospital and Hervey Bay Hospital	27.10.2016			
95.	CA/2016/130	Metro South	Administration Officers, Private Practice and Surgical Care Unit, PA Hospital	27.10.2016			
96.	CA/2016/131	Townsville	Medical Physicists, Townsville Hospital	27.10.2016			
97.	CA/2016/132	Dept of Health	Health Practitioners, Qld Forensic and Scientific Services under Health Support Qld	27.10.2016			
98.	CA/2016/133	Dept of Health	Health Practitioners, Pathology Qld, Townsville	27.10.2016			