



Ballot Report

# B2024/994 Protected Action Ballot

Australian Nursing and Midwifery Federation

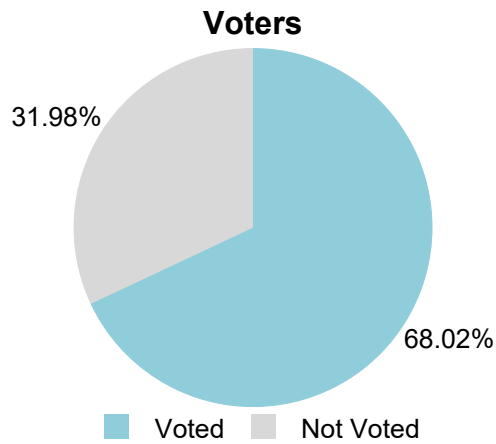
13 August 2024 to 17 August 2024

## Ballot Report

The following ballot report is for B2024/994 Protected Action Ballot conducted by TrueVote on behalf of Australian Nursing and Midwifery Federation. The ballot was live from 13/8/24 12:00 PM AEST to 17/8/24 4:00 PM AEST.

### Voter Roll

The voter roll for the ballot consisted of 1285 registered voters. 874 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.

B2024/994 Protected Action Ballot

<b>Subject</b>	<b>Date</b>	<b>Type</b>	<b>Event</b>
Notice of B2024/994 Protected Action Ballot	13/8/24 6:00 AM	Email	Generic
Vote Open - B2024/994 Protected Action Ballot	13/8/24 12:00 PM	Email	Voting open
SMS Open	13/8/24 12:00 PM	SMS	Voting open
Reminder to vote - B2024/994 Protected Action Ballot	13/8/24 1:00 PM	Email	Voting reminder
SMS Reminder	14/8/24 10:30 AM	SMS	Voting reminder
SMS Reminder	15/8/24 10:00 AM	SMS	Voting reminder
(Duplicate) SMS Reminder	16/8/24 10:00 AM	SMS	Voting reminder
SMS Reminder	17/8/24 10:30 AM	SMS	Voting reminder
Vote Reminder - B2024/994 Protected Action Ballot	17/8/24 10:30 AM	Email	Voting reminder
SMS Reminder	17/8/24 3:00 PM	SMS	Voting reminder

**In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:**

**Following at least 3 working days' notice to the employer**

1. An indefinite or periodic ban on performing work in clothes or uniforms which do not have bargaining campaign material attached, except for any required PPE?
2. Interrupting or stopping work to attach union campaign material to work clothing?
3. Interrupting or stopping work to speak to the media and/or posting and commenting on social media about why members of the union are taking industrial action?
4. During work hours, making statements and/or distributing campaign materials to members of the public (including residents and their visitors) explaining why members of the union are taking industrial action and asking such persons to show their support on social media?
5. Restricting the performance of normal duties through a ban on the employer's media, social media, dress/uniform policies, and the code of conduct for the purpose of engaging with media, residents and the community?
6. A ban on the completion of tasks that are not related to the direct care of residents, including administrative tasks (such as collecting, recording, or documenting non-clinical information required by the employer), and domestic tasks (such as cleaning, emptying bins, moving/washing/cleaning/making/stripping beds, and assisting with the food or drink service)?
7. An unlimited number of work stoppages of up to 10 minutes duration to explain the purpose of protected industrial action to residents and visitors?
8. Taking the full period of all breaks (including meal breaks and rest/tea breaks), even if this means not completing work that is not related to resident safety?
9. Interrupting or stopping work to write campaign messages and/or material on Opal equipment, infrastructure, email signatures, and/or screen savers?
10. Interrupting and/or stopping work for of up to one (1) hour per occasion to communicate with the media, post photos, change their background on electronic communications or write a message on social media about issues relating to enterprise bargaining (having regard to resident confidentiality and s. 141 of the Health Services Act)?
11. A ban on working overtime and working beyond or outside ordinary starting and finishing times?
12. An unlimited number of bans or limitations on any response to any work-related emails, telephone calls or other communication from Opal, unless the communication is directly related to resident or staff safety?
13. An unlimited number of work stoppages of between ten (10) minutes and four (4) hours duration including such stoppages to travel for and to attend stop-work meetings (including those organised and directed by the ANMF)?

<b>Response</b>	<b>Result</b>	<b>% of Total (1285)</b>	<b>% of Response Rate (874)</b>
YES	808	62.88%	92.45%
NO	66	5.14%	7.55%

## Responses By Date

<b>Date</b>	<b>Votes</b>	<b>% of Total (1285)</b>	<b>% of Response Rate (874)</b>
13 Aug 24	469	36.50%	53.66%
14 Aug 24	188	14.63%	21.51%
15 Aug 24	76	5.91%	8.70%
16 Aug 24	87	6.77%	9.95%
17 Aug 24	54	4.20%	6.18%

Systems / Security / Help Desk

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



17 August 2024

Stephen Donaldson

TrueVote Returning Officer