



Ballot Report

# B2023/1153 Protected Action Ballot

Australian Nursing and Midwifery Federation

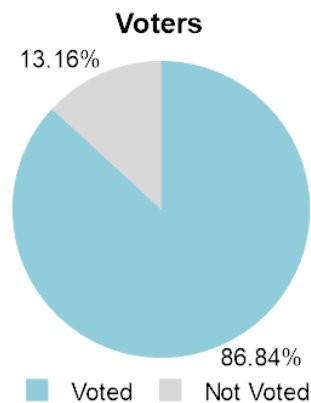
31 October 2023 to 7 November 2023

## Ballot Report

The following ballot report is for B2023/1153 Protected Action Ballot conducted by TrueVote on behalf of Australian Nursing and Midwifery Federation. The ballot was live from 31/10/23 12:00 PM AEST to 7/11/23 4:00 PM AEST.

### Voter Roll

The voter roll for the ballot consisted of 76 registered voters. 66 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 Ballot B2023/1153 Protected Action Ballot	31/10/23 9:00 AM	Email	Generic
Vote Open - B2023/1153 Protected Action Ballot	31/10/23 12:00 PM	Email	Voting open
SMS Reminder	1/11/23 12:00 PM	SMS	Voting reminder
Vote Reminder - B2023/1153 Protected Action Ballot	3/11/23 9:00 AM	Email	Voting reminder
SMS Reminder	3/11/23 9:00 AM	SMS	Voting reminder
Vote Reminder - B2023/1153 Protected Action Ballot	7/11/23 9:00 AM	Email	Voting reminder

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below in a manner that will not endanger the safety of any patient or any other person:

**Question 1**

Wearing or distributing or displaying, during work time, badges, QNMU apparel, clothing other than uniforms, stickers and/or newsletters in support of the enterprise bargaining campaign.

<b>Response</b>	<b>Result</b>	<b>% of Total (76)</b>	<b>% of Response Rate (66)</b>
YES	51	67.11%	77.27%
NO	15	19.74%	22.73%

**Question 2**

Communicating during work time with the public, including RFDS patients, their family members and RFDS donors, regarding the enterprise bargaining campaign, including by asking such persons to sign petitions and show their support on social media.

<b>Response</b>	<b>Result</b>	<b>% of Total (76)</b>	<b>% of Response Rate (66)</b>
YES	49	64.47%	74.24%
NO	17	22.37%	25.76%

**Question 3**

Participating in social media and traditional media campaigns during work time, by posting and commenting on social media and by speaking to journalists about the Union's RFDS enterprise bargaining campaign.

<b>Response</b>	<b>Result</b>	<b>% of Total (76)</b>	<b>% of Response Rate (66)</b>
YES	48	63.16%	72.73%
NO	18	23.68%	27.27%

## Question 4

A ban or partial ban on correctly recording non-clinical data, including:

- (a) the times for “crew ready”, “aircraft door close at base”, “arrival at handover destination” and “patient handover date/time” in the patient journey logs on Electronic Health Records (EHR).
- (b) “Medicare Item No/Medical Chest/WorkCover details” and start and finish times on Clinic Patient Record (CPR) forms.
- (c) Aviation Flight Record (AFR) data.

Response	Result	% of Total (76)	% of Response Rate (66)
YES	51	67.11%	77.27%
NO	15	19.74%	22.73%

## Question 5

A ban or partial ban on responding to employer communication during any unpaid on-call period. For flight nurses, this includes a ban or partial ban on responding to employer communication received:

- (a) between 4.08 AM and 6.00 AM immediately following a night shift, for ANMF members who work at traditional and non-traditional bases.
- (b) between 4.08 PM and 6:00 PM immediately following a day shift, for ANMF members who work at traditional and non-traditional bases.
- (c) between 5.00 AM and 6:00 AM immediately preceding a day shift, for ANMF members who work at traditional bases.
- (d) between 5.00 PM and 6.00 PM immediately preceding a night shift, for ANMF members who work at traditional bases.

Response	Result	% of Total (76)	% of Response Rate (66)
YES	55	72.37%	83.33%
NO	11	14.47%	16.67%

## Question 6

A ban or partial ban on making Electronic Health Records (EHR) and completing Health and Aviation Logistics Online (HALO) forms and instead making aeromedical transfer records on paper with a pen.

Response	Result	% of Total (76)	% of Response Rate (66)
YES	47	61.84%	71.21%
NO	19	25.00%	28.79%

Question 7

A ban or partial ban on duties directly related to or in association with the employer's solicitation of donations, such as attending or participating in community meetings.

<b>Response</b>	<b>Result</b>	<b>% of Total (76)</b>	<b>% of Response Rate (66)</b>
YES	57	75.00%	86.36%
NO	9	11.84%	13.64%

Question 8

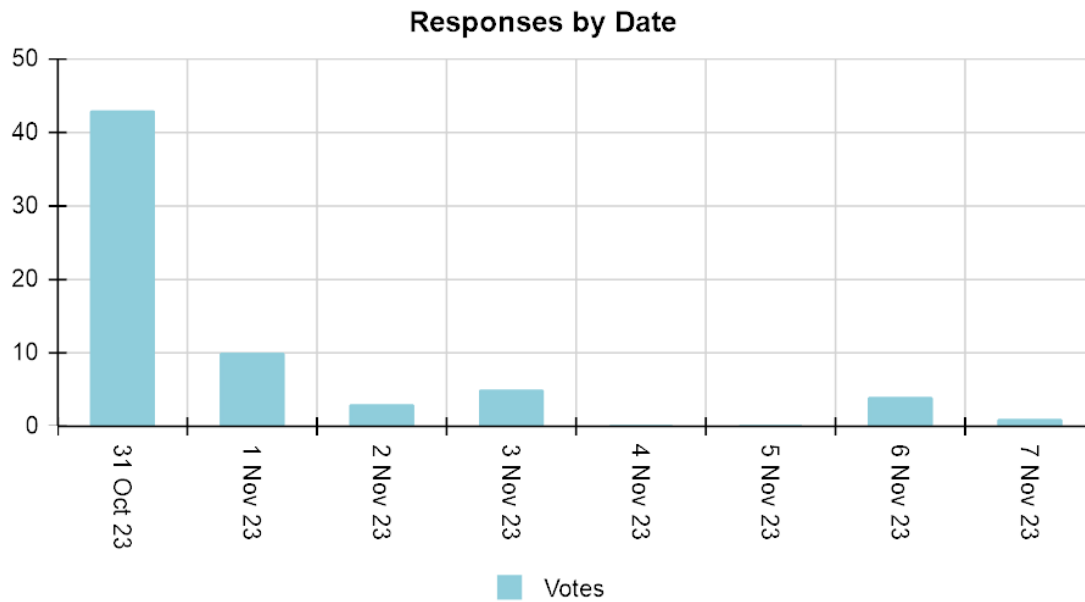
A ban or partial ban on attending staff meetings.

<b>Response</b>	<b>Result</b>	<b>% of Total (76)</b>	<b>% of Response Rate (66)</b>
YES	50	65.79%	75.76%
NO	16	21.05%	24.24%

## Responses By Date

The following section shows a breakdown of voter response by day while the ballot was open. Voters cast their vote by using the voting link supplied to them.

Date	Votes	% of Total (76)	% of Response Rate (66)
31 Oct 23	43	56.58%	65.15%
1 Nov 23	10	13.16%	15.15%
2 Nov 23	3	3.95%	4.55%
3 Nov 23	5	6.58%	7.58%
4 Nov 23	0	0.00%	0.00%
5 Nov 23	0	0.00%	0.00%
6 Nov 23	4	5.26%	6.06%
7 Nov 23	1	1.32%	1.52%



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.



15 November 2023

Stephen Donaldson

TrueVote Returning Officer