



B2023/159 Protected Action Ballot

Australian Nursing and Midwifery Federation

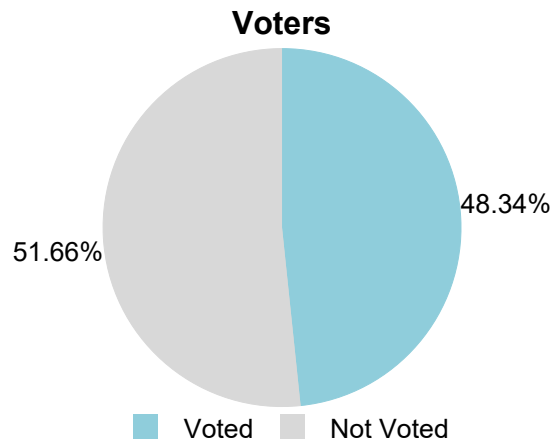
2 March 2023 to 9 March 2023

Ballot Report

The following ballot report is for B2023/159 Protected Action Ballot conducted by TrueVote on behalf of Australian Nursing and Midwifery Federation. The ballot was live from 2/3/23 12:00 PM AEDT to 9/3/23 9:00 AM AEDT.

Voter Roll

The voter roll for the ballot consisted of 151 registered voters. 73 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.

B2023/159 Protected Action Ballot

Subject	Date	Type	Event
Notice of B2023/159 Protected Action Ballot	2/3/23 8:00 AM	Email	Generic
Vote Open B2023/159 Protected Action Ballot	2/3/23 12:00 PM	Email	Voting open
SMS Reminder 1	2/3/23 12:30 PM	SMS	Voting reminder
SMS Reminder 2 LINK	3/3/23 12:00 PM	SMS	Voting reminder
SMS Reminder 3 LINK	4/3/23 12:00 PM	SMS	Voting reminder
SMS Reminder 4 LINK	6/3/23 4:00 PM	SMS	Voting reminder
Vote Reminder B2023/159 Protected Action Ballot	7/3/23 8:00 AM	Email	Voting reminder
SMS Reminder 5	7/3/23 1:00 PM	SMS	Voting reminder
Vote Closes Tomorrow B2023/159 Protected Action Ballot	8/3/23 8:00 AM	Email	Voting reminder
SMS Reminder 6 LINK	8/3/23 1:00 PM	SMS	Voting reminder
SMS Reminder 7 LINK	8/3/23 7:00 PM	SMS	Voting reminder
Vote Closed B2023/159 Protected Action Ballot	9/3/23 9:00 AM	Email	Voting closed

In support of reaching an Enterprise Agreement with Health Care North Gosford Pty Ltd, do you authorise industrial action against your employer, separately, partially, concurrently and/or consecutively, in the form of:

1. Not performing work unless wearing a union badge and/or sticker during work hours?

Response	Result	% of Total (151)	% of Response Rate (73)
YES	55	36.42%	75.34%
NO	18	11.92%	24.66%

2. Not performing work unless wearing campaign clothing instead of the employee's prescribed uniform (excluding any required personal protective equipment, and subject to infection control procedures)?

Response	Result	% of Total (151)	% of Response Rate (73)
YES	50	33.11%	68.49%
NO	23	15.23%	31.51%

3. At any time (including during work hours), making statements to members of the public (including patients and their visitors) explaining why members of the union are taking industrial action?

Response	Result	% of Total (151)	% of Response Rate (73)
YES	59	39.07%	80.82%
NO	14	9.27%	19.18%

4. At any time (including during work hours), distributing campaign materials to members of the public (including patients and their visitors)?

Response	Result	% of Total (151)	% of Response Rate (73)
YES	53	35.10%	72.60%
NO	20	13.25%	27.40%

5. An unlimited number of stoppages of work of between 15 minutes and 4 hours duration?

Response	Result	% of Total (151)	% of Response Rate (73)
YES	58	38.41%	79.45%
NO	15	9.93%	20.55%

6. At any time (including during work hours), making statements to the media and on social media about why members of the union are taking industrial action?

Response	Result	% of Total (151)	% of Response Rate (73)
YES	54	35.76%	73.97%
NO	19	12.58%	26.03%

7. An unlimited number of periodic or indefinite bans on the working of overtime?

Response	Result	% of Total (151)	% of Response Rate (73)
YES	58	38.41%	79.45%
NO	15	9.93%	20.55%

8. A ban on domestic duties which do not form part of a nurse or midwife's core duties, including but not limited to checking stock, dusting, emptying linen skip bins, washing/cleaning/making/stripping beds, emptying bins, mopping floors, and food or drink service?

Response	Result	% of Total (151)	% of Response Rate (73)
YES	63	41.72%	86.30%
NO	10	6.62%	13.70%

9. Refusal to transfer or transport patients between wards/units and/or buildings, and external facilities?

Response	Result	% of Total (151)	% of Response Rate (73)
YES	55	36.42%	75.34%
NO	18	11.92%	24.66%

10. Refusal to agree to changes to published rosters, including but not limited to the variation of starting and finishing times, changes to allocations, and in-charge responsibilities?

Response	Result	% of Total (151)	% of Response Rate (73)
YES	60	39.74%	82.19%
NO	13	8.61%	17.81%

11. Refusal to process or complete paperwork that is not essential to the provision of patient care, including but not limited to charge sheets, chargeable items forms, and prosthesis records forms?

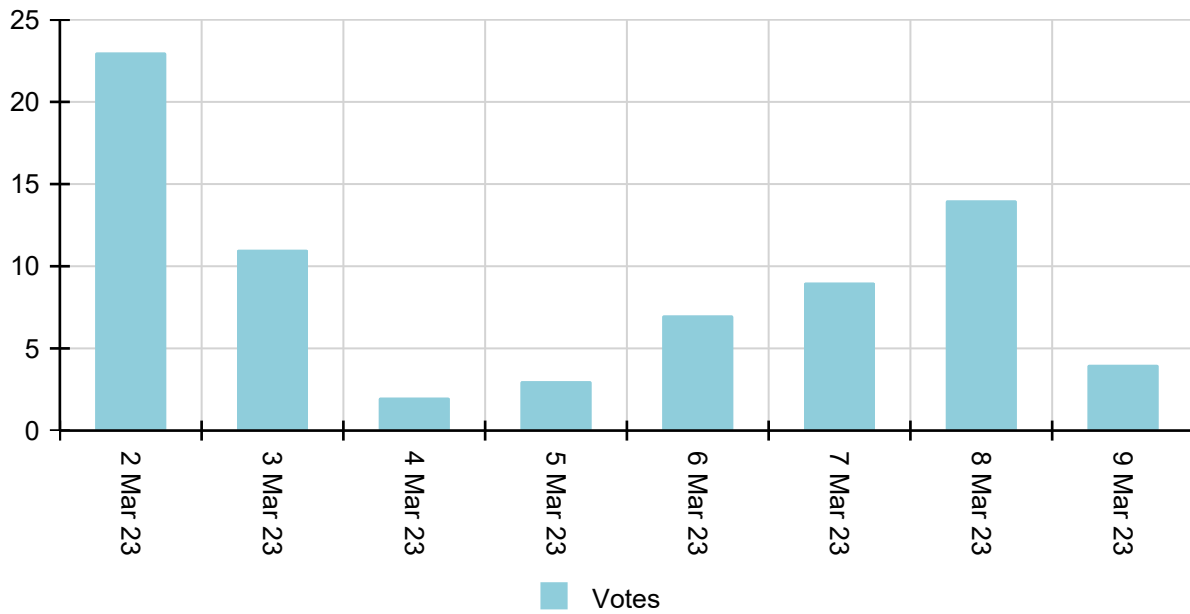
Response	Result	% of Total (151)	% of Response Rate (73)
YES	60	39.74%	82.19%
NO	13	8.61%	17.81%

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 (151)	% of Response Rate (73)
2 Mar 23	23	15.23%	31.51%
3 Mar 23	11	7.28%	15.07%
4 Mar 23	2	1.32%	2.74%
5 Mar 23	3	1.99%	4.11%
6 Mar 23	7	4.64%	9.59%
7 Mar 23	9	5.96%	12.33%
8 Mar 23	14	9.27%	19.18%
9 Mar 23	4	2.65%	5.48%

Responses by Date



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.



9 March 2023

Stephen Donaldson

TrueVote Returning Officer