



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Nursing and Midwifery Federation

v

Darebin City Council

(B2023/359)

8 May 2023

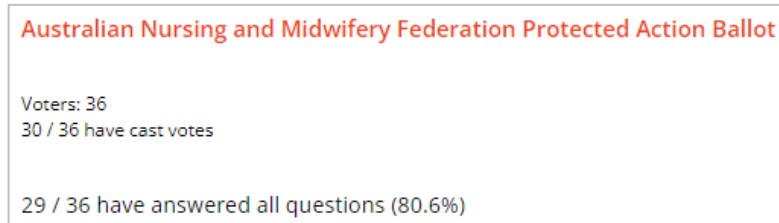
1. Ballot Result

Total Eligible Voters: 36
Total Participated: 30

29 out of 36 have answered all questions 80.6%

Final Ballot Audit: Monday, 8 May 2023 at 12.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Australian Nursing and Midwifery Federation Protected Action Ballot has been managed and declared independent of all other parties.

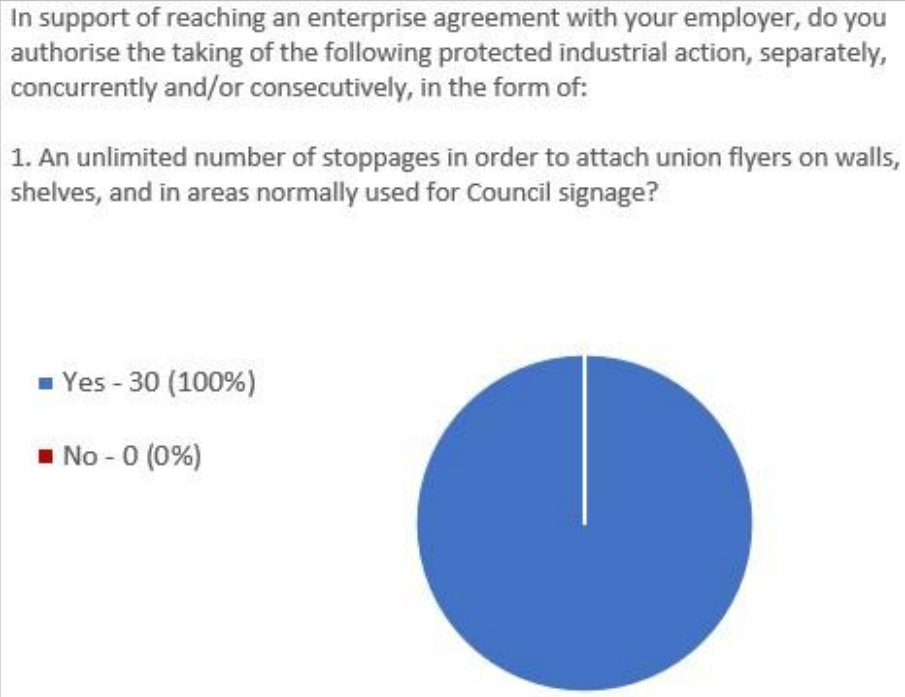
The Australian Nursing and Midwifery Federation Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

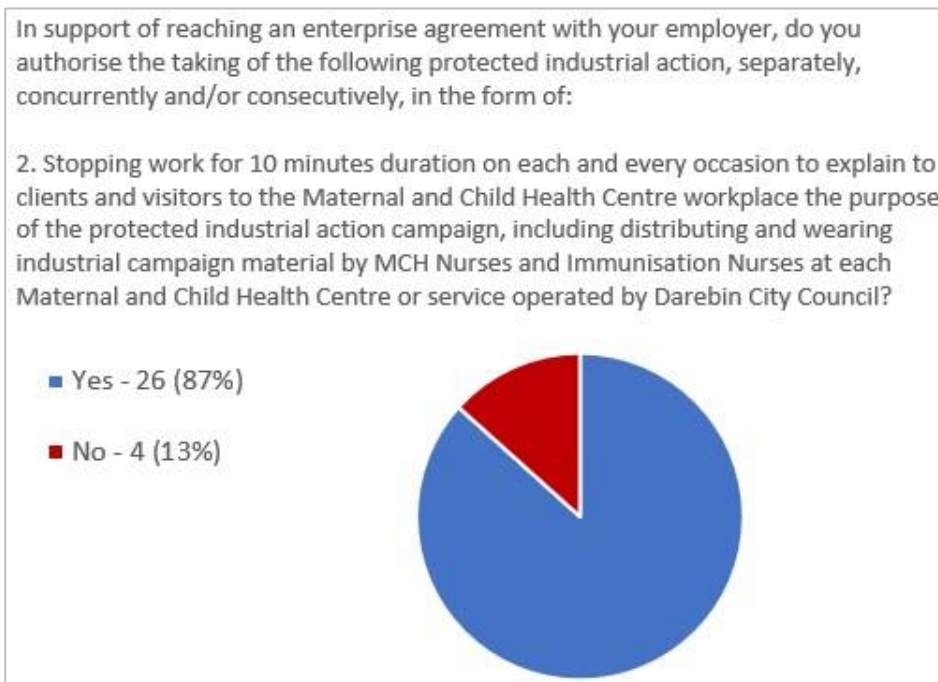
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

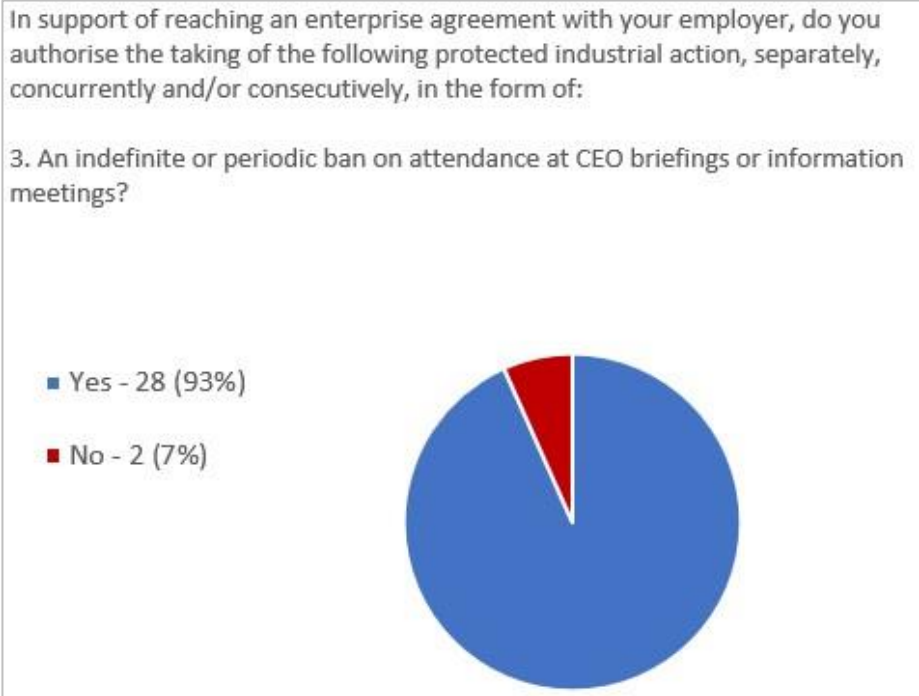
Question 1



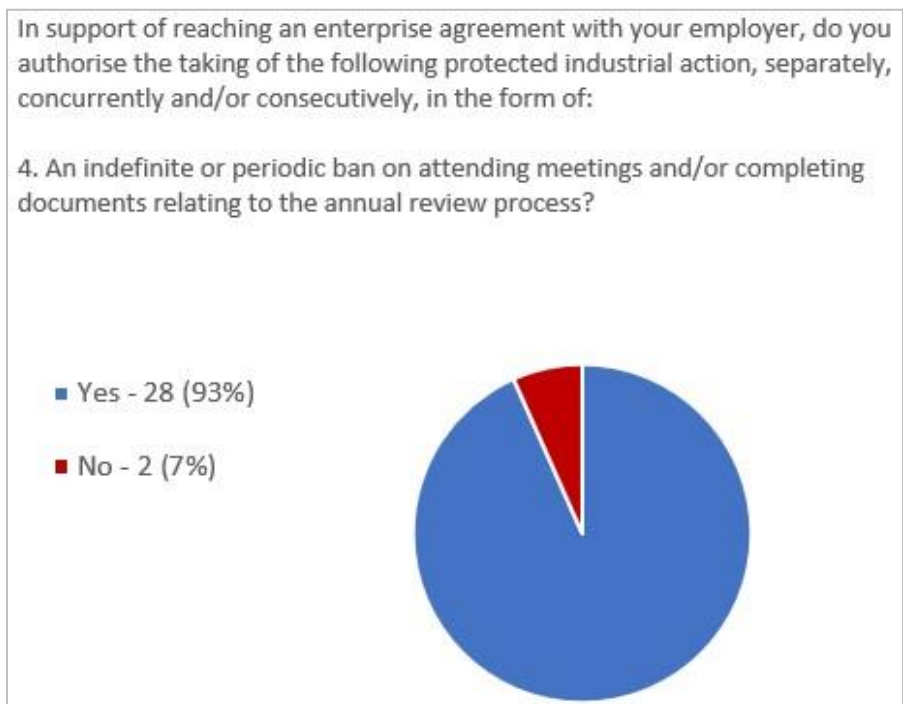
Question 2



Question 3



Question 4

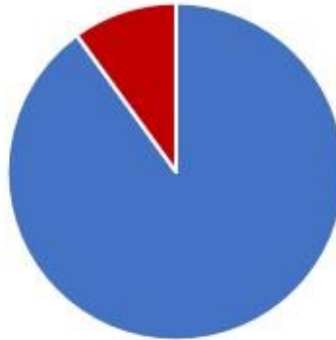


Question 5

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

5. An indefinite or periodic ban on attendance at staff or team meetings or "one on one" meetings with supervisors/team leaders?

- Yes - 27 (90%)
- No - 3 (10%)

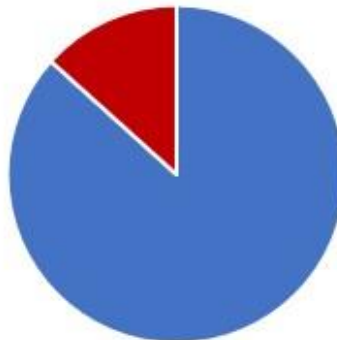


Question 6

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

6. A ban on working overtime where directed by management at each Maternal and Child Health Centre or service operated by Darebin City Council?

- Yes - 26 (87%)
- No - 4 (13%)

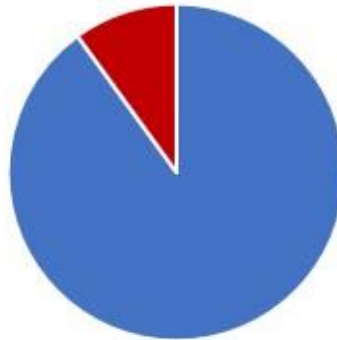


Question 7

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

7. A ban on working beyond the ordinary starting and finishing times at each Maternal and Child Health Centre or service operated by Darebin City Council?

- Yes - 27 (90%)
- No - 3 (10%)

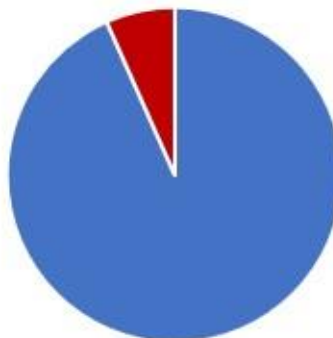


Question 8

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

8. A ban that limits the reading and responding to emails from the CEO or Group Managers at each Maternal and Child Health Centre or service operated by Darebin City Council?

- Yes - 28 (93%)
- No - 2 (7%)

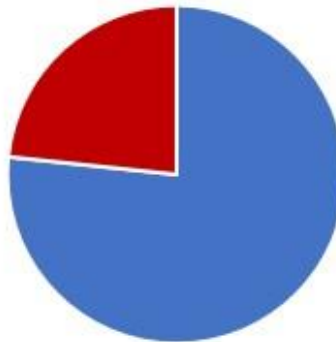


Question 9

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

9. A ban that limits the performance of normal duties by not undertaking age and stage consultations (for no more the 2 consecutive days per week) for children aged over 4 months of age at each Maternal and Child Health Centre or service operated by Darebin City Council – excluding the Enhanced MCH Team?

- Yes - 23 (77%)
- No - 7 (23%)

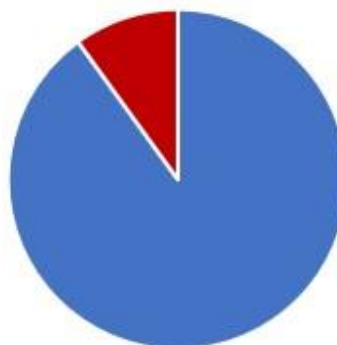


Question 10

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

10. A ban that limits the performance of normal duties by undertaking no more than 6 consultation appointments per working day, (Excluding the Enhanced Maternal and Child Health Service visits) at each Maternal and Child Health Centre or service operated by Darebin City Council?

- Yes - 27 (90%)
- No - 3 (10%)



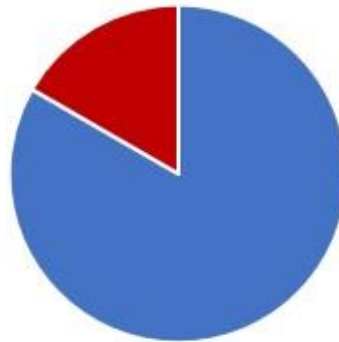
Question 11

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

11. A ban on the completion of booking follow up appointments on Child Development information system (CDIS) at each Maternal and Child Health Centre or service operated by Darebin City Council?

■ Yes - 25 (83%)

■ No - 5 (17%)



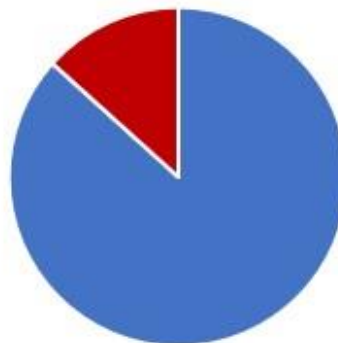
Question 12

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

12. A ban on the receiving of general telephone enquiries from clients of each Maternal and Child Health Centre or service operated by Darebin City Council and referring these telephone enquiries to the MCH 24 Hour Service?

■ Yes - 26 (87%)

■ No - 4 (13%)



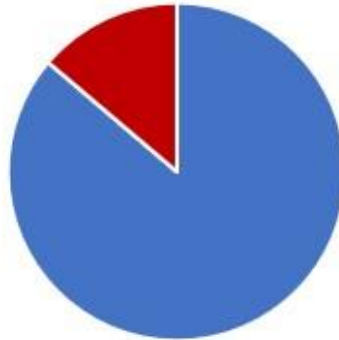
Question 13

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

13. Stopping work every two hours for up to 30 minutes to hold ANMF stop-work meetings at each Maternal and Child Health Centre or service operated by Darebin City Council?

■ Yes - 25 (86%)

■ No - 4 (13%)



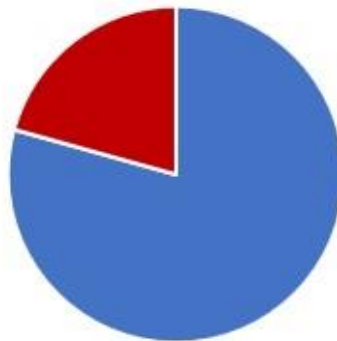
Question 14

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

14. Work stoppages of up to 24 hours' duration or shorter periods of time?

■ Yes - 23 (79%)

■ No - 6 (21%)





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