



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Australian Nursing and Midwifery Federation**

**v**

**Princes Court Homes Inc. T/A Princes Court Homes**

**Hostel**

**(B2022/1345)**

**23 September 2022**

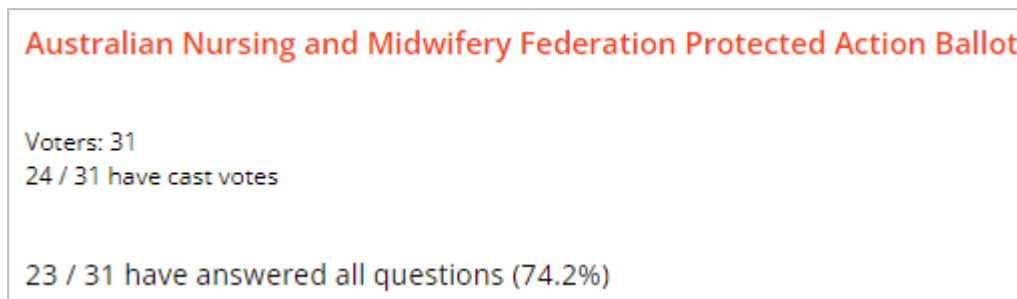
# 1. Ballot Result

Total Eligible Voters: 31  
Total Participated: 24

23 out of 31 have answered all questions 74.2%

Final Ballot Audit: Friday, 23 September 2022 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

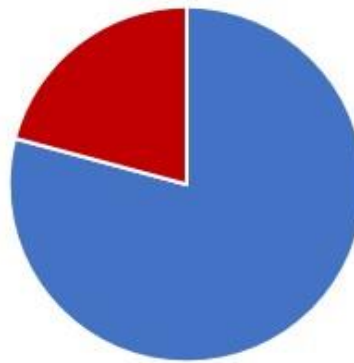
### 3. Questions and Final Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action against your employer, which may involve taking separately, concurrently, and/or consecutively any or all of the actions set out below:

1. Industrial action in the form of refusal to attend work for a rostered shift or shifts?

- Yes - 19 (79%)
- No - 5 (21%)

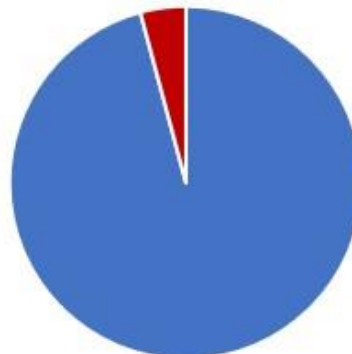


#### Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action against your employer, which may involve taking separately, concurrently, and/or consecutively any or all of the actions set out below:

2. Industrial action in the form of a single or consecutive stop work meetings each of up to 2 hours duration?

- Yes - 23 (96%)
- No - 1 (4%)



### Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action against your employer, which may involve taking separately, concurrently, and/or consecutively any or all of the actions set out below:

3. Industrial action in the form of a ban on the completion of any paperwork or electronic forms related to the Aged Care Funding Instrument (ACFI), with no retrospective completion of such paperwork?

■ Yes - 24 (100%)

■ No - 0 (0%)



### Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action against your employer, which may involve taking separately, concurrently, and/or consecutively any or all of the actions set out below:

4. Industrial action in the form of not completing non-essential paperwork?

■ Yes - 24 (100%)

■ No - 0 (0%)



## Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action against your employer, which may involve taking separately, concurrently, and/or consecutively any or all of the actions set out below:

5. Industrial action in the form of finishing and commencing duty at the rostered times unless overtime is approved, in writing, in advance?

- Yes - 24 (100%)
- No - 0 (0%)



## Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action against your employer, which may involve taking separately, concurrently, and/or consecutively any or all of the actions set out below:

6. Industrial action in the form of taking uninterrupted meal breaks at the rescheduled time?

- Yes - 23 (100%)
- No - 0 (0%)



## Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action against your employer, which may involve taking separately, concurrently, and/or consecutively any or all of the actions set out below:

7. Industrial action in the form of wearing campaign related materials, such as t-shirts, badges and stickers which create discussion with residents, families and visitors?

■ Yes - 23 (100%)

■ No - 0 (0%)



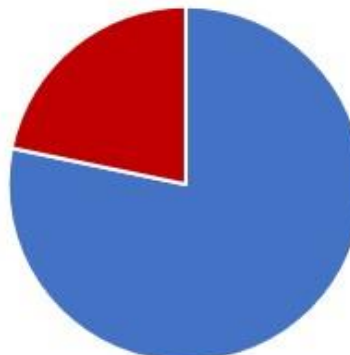
## Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action against your employer, which may involve taking separately, concurrently, and/or consecutively any or all of the actions set out below:

8. Industrial action in the form of distributing campaign related information to residents, families of residents and visitors to the facility?

■ Yes - 18 (78%)

■ No - 5 (22%)





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