



Declaration of Results

Protected Action Ballot

Australian Nursing and Midwifery Federation
∨
Southern Cross Care (Tas) Inc. T/A Southern Cross Care
(B2022/182)

**Tuesday 06 September 2022
10:34AM AWST**

1. Vote Result

Vero Engagement & Voting Solutions Pty Ltd

Suite 5, 100 Railway Road, Subiaco, WA 6008

P: 08 6500 0810

E: admin@verovoting.com.au

www.verovoting.com.au

Total Eligible Voters: 268
 Total Voted: 124 (44,6%)
 Total Answered all Questions: 117 / 268 (43.7%)

Final Vote Audit: 6 September 2022 10:36 AM WST

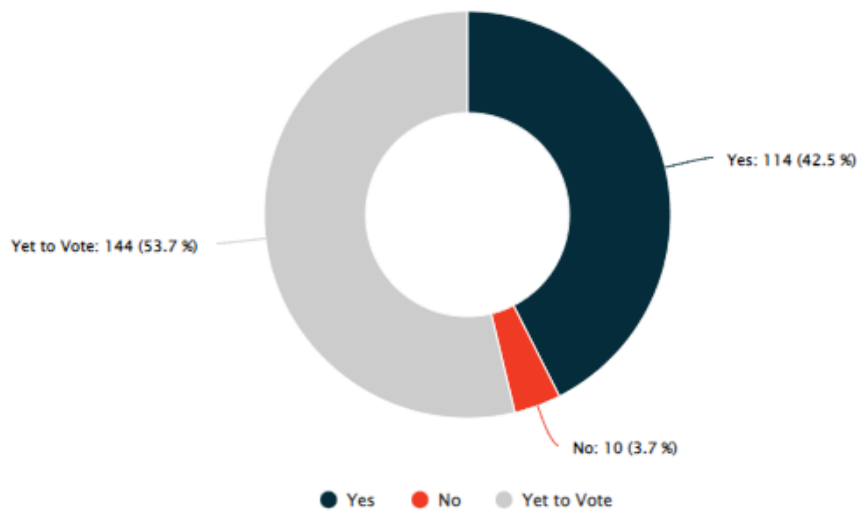
Diagram 1: Final Vote Participation Rate and Result

INDEFINITE OR PERIODIC INDUSTRIAL ACTION IN THE FORM OF DISTRIBUTING INFORMATION AND/OR TALKING TO RESIDENTS, THE PUBLIC AND/OR THE MEDIA ABOUT THE REASONS FOR INDUSTRIAL ACTION?

Yes - 114 (92% of votes cast)

No - 10 (8% of votes cast)

Yet to vote - 144



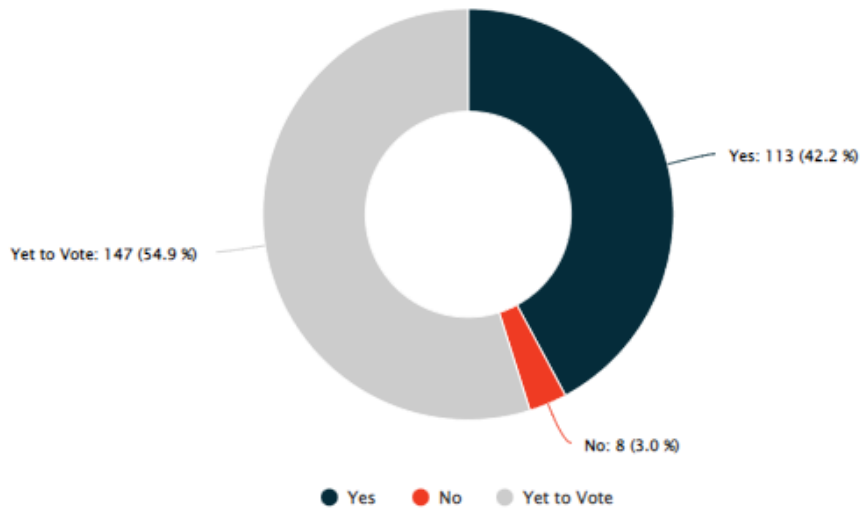
Highcharts.com

INDEFINITE OR PERIODIC INDUSTRIAL ACTION IN THE FORM OF WEARING CAMPAIGN MATERIAL AND/OR BADGES?

Yes - 113 (93% of votes cast)

No - 8 (7% of votes cast)

Yet to vote - 147



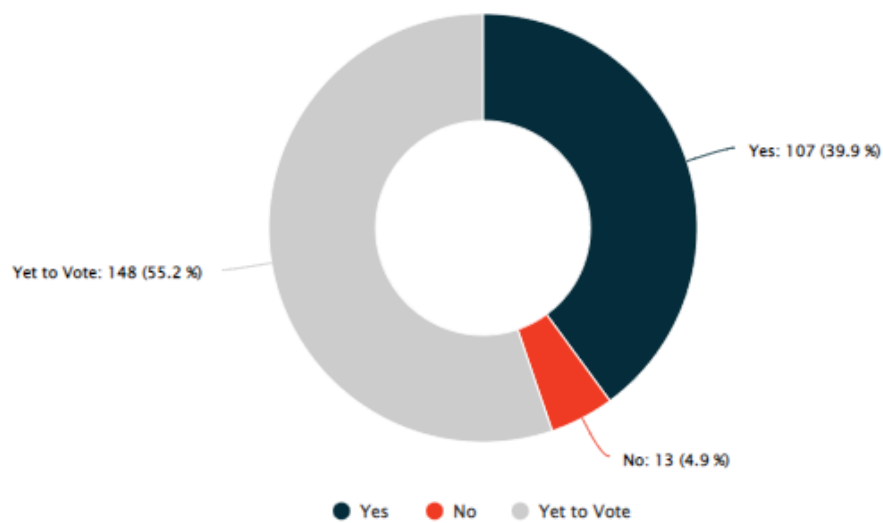
Highcharts.com

INDEFINITE OR PERIODIC INDUSTRIAL ACTION IN THE FORM OF A BAN ON PERFORMING OVERTIME?

Yes - 107 (89% of votes cast)

No - 13 (11% of votes cast)

Yet to vote - 148



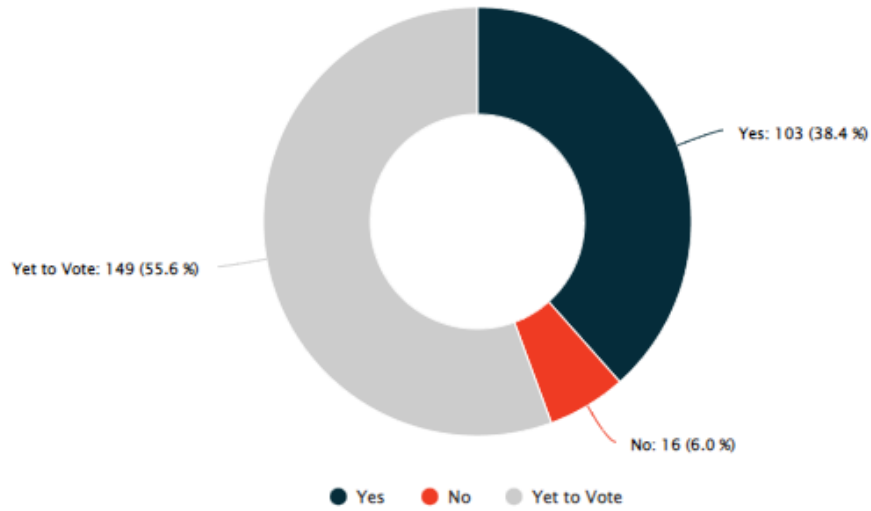
Highcharts.com

INDEFINITE OR PERIODIC INDUSTRIAL ACTION IN THE FORM OF A BAN ON COMPLETING AND/OR SUBMITTING PAPERWORK OR ELECTRONIC FORMS RELATED TO THE AGED CARE FUNDING INSTRUMENT (ACFI)?

Yes - 103 (87% of votes cast)

No - 16 (13% of votes cast)

Yet to vote - 149



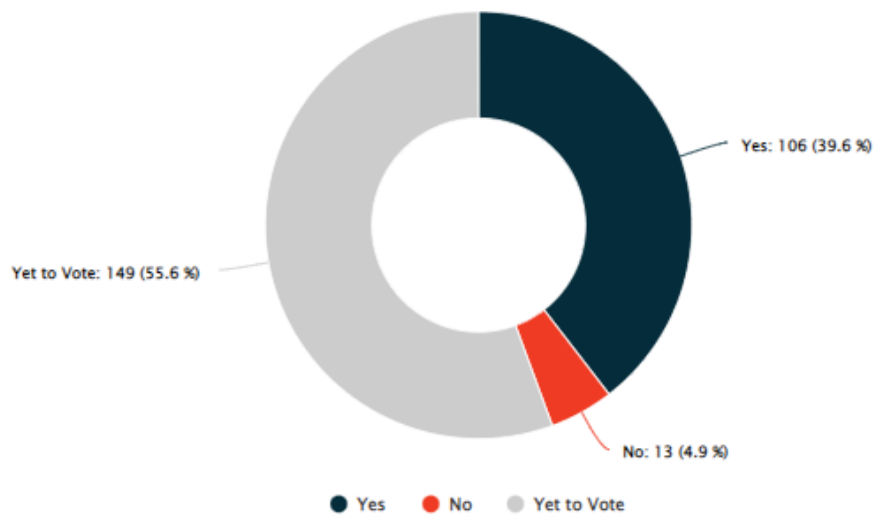
Highcharts.com

INDEFINITE OR PERIODIC INDUSTRIAL ACTION IN THE FORM OF A BAN ON WRITING CLIENT NOTES EXCEPT WHERE TO DO SO WOULD DIRECTLY AFFECT THE HEALTH OR SAFETY OF CLIENTS?

Yes - 106 (89% of votes cast)

No - 13 (11% of votes cast)

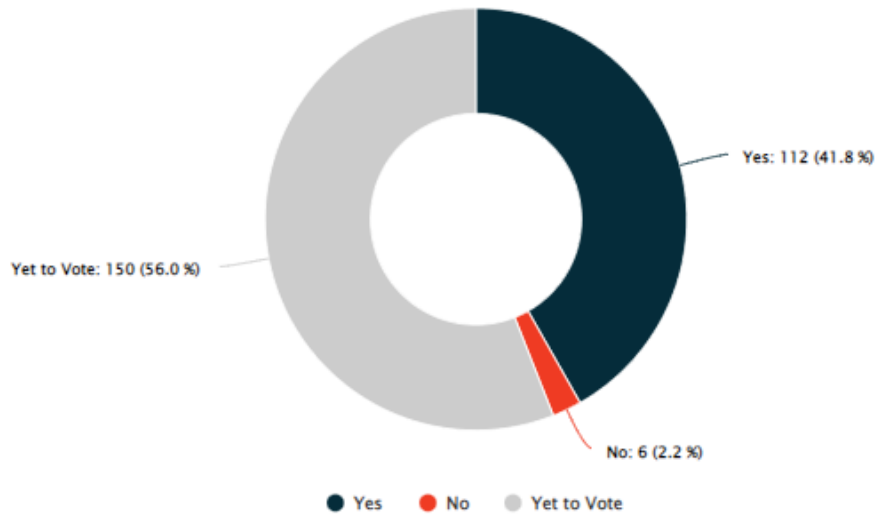
Yet to vote - 149



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INDEFINITE OR PERIODIC ACTION IN THE FORM OF A BAN ON PERFORMING ANY DUTIES NOT STATED IN THE EMPLOYEE'S RELEVANT POSITION DESCRIPTION?

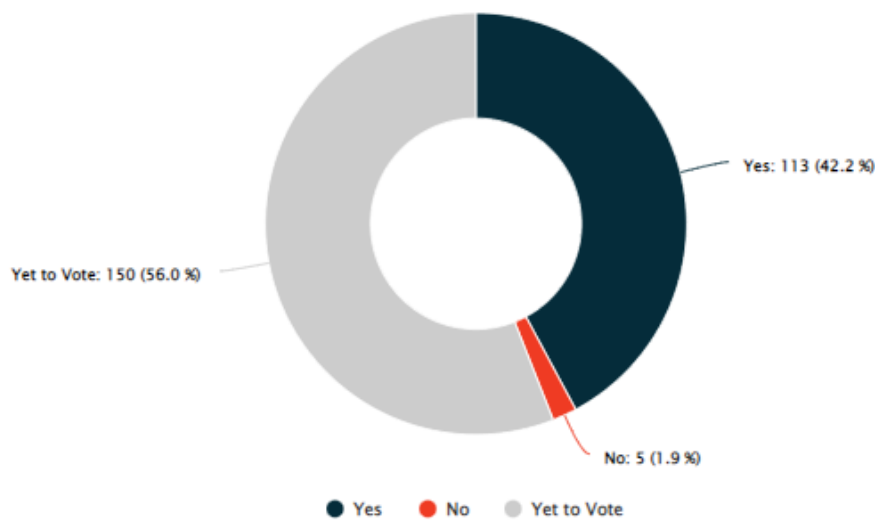
Yes - 112 (95% of votes cast)
 No - 6 (5% of votes cast)
 Yet to vote - 150



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INDEFINITE OR PERIODIC INDUSTRIAL ACTION IN THE FORM OF TAKING ALL BREAKS IN FULL AND ON TIME?

Yes - 113 (96% of votes cast)
 No - 5 (4% of votes cast)
 Yet to vote - 150



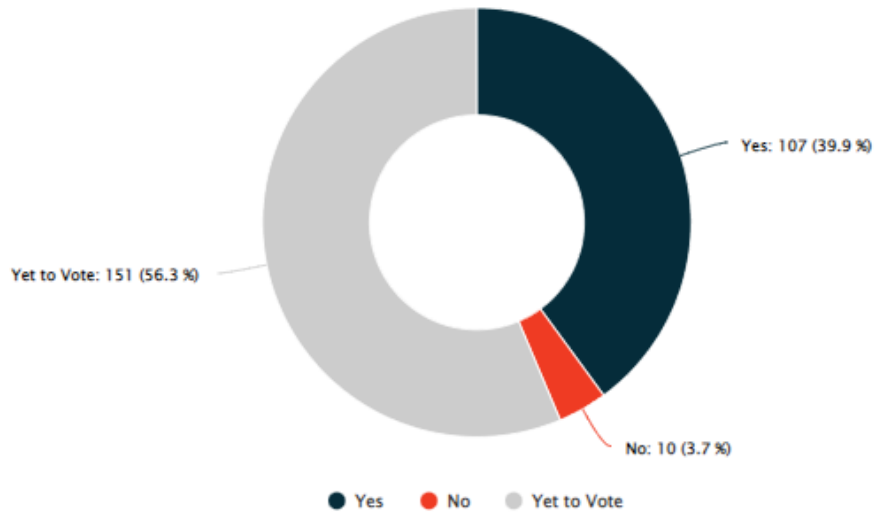
Highcharts.com

INDEFINITE OR PERIODIC STOPPAGES OF WORK OF BETWEEN 15 MINUTES AND 4 HOURS IN LENGTH?

Yes - 107 (91% of votes cast)

No - 10 (9% of votes cast)

Yet to vote - 151



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2. Vero Voting Independence Declaration

The Australian Nursing and Midwifery Federation vote has been managed and declared independent of Australian Nursing and Midwifery Federation.

No individual vote has been disclosed to Australian Nursing and Midwifery Federation.

The Enterprise Agreement vote result has been audited and the declared result is assured.

Regards,



Greg Mitchell
Director, Vero Engagement and Voting Solutions Pty Ltd