



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Nursing and Midwifery Federation

v

Moreland City Council

B2022/260

Date of Declaration:

20 April 2022

1. Ballot Result

Total Eligible Voters: 41
Total Participated: 36

36 out of 41 have answered all questions 87.8%

Final Ballot Audit: Wednesday, 20 April 2022 at 11.35 pm 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,

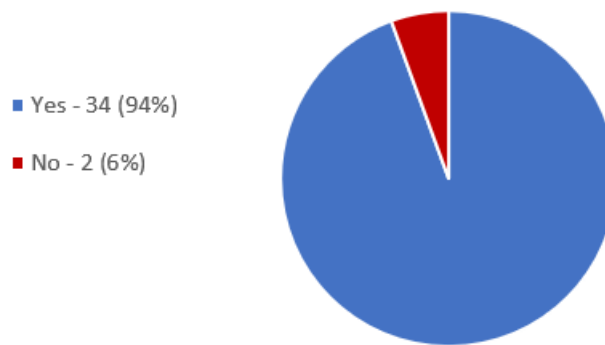
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Final Results

Question 1

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

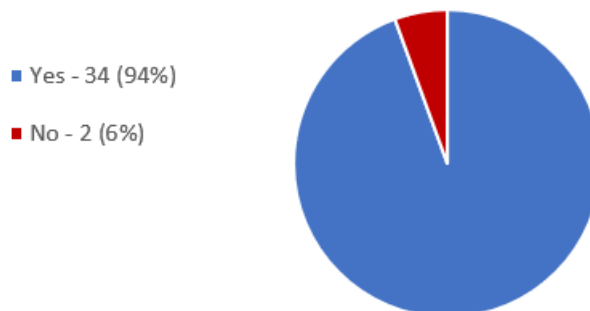
1/23. Interrupting or stopping work to put on bargaining campaign clothing?



Question 2

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

2/23. Employees will only perform work whilst wearing bargaining campaign clothing?

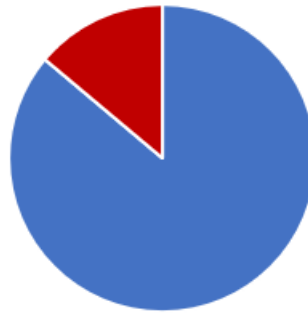


Question 3

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

3/23. An indefinite or periodic ban on performing work in clothes which do not have EBA campaign material and/or badges attached, except for required PPE?

- Yes - 31 (86%)
- No - 5 (14%)

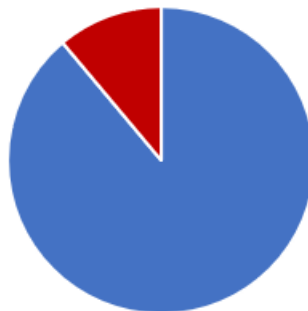


Question 4

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

4/23. Interrupting or stopping work to put on or attach to clothing, post and/or distribute union campaign material?

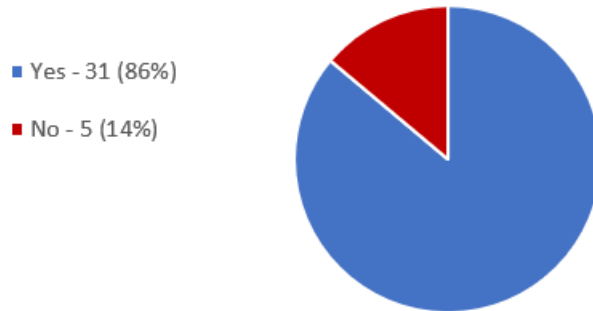
- Yes - 32 (89%)
- No - 4 (11%)



Question 5

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

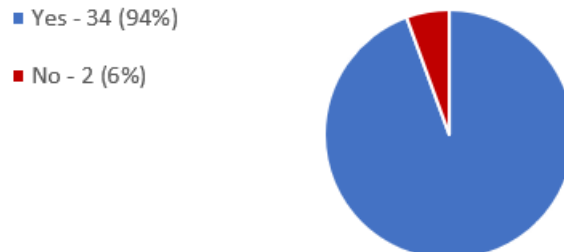
5/23. An unlimited number of work stoppages of up to 24 hours' duration or shorter periods of time?



Question 6

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

6/23. Stopping work for up to 5 minutes duration to explain to clients and visitors to the Maternal and Child Health Centre workplace the purpose of the protected industrial action campaign, including distributing and wearing industrial campaign material by MCH Nurses and Immunisation Nurses at each Maternal and Child Health Centre or service operated by Moreland City Council?



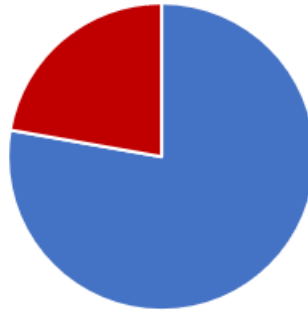
Question 7

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

7/23. Interrupting or stopping work to write temporary messages about the EBA campaign on Moreland City Council vehicles and at workplaces?

■ Yes - 28 (78%)

■ No - 8 (22%)



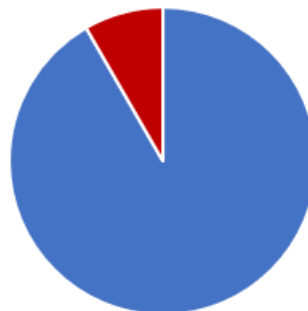
Question 8

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

8/23. Interrupting or stopping work to hand out EBA campaign flyers to residents and/or members of the public?

■ Yes - 33 (92%)

■ No - 3 (8%)



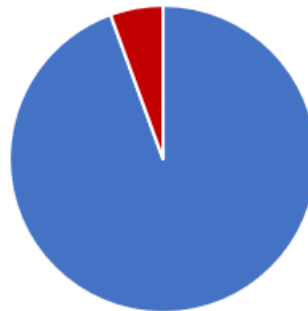
Question 9

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

9/23. Interrupting or stopping work to display EBA campaign posters on notice boards and public areas?

■ Yes - 34 (94%)

■ No - 2 (6%)



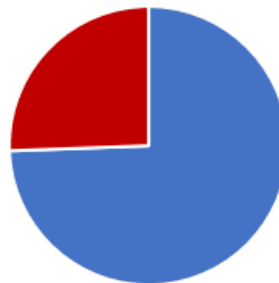
Question 10

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

10/23. Employees will undertake stoppages of work of up to 1 hour to communicate with the media, post photos, change their background on electronic communication like Zoom or Microsoft Teams or write a message on social media about issues related to enterprise bargaining?

■ Yes - 32 (89%)

■ No - 4 (11%)

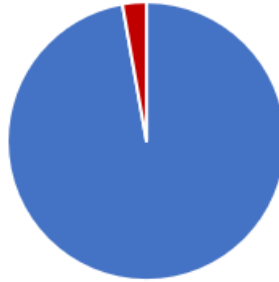


Question 11

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

11/23. A ban on working overtime where directed by management at each Maternal and Child Health Centre and/or service operated by Moreland City Council?

- Yes - 35 (97%)
- No - 1 (3%)

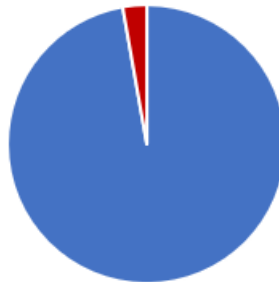


Question 12

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

12/23. A ban on working beyond ordinary starting and finishing times at each Maternal and Child Health Centre and/or service operated by Moreland City Council?

- Yes - 35 (97%)
- No - 1 (3%)



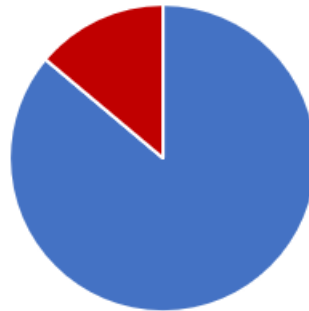
Question 13

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

13/23. A ban on the completion of electronic diaries at each Maternal and Child Health Centre and/or service operated by Moreland City Council?

■ Yes - 31 (86%)

■ No - 5 (14%)



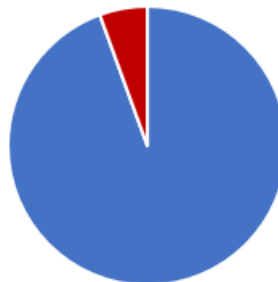
Question 14

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

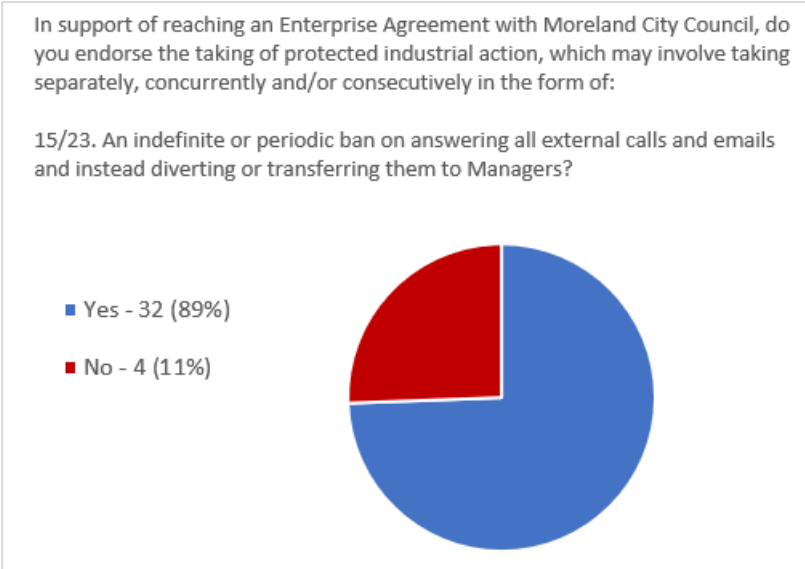
14/23. A ban on that limits the performance of normal duties which requires the reading and/or responding to work related e-mails at any/all Maternal and Child Health Centre and/or service operated by Moreland City Council?

■ Yes - 34 (94%)

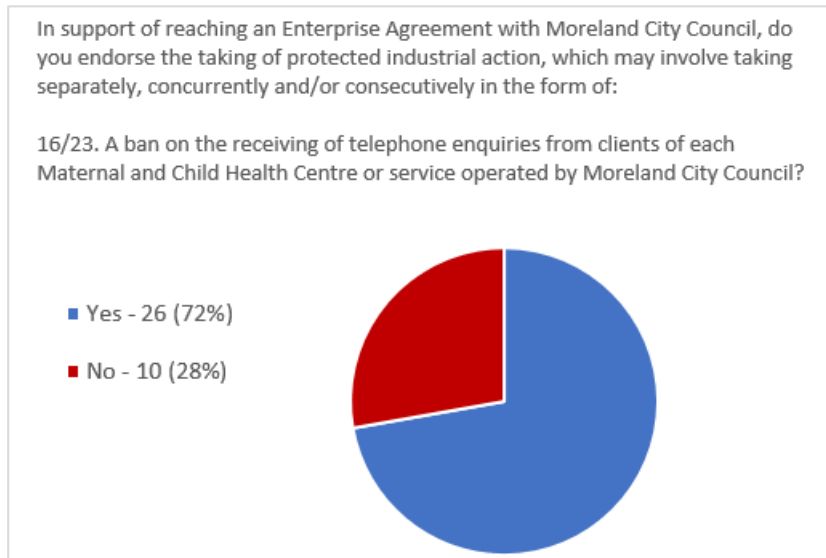
■ No - 2 (6%)



Question 15



Question 16



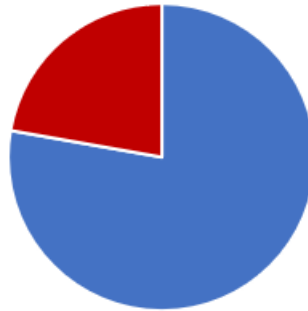
Question 17

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

17/23. A ban on responding to general telephone enquiries from clients of each Maternal and Child Health Centre or service operated by Moreland City Council?

■ Yes - 28 (78%)

■ No - 8 (22%)



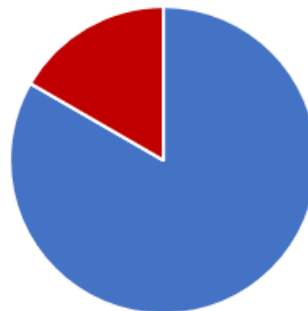
Question 18

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

18/23. An indefinite or periodic ban on completing work whilst wearing Council uniforms?

■ Yes - 30 (83%)

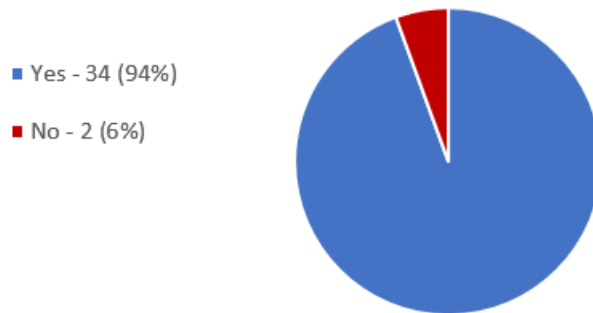
■ No - 6 (17%)



Question 19

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

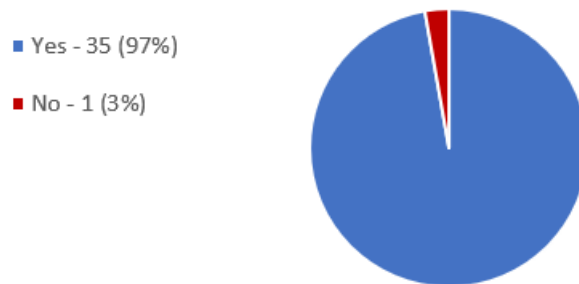
19/23. An indefinite or periodic ban on answering after hours phone calls?



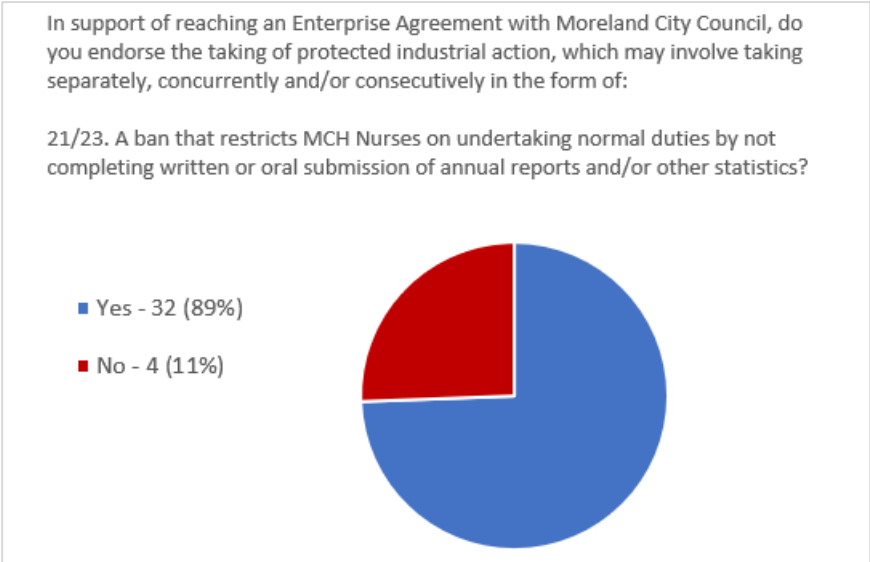
Question 20

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

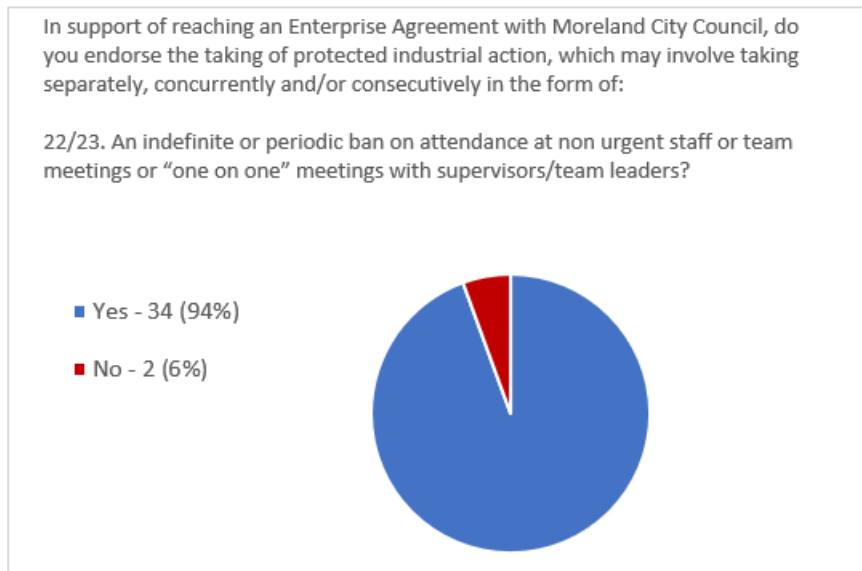
20/23. Interrupting or stopping work to add EBA campaign messages to email signatures?



Question 21



Question 22



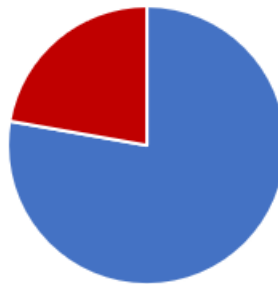
Question 23

In support of reaching an Enterprise Agreement with Moreland City Council, do you endorse the taking of protected industrial action, which may involve taking separately, concurrently and/or consecutively in the form of:

23/23. A ban on the completion of booking follow up appointments on CDIS at each Maternal and Child Health Centre or service operated by Moreland City Council?

■ Yes - 28 (78%)

■ No - 8 (22%)





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