



Ballot Report

# B2025-1678 Protected Action Ballot

National Tertiary Education Industry Union

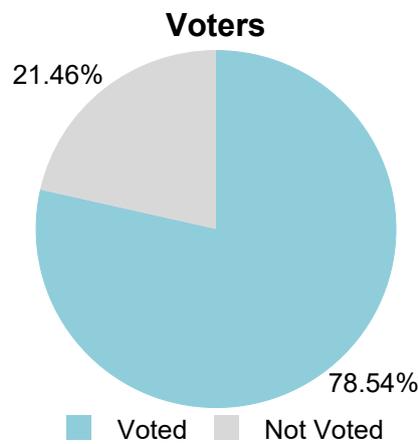
17 November 2025 to 21 November 2025

## Ballot Report

The following ballot report is for B2025-1678 Protected Action Ballot conducted by TrueVote on behalf of National Tertiary Education Industry Union. The ballot was live from 17/11/25 12:00 PM AEDT to 21/11/25 4:00 PM AEDT.

## Voter Roll

The voter roll for the ballot consisted of 396 registered voters. 311 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.

Subject	Date	Type	Event
Notice of B2025-1678 Protected Action Ballot	17/11/25 8:00 AM	Email	Generic
Vote Open B2025 - 1678 Protected Action Ballot	17/11/25 12:00 PM	Email	Voting open
SMS Open	17/11/25 12:00 PM	SMS	Voting open
Vote Reminder B2025 - 1678 Protected Action Ballot	19/11/25 8:00 AM	Email	Voting reminder
SMS Reminder	21/11/25 8:00 AM	SMS	Voting reminder
Vote Reminder B2025 - 1678 Protected Action Ballot	21/11/25 8:00 AM	Email	Voting reminder

In support of reaching an Enterprise Agreement with Charles Sturt University, do you authorise industrial action against your employer, to be taken separately, partially, concurrently and/or consecutively, on any number of occasions, in the form of:

1. Stoppages of work of between 5 minutes and 24 hours in duration?

<b>Response</b>	<b>Result</b>	<b>% of Total (396)</b>	<b>% of Response Rate (311)</b>
YES	296	74.75%	95.18%
NO	15	3.79%	4.82%

2. Indefinite stoppages of work?

<b>Response</b>	<b>Result</b>	<b>% of Total (396)</b>	<b>% of Response Rate (311)</b>
YES	234	59.09%	75.24%
NO	77	19.44%	24.76%

3. A ban on preparation for events hosted or endorsed by Charles Sturt University?

<b>Response</b>	<b>Result</b>	<b>% of Total (396)</b>	<b>% of Response Rate (311)</b>
YES	274	69.19%	88.10%
NO	37	9.34%	11.90%

4. Making statements while working explaining why members of the National Tertiary Education Union are taking industrial action?

<b>Response</b>	<b>Result</b>	<b>% of Total (396)</b>	<b>% of Response Rate (311)</b>
YES	298	75.25%	95.82%
NO	13	3.28%	4.18%

5. A ban on participation in staff appraisal processes?

<b>Response</b>	<b>Result</b>	<b>% of Total (396)</b>	<b>% of Response Rate (311)</b>
YES	283	71.46%	91.00%
NO	28	7.07%	9.00%

6. A ban on attending meetings with supervisors/managers/Deans?

<b>Response</b>	<b>Result</b>	<b>% of Total (396)</b>	<b>% of Response Rate (311)</b>
YES	265	66.92%	85.21%
NO	46	11.62%	14.79%

7. A ban on responding to Microsoft Teams calls or Microsoft Teams messages or phone calls or emails outside 9am-5pm weekdays?

<b>Response</b>	<b>Result</b>	<b>% of Total (396)</b>	<b>% of Response Rate (311)</b>
YES	301	76.01%	96.78%
NO	10	2.53%	3.22%

## Responses By Date

<b>Date</b>	<b>Votes</b>	<b>% of Total (396)</b>	<b>% of Response Rate (311)</b>
17 Nov 25	165	41.67%	53.05%
18 Nov 25	68	17.17%	21.86%
19 Nov 25	33	8.33%	10.61%
20 Nov 25	13	3.28%	4.18%
21 Nov 25	32	8.08%	10.29%

Systems / Security / Help Desk

There was no suspicious activity detected during the ballot period.  
Voter assistance was provided throughout the ballot.



21 November 2025

Stephen Donaldson

TrueVote Returning Officer