



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Nursing and Midwifery Federation

v

St Vincent's Private Hospital Sydney

(B2022/1778)

14 December 2022

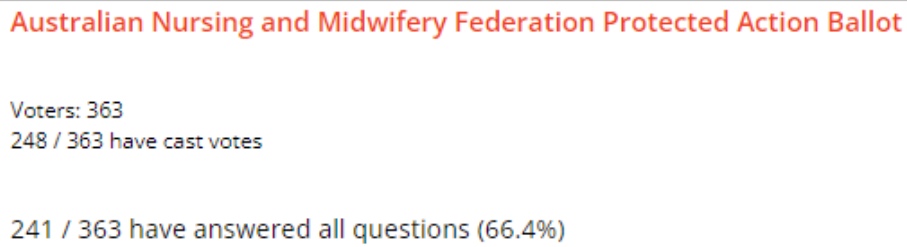
1. Ballot Result

Total Eligible Voters: 363
Total Participated: 248

241 out of 363 have answered all questions 66.4%

Final Ballot Audit: Wednesday, 14 December 2022 at 8.30am 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

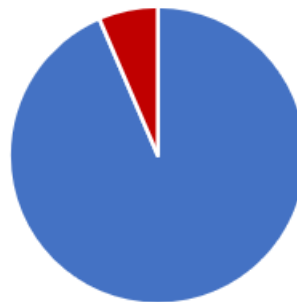
3. Questions and Results

Question 1

In support of reaching an Enterprise Agreement with 'St Vincent's Private Hospital, Sydney', do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

1. Not performing work unless wearing a union badge and/or sticker during work hours?

- Yes - 232 (94%)
- No - 16 (6%)

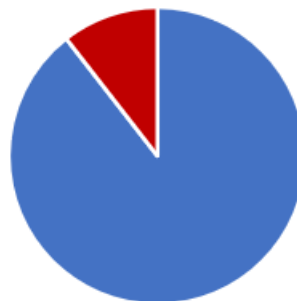


Question 2

In support of reaching an Enterprise Agreement with 'St Vincent's Private Hospital, Sydney', do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

2. Not performing work unless wearing campaign clothing instead of the employee's prescribed uniform (excluding any required personal protective equipment, and subject to infection control procedures)?

- Yes - 221 (89%)
- No - 26 (11%)

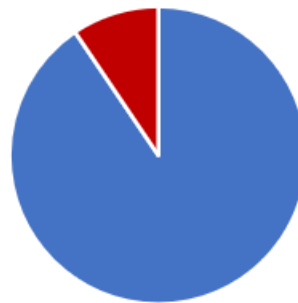


Question 3

In support of reaching an Enterprise Agreement with 'St Vincent's Private Hospital, Sydney', do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

3. A ban on the completion of the 'patient prosthetics and consumables' form?

- Yes - 220 (91%)
- No - 23 (9%)

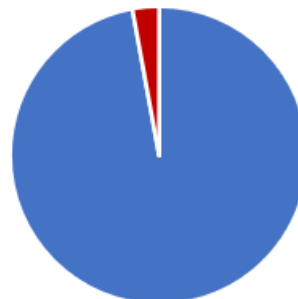


Question 4

In support of reaching an Enterprise Agreement with 'St Vincent's Private Hospital, Sydney', do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

4. During work hours, making statements to members of the public (including patients and their visitors) explaining why members of the union are taking industrial action?

- Yes - 236 (97%)
- No - 7 (3%)

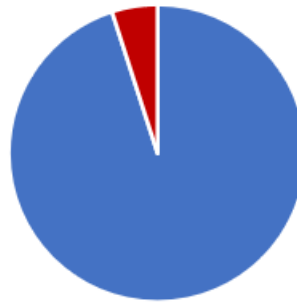


Question 5

In support of reaching an Enterprise Agreement with 'St Vincent's Private Hospital, Sydney', do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

5. During work hours, distributing campaign materials to members of the public (including patients and their visitors)?

- Yes - 230 (95%)
- No - 12 (5%)

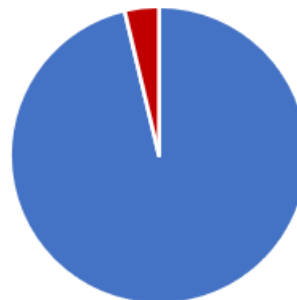


Question 6

In support of reaching an Enterprise Agreement with 'St Vincent's Private Hospital, Sydney', do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of stoppages of work of between 15 minutes and four hours duration (whilst maintaining safe patient care), which may involve speaking to the media about why members of the union are taking industrial action?

- Yes - 233 (96%)
- No - 9 (4%)



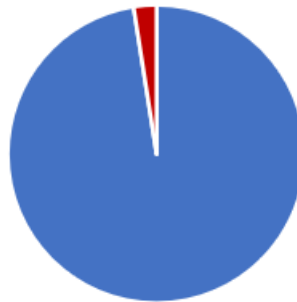
Question 7

In support of reaching an Enterprise Agreement with 'St Vincent's Private Hospital, Sydney', do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of periodic or indefinite bans on the working of overtime?

■ Yes - 236 (98%)

■ No - 6 (2%)



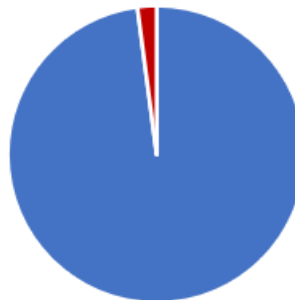
Question 8

In support of reaching an Enterprise Agreement with 'St Vincent's Private Hospital, Sydney', do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

8. A ban on domestic duties which do not form part of a nurse or midwife's core duties, including but not limited to checking stock, dusting, emptying linen skip bins, washing/cleaning/making/stripping beds, emptying bins, and mopping floors?

■ Yes - 236 (98%)

■ No - 5 (2%)





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