



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Australian Nursing and Midwifery Federation**

**v**

**Brimbank City Council**

**(B2022/226)**

**Date of Declaration:**

**8 April 2022**

# 1. Ballot Result

Total Eligible Voters: 29  
Total Participated: 26

26 out of 29 have answered all questions 89.7%

Final Ballot Audit: Friday, 8 April 2022 at 11.40am 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.

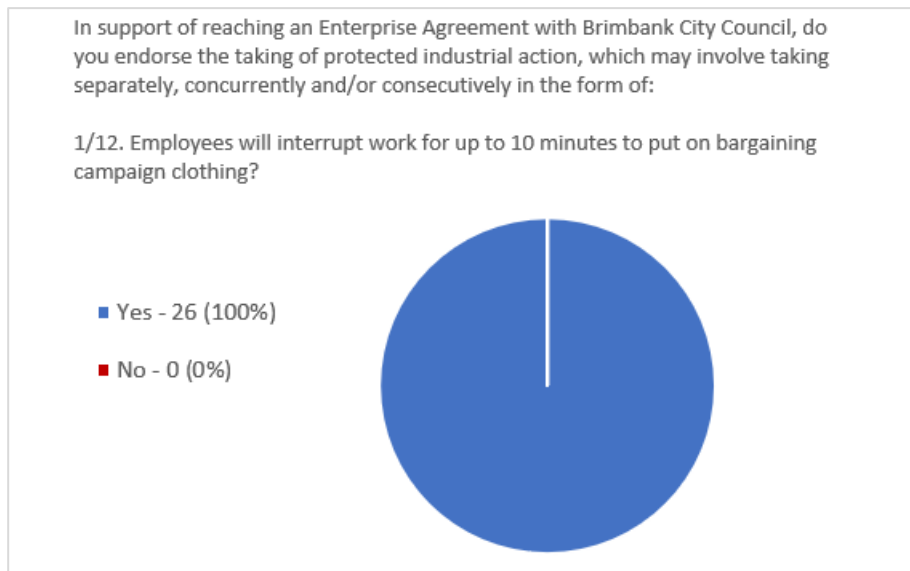
The Australian Nursing and Midwifery Federation Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

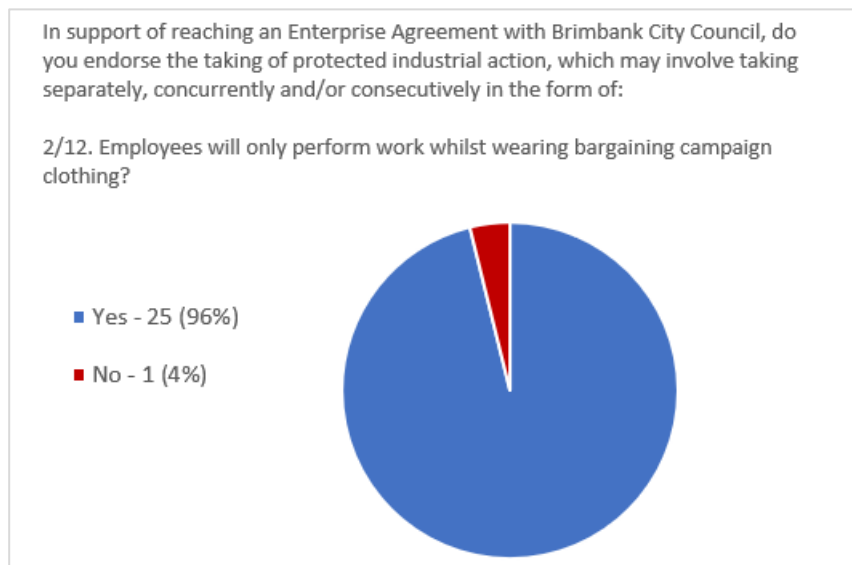
Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Final Results

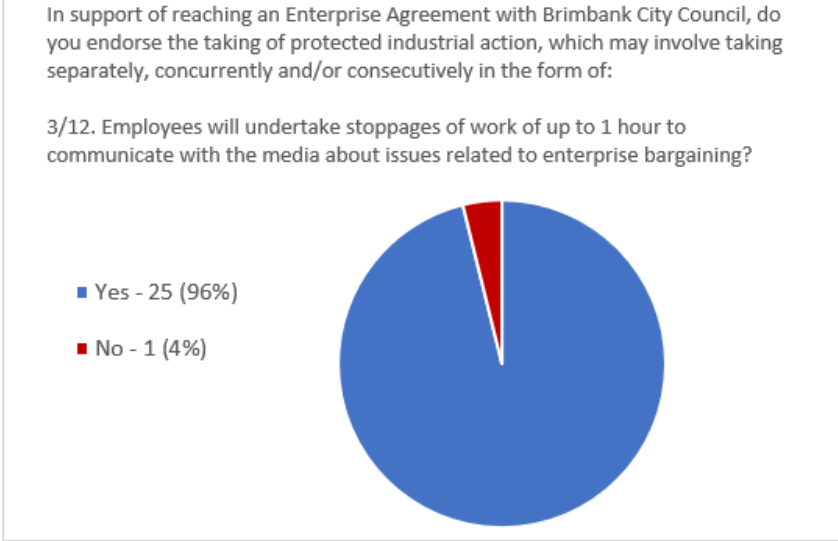
#### Question 1



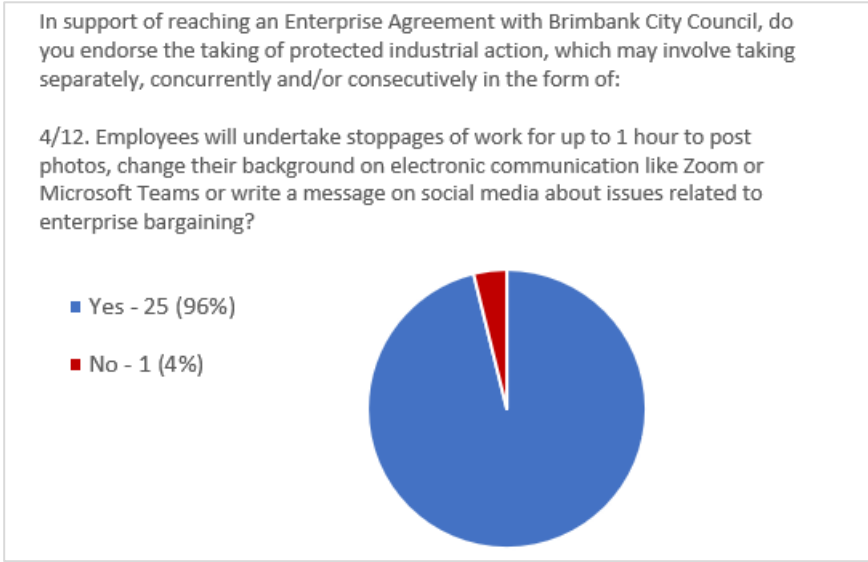
#### Question 2



### Question 3



### Question 4



## Question 5

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

5/12. Employees will interrupt work for up to 10 minutes on each occasion during each and every client consultation to distribute campaign materials and speak to clients and members of the public about the purpose of taking protected industrial action and wearing campaign clothing?

- Yes - 26 (100%)
- No - 0 (0%)



## Question 6

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

6/12. A ban on working overtime where directed by management at each Maternal and Child Health Centre and/or service operated by Brimbank City Council?

- Yes - 26 (100%)
- No - 0 (0%)



## Question 7

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

7/12. A ban on working beyond ordinary starting and finishing times at each Maternal and Child Health Centre and/or service operated by Brimbank City Council?

■ Yes - 26 (100%)

■ No - 0 (0%)



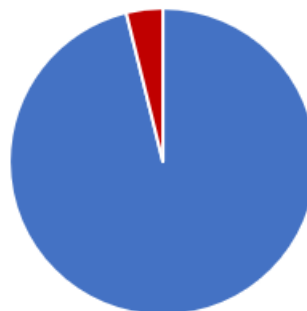
## Question 8

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

8/12. A ban on the completion of electronic diaries at each Maternal and Child Health Centre and/or service operated by Brimbank City Council?

■ Yes - 25 (96%)

■ No - 1 (4%)



## Question 9

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

9/12. A ban that limits the reading and/or responding to work related e-mails at any/all Maternal and Child Health Centre and/or service operated by Brimbank City Council?

■ Yes - 26 (100%)

■ No - 0 (0%)



## Question 10

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

10/12. A ban that restricts MCH Nurses on undertaking normal duties by not completing written or oral submission of annual reports and/or other statistics?

■ Yes - 26 (100%)

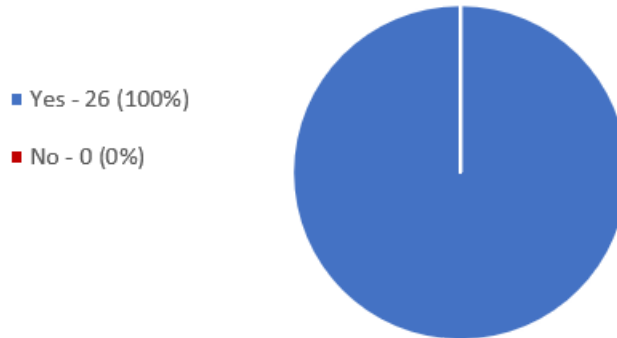
■ No - 0 (0%)



## Question 11

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

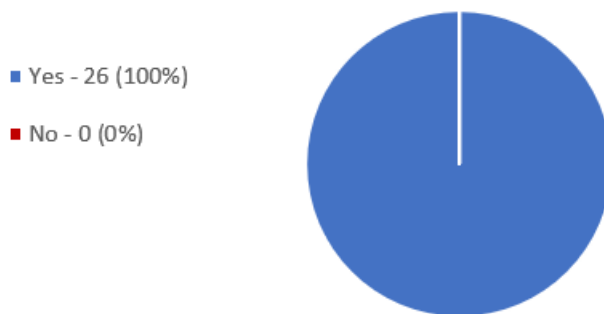
11/12. An indefinite or periodic ban on attendance at staff or team meetings or "one on one" meetings with supervisors/team leaders?



## Question 12

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

12/12. Stopping work every two hours for up to 30 minutes to hold ANMF stop-work meetings at each Maternal and Child Health Centre and/or service operated by Brimbank City Council?







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