



Ballot Report

# B2025/1335 Protected Action Ballot

Australian Nursing and Midwifery Federation

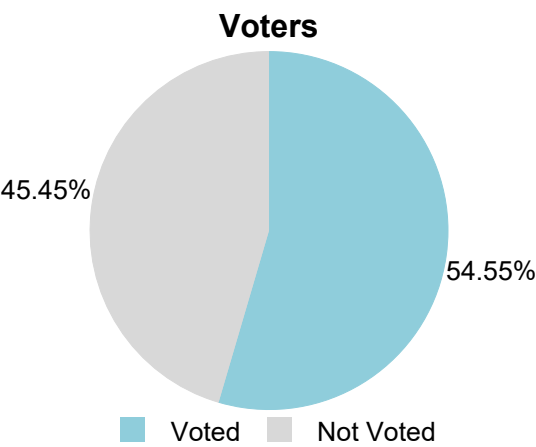
1 September 2025 to 8 September 2025

## Ballot Report

The following ballot report is for B2025/1335 Protected Action Ballot conducted by TrueVote on behalf of Australian Nursing and Midwifery Federation. The ballot was live from 1/9/25 12:00 PM AEST to 8/9/25 4:00 PM AEST.

## Voter Roll

The voter roll for the ballot consisted of 11 registered voters. 6 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 B2025/1335 Protected Action Ballot	1/9/25 8:00 AM	Email	Generic
Vote Open - B2025/1335 Protected Action Ballot	1/9/25 12:00 PM	Email	Voting open
SMS Open	1/9/25 12:00 PM	SMS	Voting open
Vote Reminder - B2025/1335 Protected Action Ballot	4/9/25 8:00 AM	Email	Voting reminder
Vote Reminder - B2025/1335 Protected Action Ballot	8/9/25 8:00 AM	Email	Voting reminder
SMS Reminder	8/9/25 8:00 AM	SMS	Voting reminder

**In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below?**

1. Refusing to comply with your employer's dress code standards or dress code policies, by wearing union branded campaign clothing and/or badges/stickers during working hours.?
2. Interrupting or stopping work for up to 10 minutes duration on each occasion to put on or attach to clothing, post electronically and/or distribute union campaign material and to explain the reasons for the campaign related materials to clients, their family members and media.
3. Refusing all requests to work ordinary hours before the normal commencement time and/or beyond the normal finishing time of rostered duty.
4. Refusing to undertake any recall to work duties, including overtime, either before or after the cessation of normal rostered daily or weekly hours.
5. Maintaining strict adherence to designated tea breaks and meal breaks, including a refusal to undertake staggered meal breaks, and refusing to be on call during these breaks.
6. Stopping work to attend ANMF approved stop work meetings each of up to 4 hours duration as relevantly determined by ANMF.
7. Stopping work to attend ANMF approved stop work meetings each of up to 8 hours duration as relevantly determined by ANMF.
8. Refusing to fill out non urgent client data entry records inclusive of scanning and faxing client records and files.
9. Refusing to accept any incoming non-urgent phone calls from clients of the employer or other individuals.
10. Refusing to attend any employer-coordinated administrative or professional development meetings.

Response	Result	% of Total (11)	% of Response Rate (6)
YES	6	54.55%	100.00%
NO	0	0.00%	0.00%

## Responses By Date

Date	Votes	% of Total (11)	% of Response Rate (6)
1 Sep 25	6	54.55%	100.00%

Systems / Security / Help Desk

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

A handwritten signature in black ink, appearing to read 'SD', followed by a long horizontal flourish.

8 September 2025

Stephen Donaldson

TrueVote Returning Officer