



# Declaration of Results

## Protected Action Ballot

ANMF (Victoria)  
v  
Greater Bendigo City Council

(B2025/151)

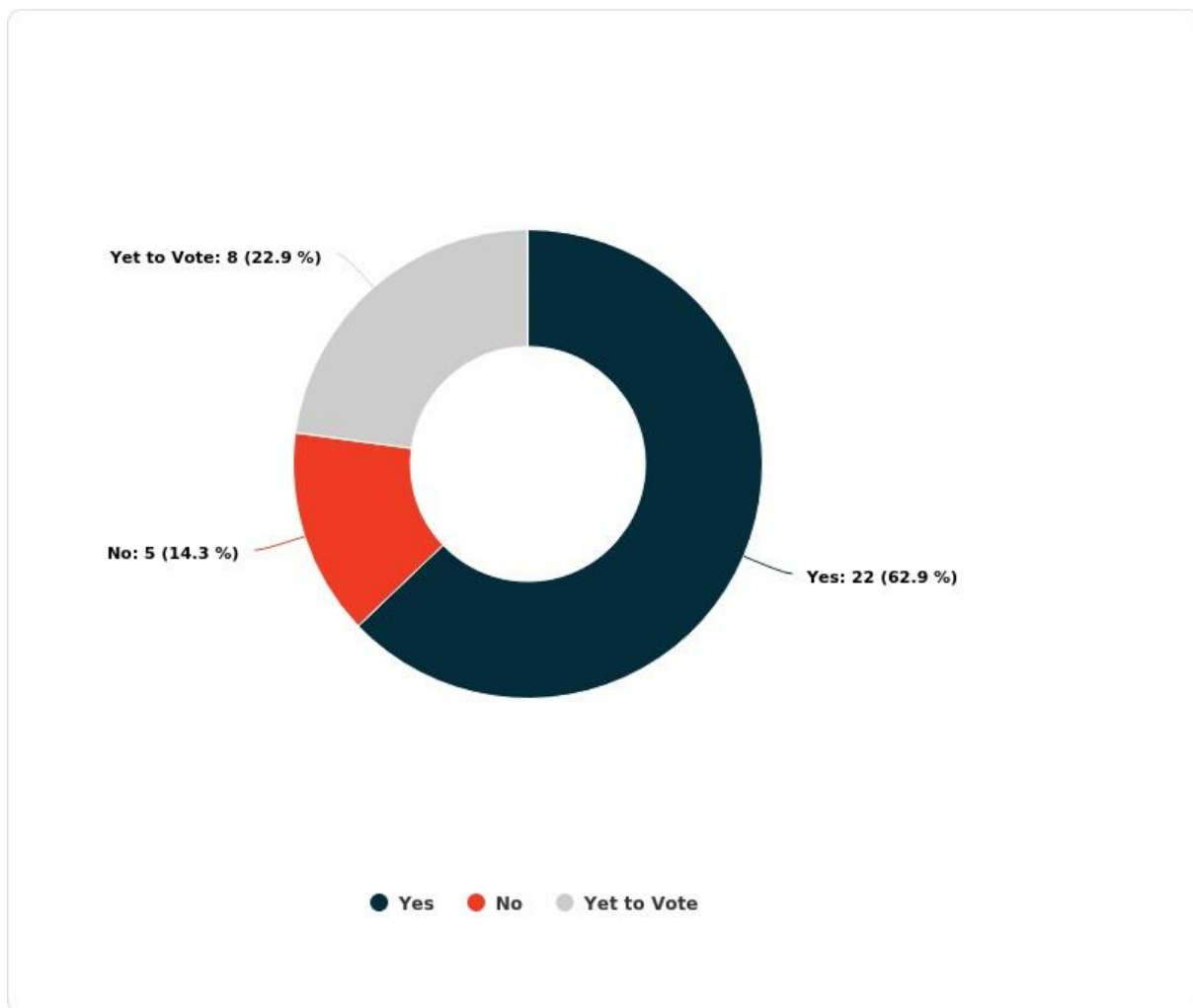
Thursday 6th February, 2025  
7:07pm AEDT

# 1. Vote Result

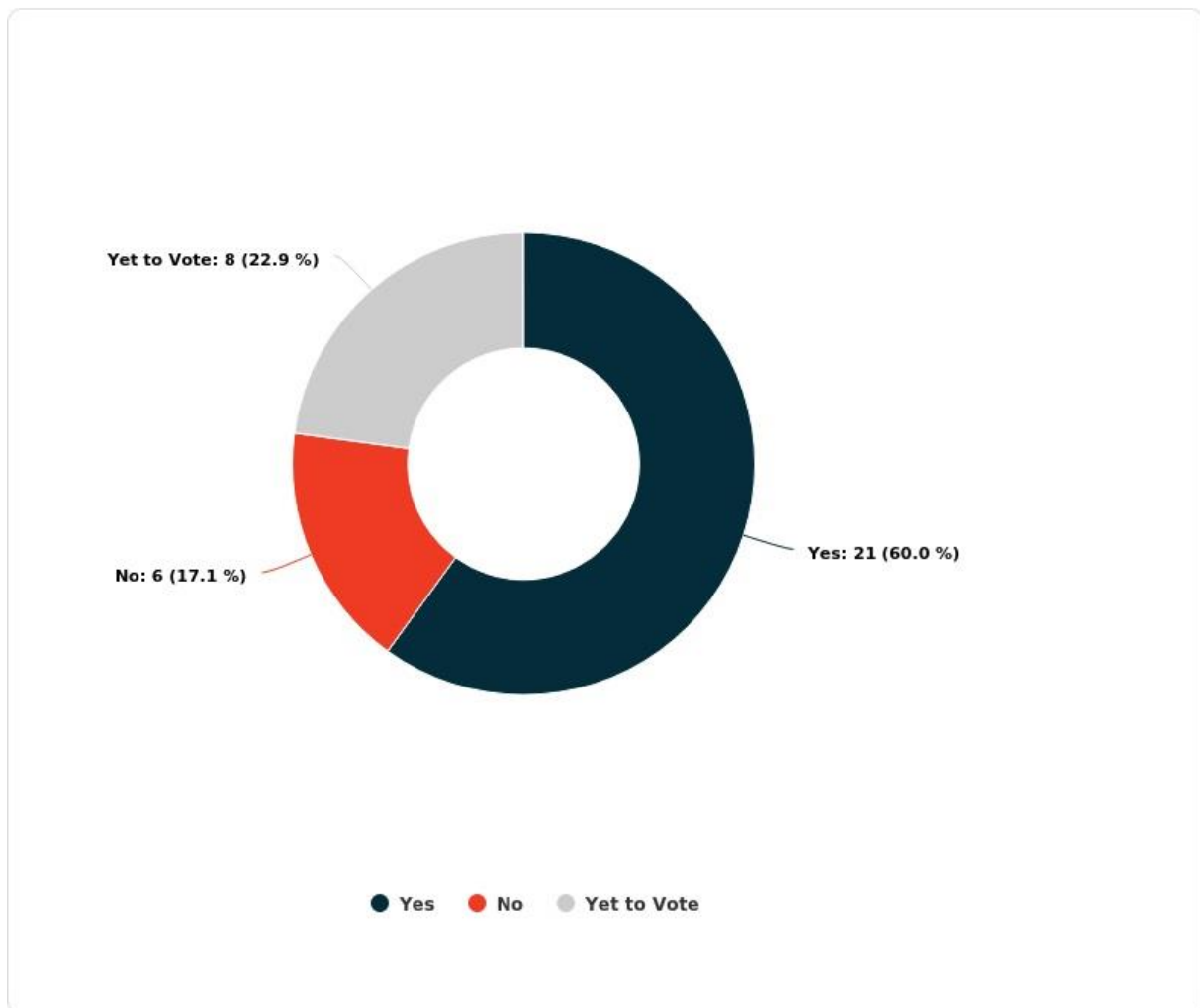
Total Eligible Voters: 35

Final Vote Audit: Thursday 6th February, 2025 7:07pm AEDT

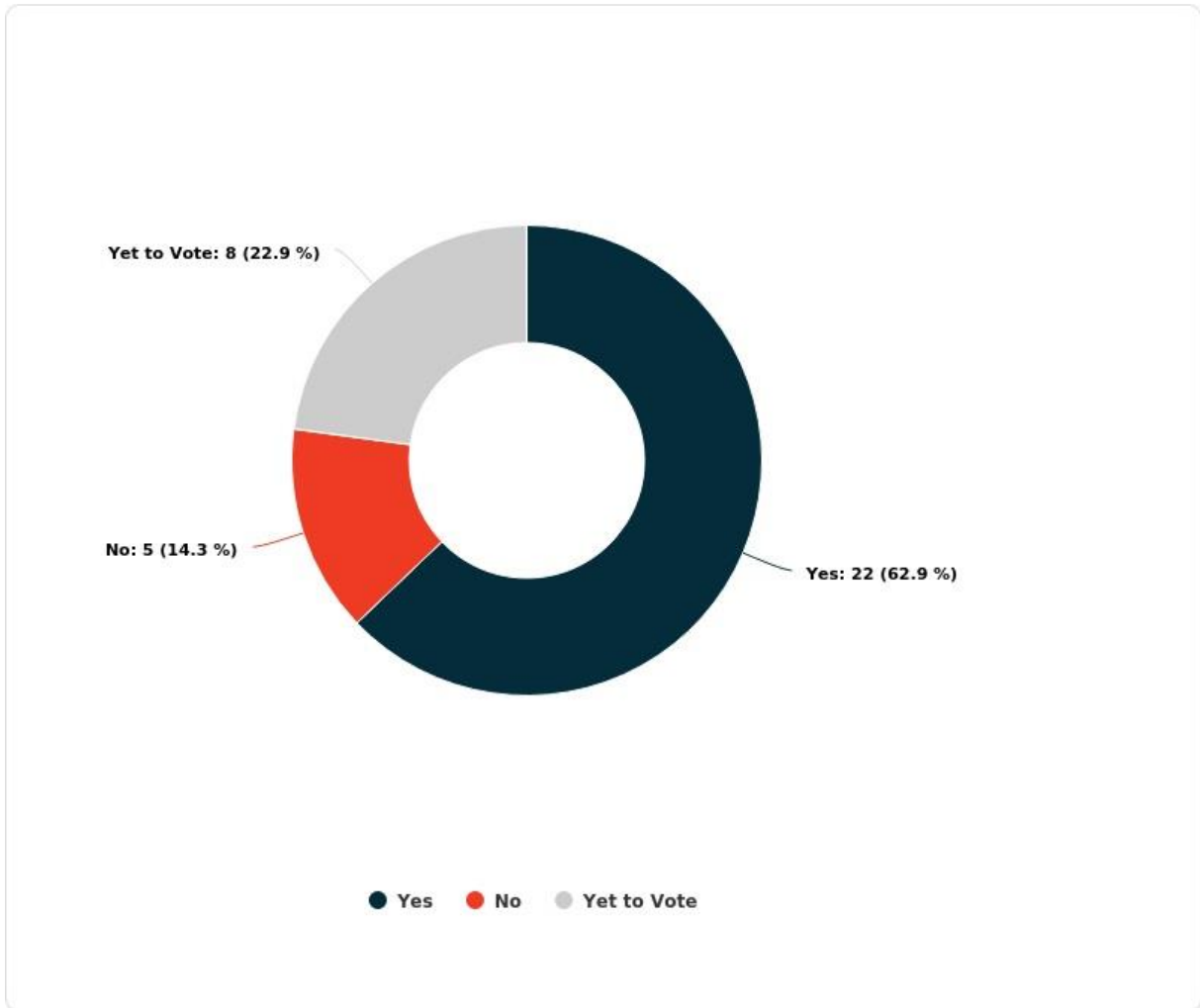
1. Stopping work on each and every occasion for 10 minutes duration to put on industrial campaign material and clothing?



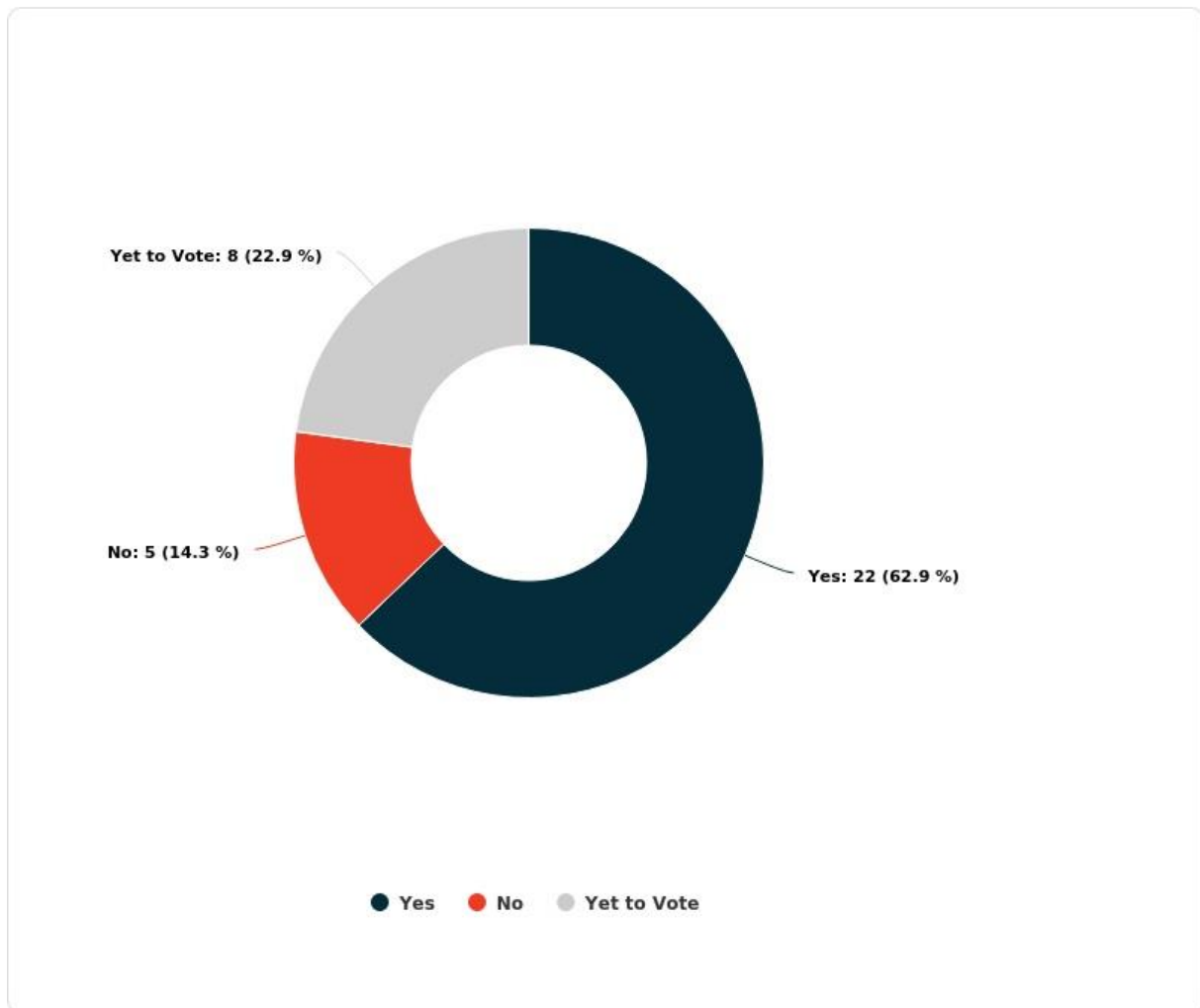
## 2. A ban on wearing non-campaign related clothing?



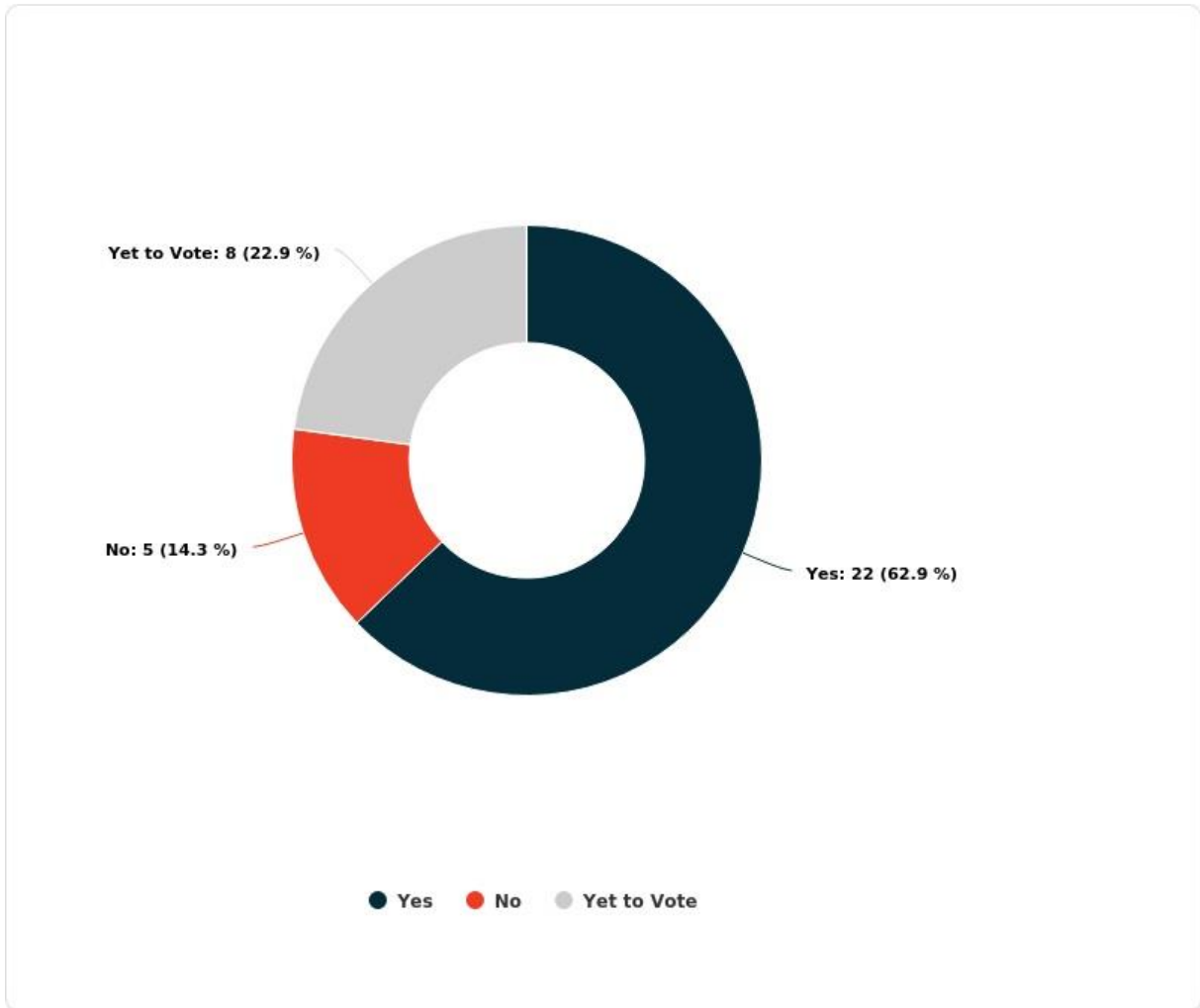
3. Employees will undertake stoppages of work of 1 hour to communicate with the media about issues related to enterprise bargaining?



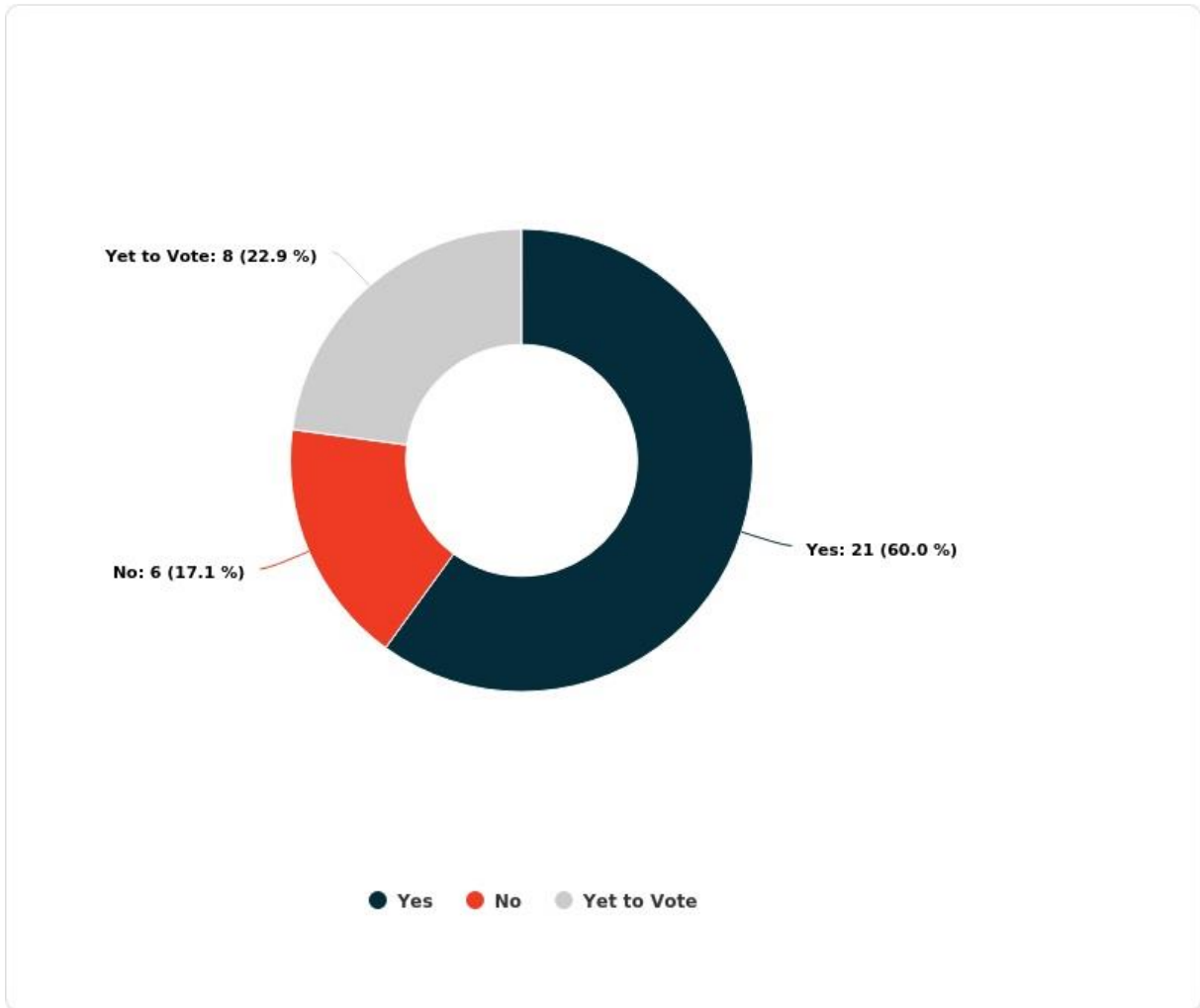
4. Employees will undertake stoppages of work of 1 hour to post photos, change their background on electronic communication like Zoom or Microsoft Teams or write a message on social media about issues related to enterprise bargaining?



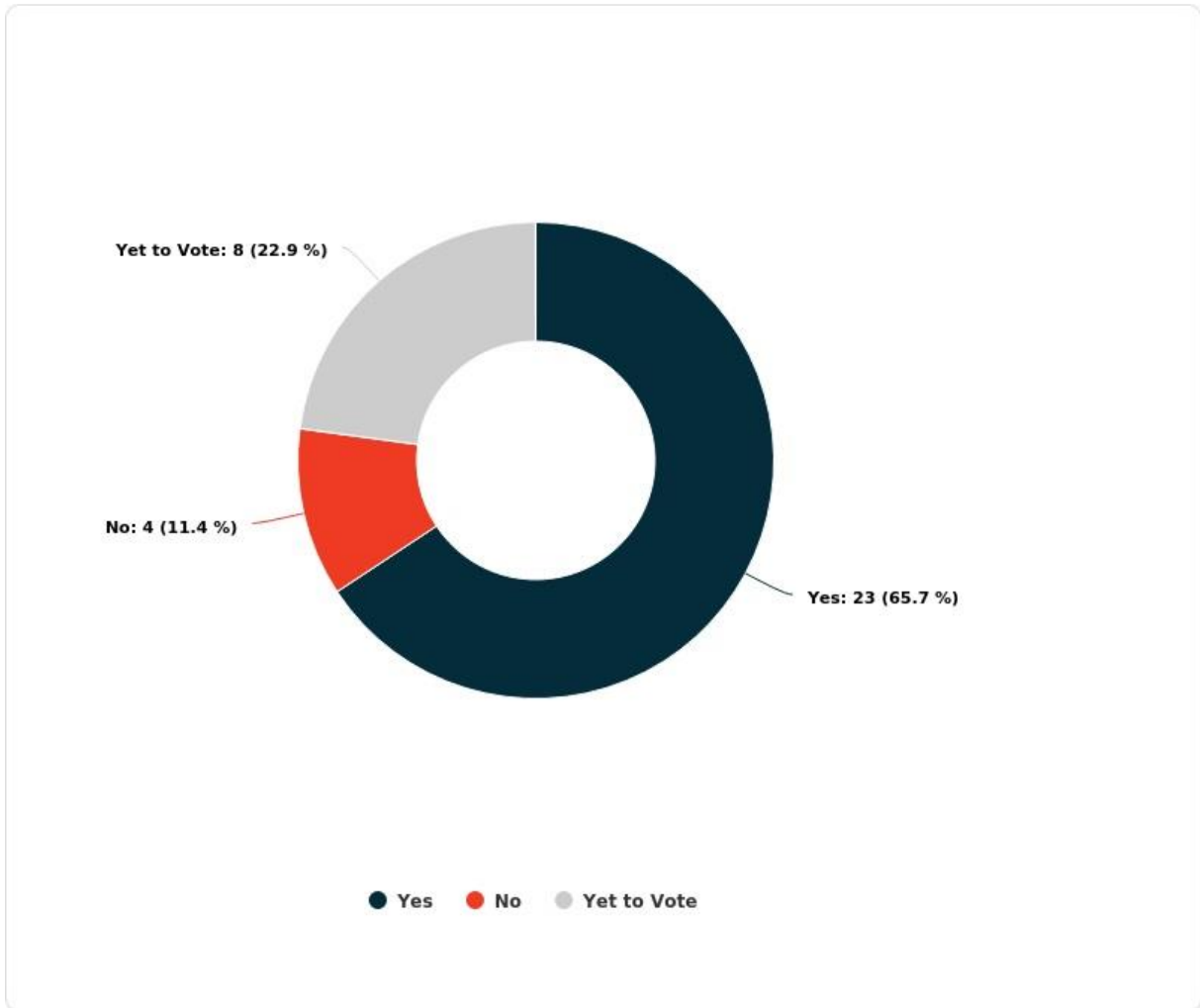
5. Employees will interrupt work for up to 10 minutes on each occasion during each and every client consultation or immunisation session to distribute campaign materials



6. A ban on working overtime where directed by management at each Maternal and Child Health Centre and/or immunisation session operated by City of Greater Bendigo (COGB) City Council?

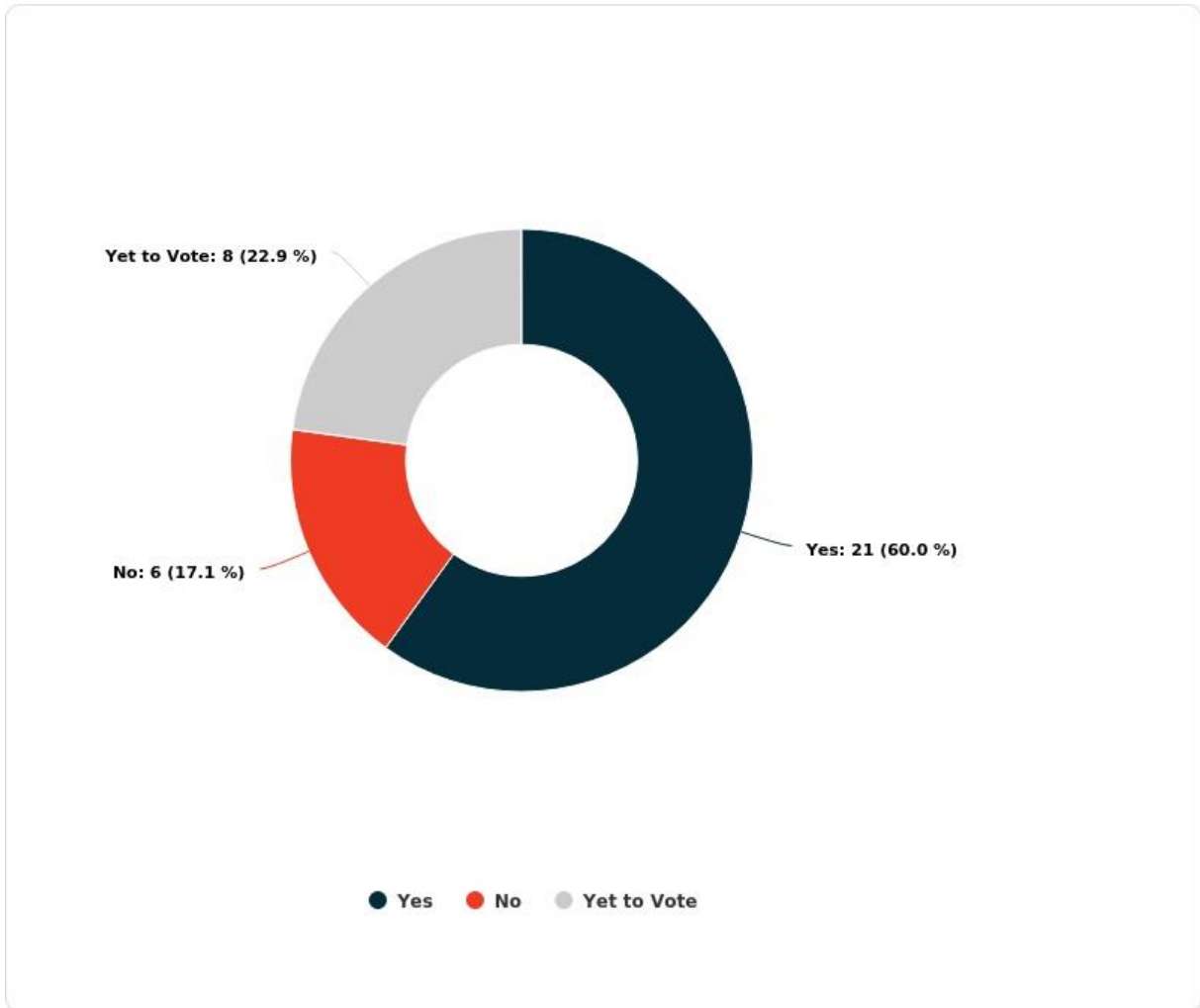


7. A ban on working beyond ordinary starting and finishing times at each Maternal and Child Health Centre and/or immunisation session operated by COGB City Council?

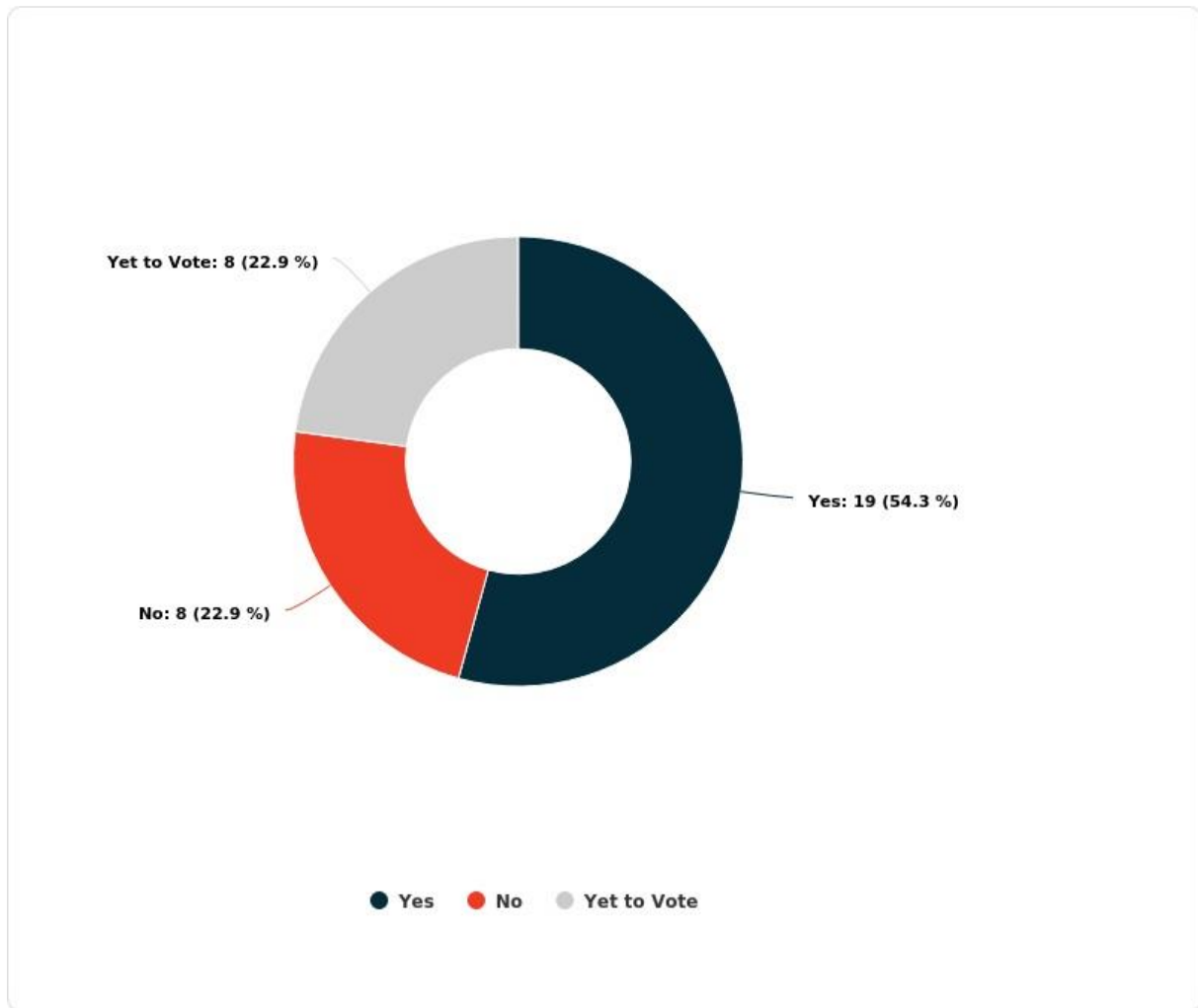




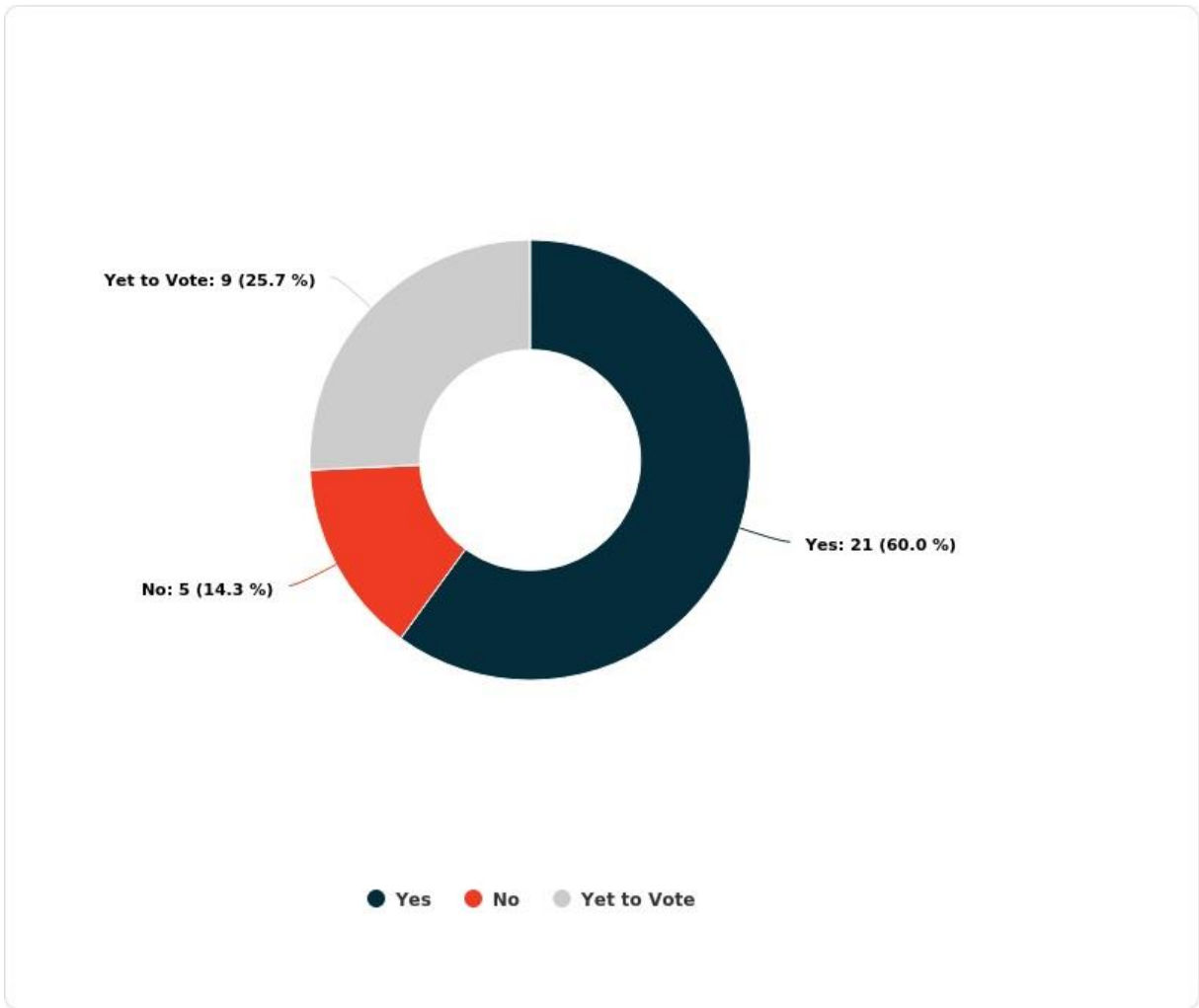
8. A ban on the completion of electronic diaries (CIDS) at each Maternal and Child Health Centre and/or immunisation session operated by COGB Council?



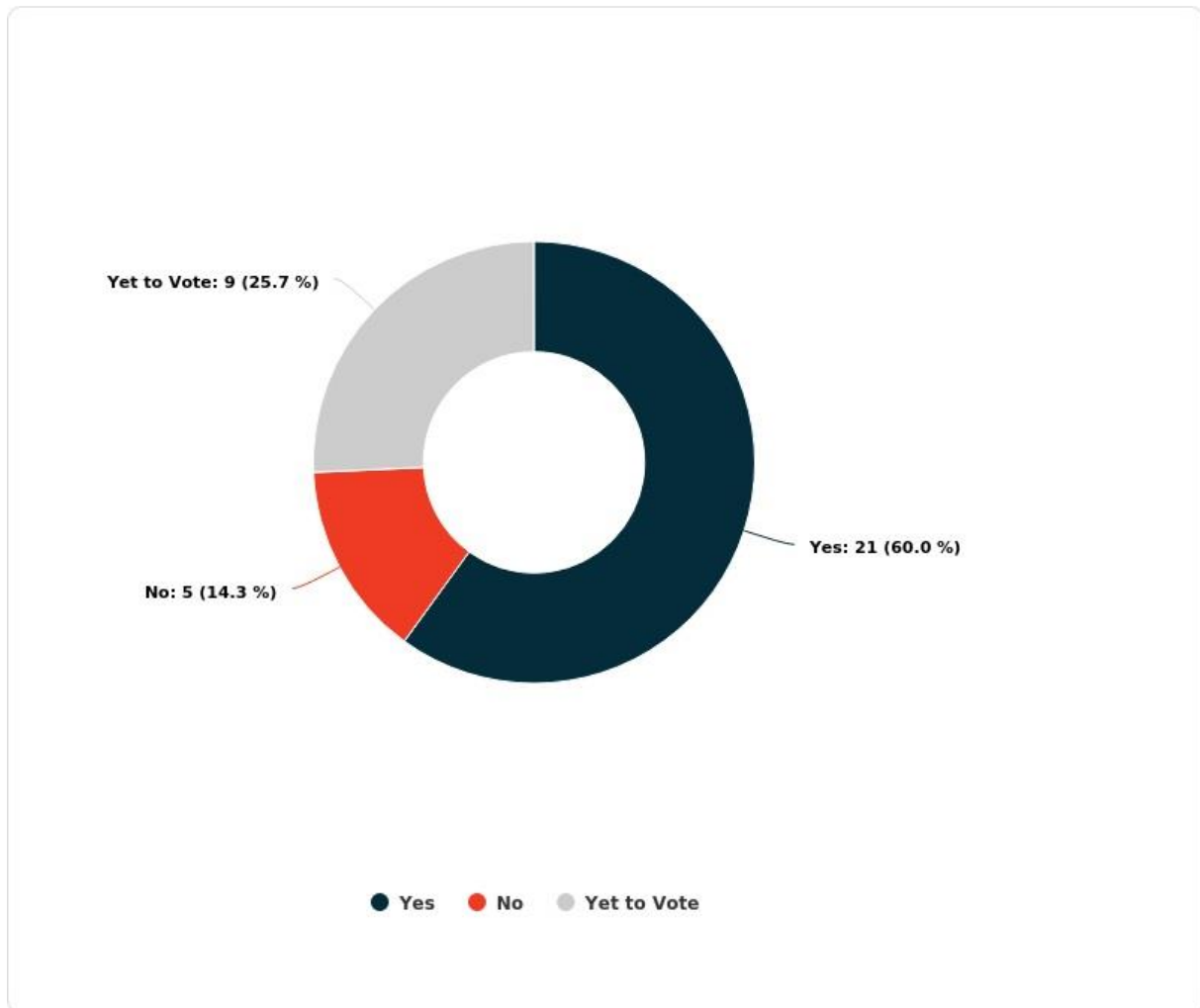
9. A ban on booking appointments at each Maternal and Child Health Centre and/or immunisation session operated by COGB Council?



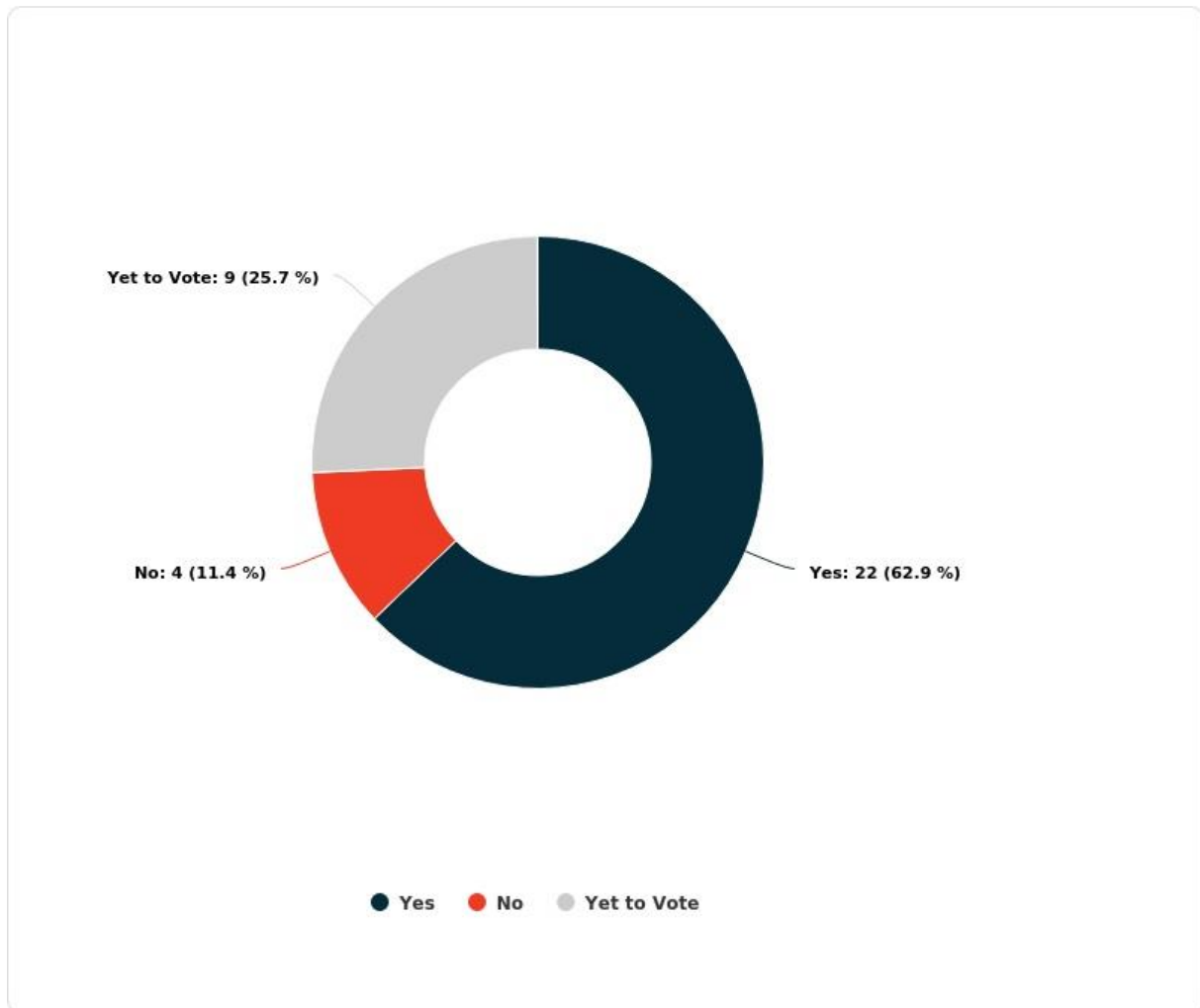
10. A ban that limits the performance of normal duties which requires the reading and/or responding to work related e-mails at any/all Maternal and Child Health Centre and/or immunisation service operated by COGB Council?



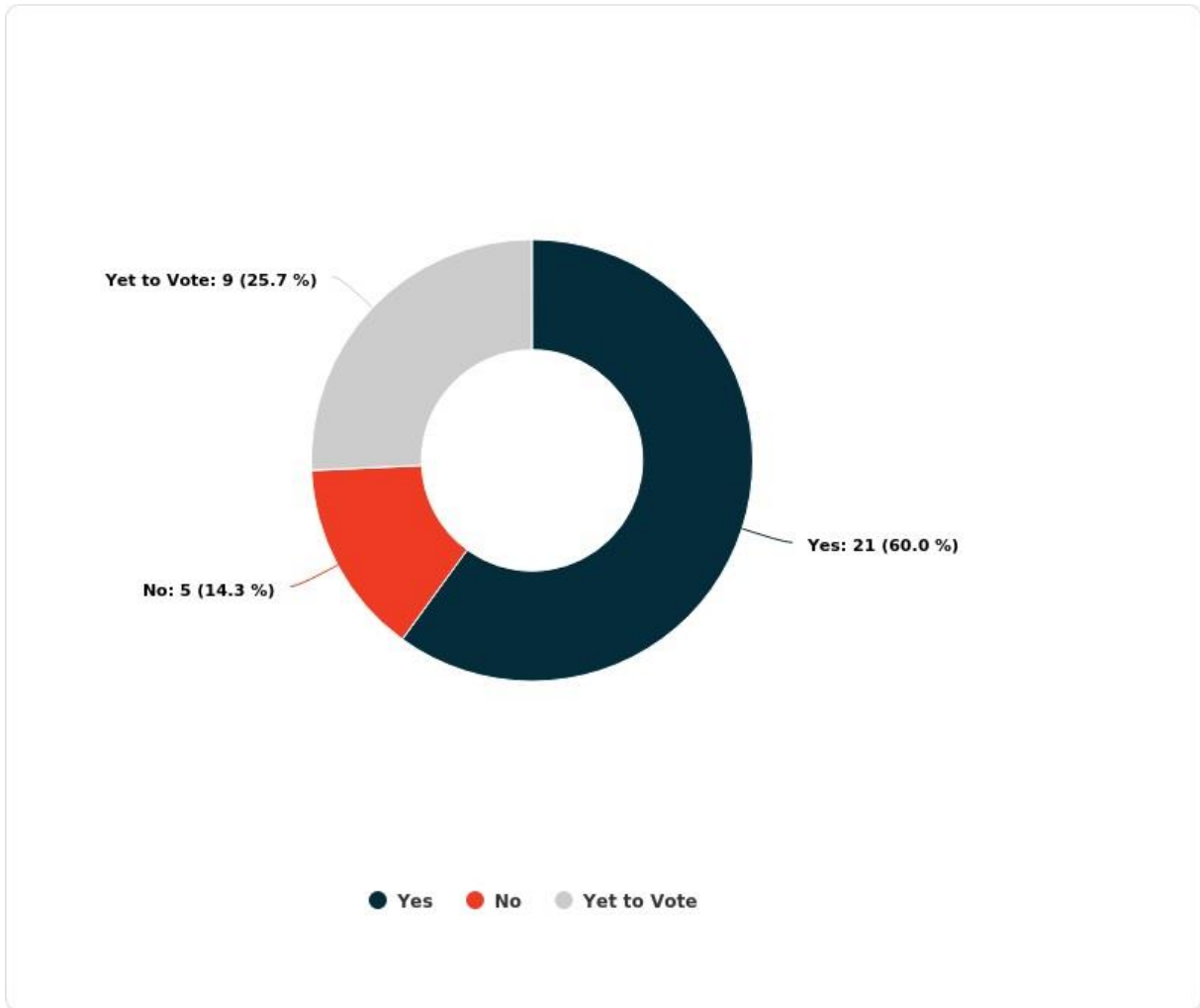
11. A ban that restricts MCH Nurses or Immunisation Nurses on undertaking normal duties by not completing written or oral submission of annual reports and/or other statistics (including MVRs)?



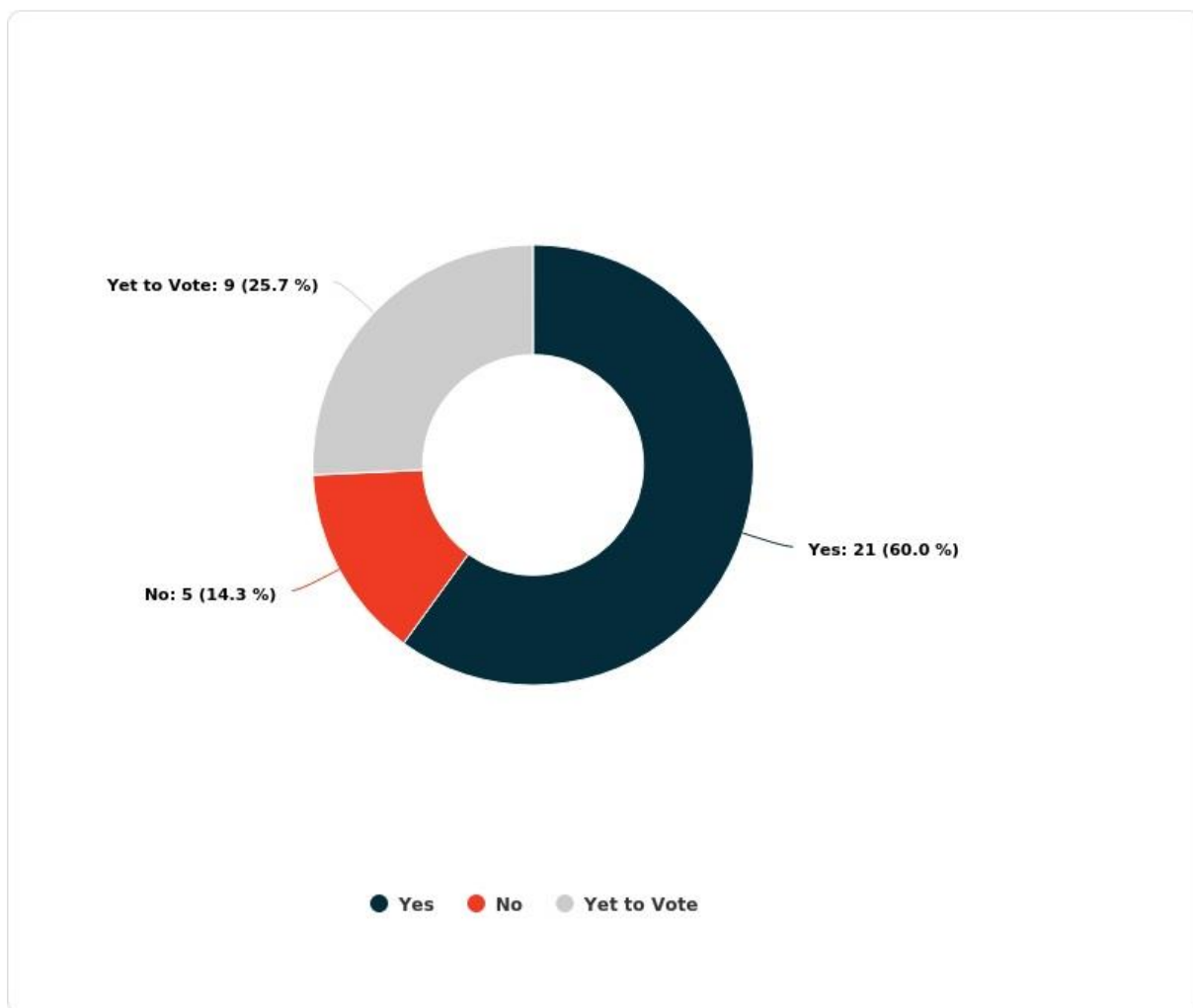
12. An indefinite or periodic ban on attendance at non urgent staff or team meetings or “one on one” meetings with supervisors/team leaders, excluding meetings related to safety?



13. An indefinite or periodic ban on attendance on recording the route taken for home visits in Timesheets?



14. Work stoppages of up to 24 hours' duration or shorter periods of time?



## 2. Vero Voting Independence Declaration

ANMF v Greater Bendigo City Council (PAB B2025/151) vote has been managed and declared independent of ANMF (Victoria), Greater Bendigo City Council and Fair Work.

No individual vote has been disclosed to ANMF (Victoria), Greater Bendigo City Council or Fair Work.

The Protected Action Ballot vote result has been audited and the declared result is assured.

Regards,



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Greg Mitchell  
Director,

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