



Ballot Report

B2025/781 Protected Action Ballot

Australian Nursing and Midwifery Federation

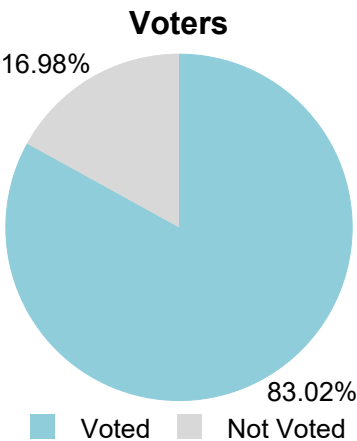
21 May 2025 to 28 May 2025

Ballot Report

The following ballot report is for B2025/781 Protected Action Ballot conducted by TrueVote on behalf of Australian Nursing and Midwifery Federation. The ballot was live from 21/5/25 12:00 PM AEST to 28/5/25 4:00 PM AEST.

Voter Roll

The voter roll for the ballot consisted of 53 registered voters. 44 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 B2025/781 Protected Action Ballot	21/5/25 8:00 AM	Email	Generic
Vote Open - B2025/781 Protected Action Ballot	21/5/25 12:00 PM	Email	Voting open
SMS Open	21/5/25 12:00 PM	SMS	Voting open
Vote Reminder - B2025/781 Protected Action Ballot	23/5/25 8:00 AM	Email	Voting reminder
SMS Reminder	26/5/25 8:00 AM	SMS	Voting reminder
Vote Reminder - B2025/781 Protected Action Ballot	28/5/25 8:00 AM	Email	Voting reminder

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

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 start time of a rostered shift and/or beyond the finishing time of a rostered shift?
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. A ban on the performance of transvaginal scans?
6. 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?
7. Stopping work to attend ANMF approved stop work meetings each of up to 4 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 make any record of or take any action in relation to non-urgent matters raised by clients of the employer over the phone?
10. Refusing to attend any employer-coordinated administrative or professional development meetings?

Response	Result	% of Total (53)	% of Response Rate (44)
YES	44	83.02%	100.00%
NO	0	0.00%	0.00%

Responses By Date

Date	Votes	% of Total (53)	% of Response Rate (44)
21 May 25	35	66.04%	79.55%
22 May 25	5	9.43%	11.36%
23 May 25	2	3.77%	4.55%
26 May 25	1	1.89%	2.27%
28 May 25	1	1.89%	2.27%

Systems / Security / Help Desk

TrueVote portal 100% online during the ballot period.
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 be 'SD' followed by a stylized flourish.

28 May 2025

Stephen Donaldson

TrueVote Returning Officer