



Fair Work Commission grants ANMF protected industrial action ballot applications

The Fair Work Commission yesterday granted the ANMF's applications for **Protected Industrial Action Ballot Orders (PIABO)**.

ANMF made the application in response to the resolution members passed at the statewide meeting on 4 December 2024 (read via anmfvic.asn.au/mhresolution). If the ballot is successful, members will have the option of taking a range of protected industrial actions.

It's important to note that the ballot will ask members to vote yes or no to a list of industrial actions. You are not voting to take industrial action; you will only be voting to have the option to take some or all of the actions at a time to be determined by a future statewide members meeting.

It is important that all members vote in this ballot and that all members vote YES in this ballot. A successful vote requires 50 per cent plus one of the eligible members in each health network or workplace to vote, and for more than half to vote YES.

It is essential your health network meets both ballot hurdles to be able to participate in any protected industrial action campaign.

Update your details now!

Time is running out to update your ANMF membership details to ensure you are on the list of eligible voters.

If the ANMF and your employer do not have matching correct details you will not get to vote with your ANMF member colleagues to support taking protected industrial action.

This is because the ANMF must provide a list of members to the ballot agent, and each employer must provide a list of their employees who would be covered by the new EBA.

Only those who appear on both lists will get to vote.

This can be tricky if, for example, your ANMF membership is under your married name, and your employer records are under your pre-married name. This is why it is critically important that you login to the member portal via this QR code or members.anmfvic.asn.au to check the contact details we have on file, and update them if required.



Equally as important is to then ensure that your employer has the same correct details. The details that must match include **surname, first name, middle name, date of birth, work email, private email, mobile, postal address and if you work for more than one public sector employer.**

The more ANMF members who participate, the more likely we will achieve a better outcome.

Statewide members meeting – Friday 14 February

Details for the next ANMF statewide public sector mental health members meeting:

Friday 14 February 2025
2pm–3.15pm (streaming option available)

ANMF (Vic Branch), 535 Elizabeth Street, Melbourne
(wear your red t-shirt)

Please arrive five or ten minutes before the start of the meeting to register and pick up your red campaign t-shirt.

This meeting will provide an update on negotiations, the outcome of the protected industrial action ballot for each 19 health services and next steps.



Register now via this QR code or <https://anmfvic.asn.au/14febmeeting>.

Ballot timetable

VERO, ANMF's selected ballot agent, has confirmed the voting timetable:

- Voting roll closes 4pm Tuesday 4 February
- Ballot opens 9am Thursday 6 February
- Ballot closes 5pm Thursday 13 February.

Ballot process

The process is a stepped approach as follows:

- A. compiling a list of voters
- B. notifying voters
- C. opening of voting
- D. closing of voting
- E. declaration of the outcome of the ballot.

A. Compiling a list of voters

VERO will compile a roll of eligible ANMF members who can vote in the protected action ballot by removing all employees from the Employer List of Employees who are not on the ANMF Member List. This will leave a list of eligible ANMF members.

EMPLOYER LIST OF EMPLOYEES

Your employer will provide VERO (via an encrypted or password-protected email address or portal), with a list of its employees (as of the date of the ballot orders – 30 January). This will be a list of all employees covered by the proposed enterprise agreement, in the following format:

Column 1	Employee ID
Column 2	Surname
Column 3	First name
Column 4	Middle name
Column 5	Date of birth
Column 6	Work email address
Column 7	Private email address
Column 8	Mobile phone number

ANMF MEMBER LIST

The ANMF must provide VERO with a list of our members (as at the date of the ballot orders – 30 January) employed by each of the employers in the following format:

Column 1	Surname
Column 2	First name
Column 3	Middle name
Column 4	Date of birth
Column 5	Work email address
Column 6	Private email address
Column 7	Mobile phone number
Column 8	ANMF membership number

The ANMF must also provide the list of members to VERO by way of encrypted or password-protected email that is accessible by VERO.

Your employer does NOT have access to the list of ANMF members.

The list of eligible ANMF members and the employer list of employees must be provided to VERO by not later than 4pm on the third working day after the order – Tuesday 4 February 2025. In the event of any difficulties, the opening of voting may be delayed, but the closing date remains the same.

B. Notifying voters

Before the vote opens, VERO will issue a notice to eligible ANMF members that contains a copy of the protected action ballot order and include the following information and statements:

- VERO's contact details including telephone contact and email address details

- the protected action ballot timetable including the opening and closing times of the ballot
- information about how eligible ANMF members will receive their voting instructions and how they can vote electronically on the designated voting website using unique identifiers
- statement:
 - informing eligible ANMF members that the protected action ballot is to be conducted by electronic voting
 - inviting employees to contact the VERO if the employee believes that they should be included on the roll of voters
 - inviting employees to contact VERO if the employee believes that they should not be included on the roll of voters
 - inviting employees to contact VERO in the event that the employee has any concerns relating to the conduct of the protected action ballot, and
 - that the protected action ballot is to be conducted as a secret ballot and that employees are free to approve or not approve the proposed industrial action.

VERO will allocate each eligible voter a unique identifier, which will be a randomly generated internet voting password to access and vote on its ballot website.

Immediately prior to the ballot opening, VERO will issue eligible voters with an instruction sheet containing the web address for the voting website, each eligible voter's randomly generated internet voting password, instructions on how to vote and any other material VERO considers relevant.

VERO will issue the instruction sheet by email to each eligible voter's work email address and any private email address, where provided.

VERO will send an SMS to any mobile phone number for that eligible voter, where a mobile phone number has been provided.

For any eligible voters without an email address or mobile phone number, VERO will send the instruction sheet by mail to that person's home postal address.

For any eligible voters on the list provided by the employer and identified as on leave for the whole period from the date of the order to the date the ballot closes, and who do not have a home email address or mobile phone number, VERO will send the instruction sheet by mail to that person's home postal address.

VERO will ensure only eligible voters can access the voting website.

VERO will also ensure that the operation of the internet voting system provides that only an authenticated voter may vote, and only vote once in each ballot.

C. Opening of voting

Voting will open 9am Thursday 6 February 2025.

Each employer must 'whitelist' VERO's domain name to ensure you receive the email delivery of ballot-related notices, information or other materials to all employees; and have access to the voting website from your places of work. You can, of course, vote from home.

D. Closing of voting

The ballot will finish 5pm Thursday 13 February 2025.

E. Declaration of the outcome of each ballot

VERO will inform the ANMF, the employers and the Fair Work Commission of the ballot outcome as soon as possible after voting closes.

Workplace visits – 3 February to 7 February

ANMF Organisers will start visiting workplaces next week. These visits and members' meetings will provide members with an opportunity to discuss your EBA campaign and the upcoming protected industrial action ballot.

The following visits are scheduled. Please note these dates and times were correct at the time of publication. Members will receive more details via email and text from your Organiser.

MONDAY 3 FEBRUARY

- Monash Mental Health – Endeavour Hills, 9:30am
- Turning Point Richmond, 11am–12noon
- Monash Mental Health – Adolescent Recovery Centre, 11am
- Narre Warren PARCS, 11.30am–12noon
- St Vincent's Mental Health – Victorian Dual Disability Service, 12.30pm
- Ballarat Intensive Outreach Team, 12.30pm
- Monash Mental Health – Dandenong Area Community, 12.30pm
- Mildura Base Public Hospital Mental Health, 12.30pm
- Monash Mental Health – Monash Medical Clayton, 1pm–2.30pm
- St Vincent's Mental Health – Adult Mental Health, 1.30pm–3.30pm
- Mercy Mental Health – Werribee Mercy Hospital, 2pm–2.30pm
- Monash Health – Transitional Support Unit, 2pm–2.30pm
- Western Health IPU, 2pm–3pm
- Mercy Mental Health Wyndham Community Clinic, 3pm–3.30pm
- Atherton Road, 3pm–3.30pm
- Monash Health – Mental Health Intellectual Disability Initiative, 3.30pm
- Monash Health – Drug and Alcohol Services, 4pm
- Tuesday 4 February
- Peninsula Health – Mental Health & Carinya Residential Unit, 9.30am–10am
- Ballarat Youth Community Mental Health, 10.30am
- Peninsula Mental Health – Rosebud Community, 10.30am–11am
- Bendigo Health – Vahland, 11am

- St Vincent's Mental Health – Clarendon Community, 11am–12noon
- Ballarat Adult Mental Health, 11.30am
- Peninsula Mental Health – Youth PARC/Mental Health, 11.30am–12noon
- South West Healthcare – Warrnambool, 12noon
- Ballarat Aged Mental Health, 12.30pm
- Bendigo Health – John Bonford Unit, 12.30pm
- Dandenong Hospital and Dandenong Community Mental Health (located at Dandenong Hospital), 12.30pm
- East Bentleigh Community Care Unit, 12.30pm–1pm
- Peter James Centre Aged Persons Mental Health, 1pm–2pm
- St Vincent's Mental Health – PARC, 1.30pm–2.30pm
- Horsham Community Mental Health (Grampians Health) & Ararat members (via MS Teams), 1.30pm–2.30pm
- Bendigo Health – Acute Campus (inpatient units), 2pm
- Monash Children's Hospital – Stepping Stones Ward 2C, 2pm–2.30pm
- Peninsula Mental Health – Inpatient Unit, 2pm–3pm
- St Vincent's Auburn House, 2pm–3pm
- Alfred Health, 2pm–3pm
- Community Residential Withdrawal Unit, 2.30pm
- Monash Children's Hospital – Oasis – Ward 2B, 2.30pm–3pm
- Peninsula Mental Health – Community Care Unit, 3.30pm–4pm
- Northern Mental Health Community Services (via MS Teams), 12.30pm–1.30pm

WEDNESDAY 5 FEBRUARY

- Latrobe Regional Health MH wards & Sale Community Mental Health, 9am–5pm
- Gippsland Community Mental Health includes Bairnsdale CMHS, Korumburra LCMH, Warragul LCMH, PARC (Bairnsdale), Latrobe Valley CMHS, Orbost CMHS, Sale CMHS, Wonthaggi CMHS, Yarram CMHS, (via MS Teams), 9.30am–10.30am
- Mercy Mental Health Williams Landing Clinic, 10.15am–11am
- Sunshine Hospital Mental Health – Adult Mental Health Rehab Unit SECU, 12.30pm
- Monash Mental Health – Pakenham Health Centre, 12.30pm–1pm
- Child & Youth Mental Health Service – Wundeela Centre, 11.30am–12.15pm
- Maroondah IPU, 12.30pm–2pm
- Ballarat Child and Adolescent Health, 12.45pm
- Upton House, AIPU, Carrington Rd, 1pm–2.45pm
- Sunshine Hospital Mental Health – Mental Health and Wellbeing Centre – Unit 2, 1pm–1.45pm
- Ballarat Mother and Family Unit, 1.15pm
- Port Phillip Prison – St Vincent's Correctional, 1.30pm
- Sunshine Hospital Mental Health – Mental Health and Wellbeing Centre – Unit 3, 1.45pm–2.30pm

- Mercy Mental Health Saltwater Clinic, 2pm–3pm
- Casey Hospital – mental health, 2pm–3pm
- St Vincent’s Riverside House, 2pm–3pm
- Monash Mental Health – Doveton Community Care, 2pm–3pm
- Sunshine Hospital Mental Health – Sunshine Aged Acute Unit, 2.45pm-3.30pm
- Kingston Centre – Older Adult Mental Health Service, 3.30pm–4pm
- Northern Mental Health Service Ward 23, 2.30pm–3.30pm

Remember that our strength is our membership



If you know a colleague isn’t an ANMF member, please invite them to join their union and this campaign.

Non-members can join online via the QR code or anmfvic.asn.au/join

THURSDAY 6 FEBRUARY

- Ballarat Mental Health Community Care, 11.30am
- Austin Health – Repat, 11.30am–1pm
- Bendigo Health – Havlin Street Campus – Youth MH and STTT, 12noon
- Forest Hill site, including Waverley CCT. Adult Mental Health Community and Aged Mental Health Service, 1pm–2pm
- Goulburn Valley Health Aged Grutzner House, 1pm–2pm
- South West Healthcare – Mental Health Services Warnambool, 1.30pm
- Austin Health – Royal Talbot, 1.30pm–2.30pm
- Orygen Footscray IPU/YAT/Triage/HITH, 2pm–3pm
- St Vincent’s Normanby House, 2pm–3pm
- Alfred Health – Alfred Adult Acute Unit, 2pm–3pm
- Goulburn Valley Health Adult Acute Unit, 2pm–3pm
- St Vincent’s Hawthorn Community, 3pm
- Northern Mental Health Ward 8, 2.30pm–3.30pm
- Austin Campus – Mental Health Precinct, 9am–11am

FRIDAY 7 FEBRUARY

- North East and Border Mental Health Service – Blackwood Cottages Beechworth, 10am–11am
- The Willows Inpatient Unit, Beechworth, 12pm–1pm
- Royal Melbourne Hospital St Albans CCU, 12pm–1pm
- Kingston Centre – Biala, 1.30pm–3pm
- Barwon Health McKellar Mental Health and Wellbeing Centre, 10am–11am
- Barwon Health Swanston Centre, 1pm–2pm