

# Vote YES



Australian<sup>®</sup>  
Nursing &  
Midwifery  
Federation  
VICTORIAN BRANCH

## FOR RATIOS AND IMPROVED PAY AND CONDITIONS FOR ALL ST VINCENT'S PRIVATE HOSPITALS NURSES AND MIDWIVES

**ANMF's application to the Fair Work Commission for a protected industrial action ballot has been approved.**

All ANMF members need to vote in the electronic ballot as soon as they receive the link via email and/or text message from the independent ballot agent Vero Voting.

### Ballot dates:

**Opens 9am (AEDT) Wednesday 6 November**

**Closes 5pm (AEDT) Monday 11 November**

**Members will know the outcome of the ballot by Tuesday 12 November.**

A YES vote will strengthen St Vincent's Private Hospitals nurses' and midwives' collective bargaining ability in their 2024 EBA negotiations.

ANMF members are seeking improved workloads, improved and transparent staffing levels and improved allowances. Vote YES for the opportunity to campaign for these improvements.

**By voting YES, you are not voting to take industrial action. You are ONLY voting to have the legal right to take all or some of that industrial action at a later time if necessary.**

## HOW TO VOTE YES

1. Click on the ballot link in the email or text message the ballot agent VERO sends you.
2. Enter your VERO-provided randomly generated password (check your VERO information sheet emailed to you – if you click the direct voting link your password is not necessary).
3. Scroll to read the entire question and select YES.



Hit continue and then submit.

The screenshot shows the Vero Voting app interface. At the top, there's a 'vero' logo and a 'Support Line (AWST) 1300 702 898' contact number. Below that, a progress bar indicates 'STEP 1 Welcome', 'STEP 2 Progress', and 'STEP 3 Finish'. The main content area displays a question: '1/1 Question - Please scroll to read the entire question. Select your choice and click Submit.' The question text reads: '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: following at least 3 working days' notice to the employer: (each question will be listed here)'. Below the question are two toggle switches: 'Yes' (which is currently turned on) and 'No'. At the bottom of the screen, it says 'This Vote is run on behalf of ANMF (Victoria)', '0% 0 of 1 answered', and a 'Continue →' button. The footer of the app states 'Vero Voting is an independent voting service' and shows a lock icon.

For further information about the voting process, check Vero's 'How to vote guide' that will be emailed to you on Tuesday 5 November prior to the ballot opening.

**RATIOS. RETAIN. RECRUIT.**

**ST VINCENT'S PRIVATE HOSPITALS NURSE AND MIDWIVES EBA 2024**

# FREQUENTLY ASKED QUESTIONS

## about the protected industrial action ballot

### **What is a protected industrial action ballot?**

Taking industrial action during bargaining for a new enterprise agreement is part of the bargaining system of the *Fair Work Act 2009* ('the Act').

Taking 'protected' industrial action means that the action is entirely lawful and members taking the action are protected from the employer suing them, sacking them or otherwise victimising them.

To take protected industrial action, the ANMF must first apply to the Fair Work Commission seeking approval to conduct a protected action ballot. This has been done and the Fair Work Commission has approved the issuing of the ballot.

This will be a ballot of only ANMF members, who will be employed under the St Vincent's Private Hospitals nurses and midwives enterprise agreement, to determine whether ANMF members support the taking of specified forms of industrial action. This ballot will be conducted by Fair Work Commission approved independent ballot agent VERO as an electronic ballot.

### **Will my employer know how I vote?**

No, voting is secure and confidential.

### **Why is it so important to vote in the protected industrial action ballot?**

Before taking protected industrial action, the ANMF must engage an independent Fair Work Commission-approved ballot agent to hold a ballot of its members to ensure members support the industrial action (a protected action ballot).

All eligible ANMF members should vote in the protected action ballot. For the ballot to be successful two things must happen:

- 1. fifty percent or more of members on the ballot roll must vote**
- 2. a majority of those members who vote, must vote YES.**

### **Why is it so important to vote YES to the question in the protected industrial action ballot?**

The ballot has a series of questions seeking members' support for different types of industrial action.

It is important that all members vote YES to the question.

The ballot must be supported by a majority of members who participate in the ballot. It is therefore important that all members vote YES, and that you encourage all members to vote.

### **Do I have to actually take all the action?**

If you vote YES to the ballot questions it does not mean that you will actually have to take all of the actions set out in the questions. You may only be asked to take action that is relevant to your area of work.

By voting YES, you are simply approving the possibility of taking action and being legally protected. You are not being asked if you will take the action; you are being asked if you approve the ANMF organising such action.

**If you vote 'YES' in this ballot, you are only voting YES to allowing ANMF members to take legally protected action at a later time.**

### **Can ANMF members who work as casual employees vote in a protected industrial action ballot?**

Yes.

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