

Vote YES

for improved pay
and conditions

ANMF's application to the Fair Work Commission for a protected 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 ballot agent VERO.

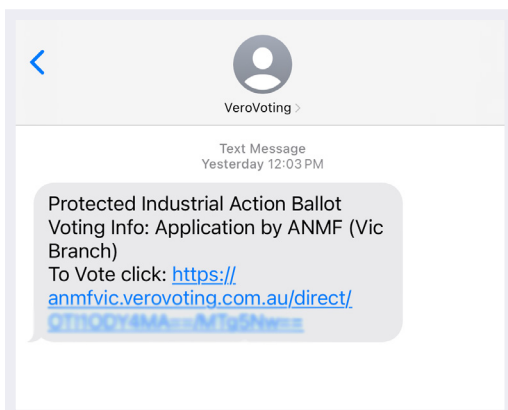
A **YES** vote will strengthen public sector nurses' and midwives' collective bargaining ability in their 2024 EBA negotiations.

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.

Industrial action will **ONLY** be determined at a statewide meeting at a later time.

Got a text or a personal or work email from VERO Voting? Click the ballot link and vote YES.

It's quick, easy, confidential and secure.



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).
3. Scroll to read the entire question and select YES.



Hit continue and then submit.

For further information about the voting process, check Vero's 'How to vote guide' that your employer will distribute on 15, 16 and 17 April and Vero's 'information sheet' that will be emailed to you immediately prior to the ballot opening.

Ballot opened 5pm (AEST) Wednesday 17 April and closes 5pm (AEST) Monday 29 April 2024.

Members will know the outcome of the ballot at the statewide meeting on Tuesday 30 April.

EBA 2024-28

Retain. Recruit. Rebuild. our nursing and midwifery workforce

Frequently Asked Questions

about the protected action ballot

What is a protected 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 **Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028** to determine whether ANMF members support the taking of specified forms of industrial action. This ballot will be conducted by independent ballot agent VERO as an electronic ballot.

Voting is secure and confidential.

Why is it so important to vote in the protected 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:

- a majority of members on the ballot roll must vote
- a majority of those members who vote, must vote **YES**.

There is one ballot per public sector employer – so 106 separate ballots.

If you work at Casey Hospital, you will be under the Monash Health ballot. If you're at Horsham Hospital, you will vote in the Grampians Health ballot.

This means the ballot could be successful at one employer and unsuccessful at another. That's why it is critical for all members to vote.

Please note if you are an agency nurse or an agency midwife working in a public sector healthcare service, you are not eligible to vote as you not employed by the health service, but by the agency.

Why is it so important to vote YES to the question in the protected 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 all questions.

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.

Any decision to take action will only be determined after an ANMF members' meeting. The next statewide meeting is scheduled for Tuesday 30 April 2024.