



# Declaration of Results

## Protected Action Ballot

Australian Nursing and Midwifery Federation

v

Tas IVF Pty Ltd

(B2024/860)

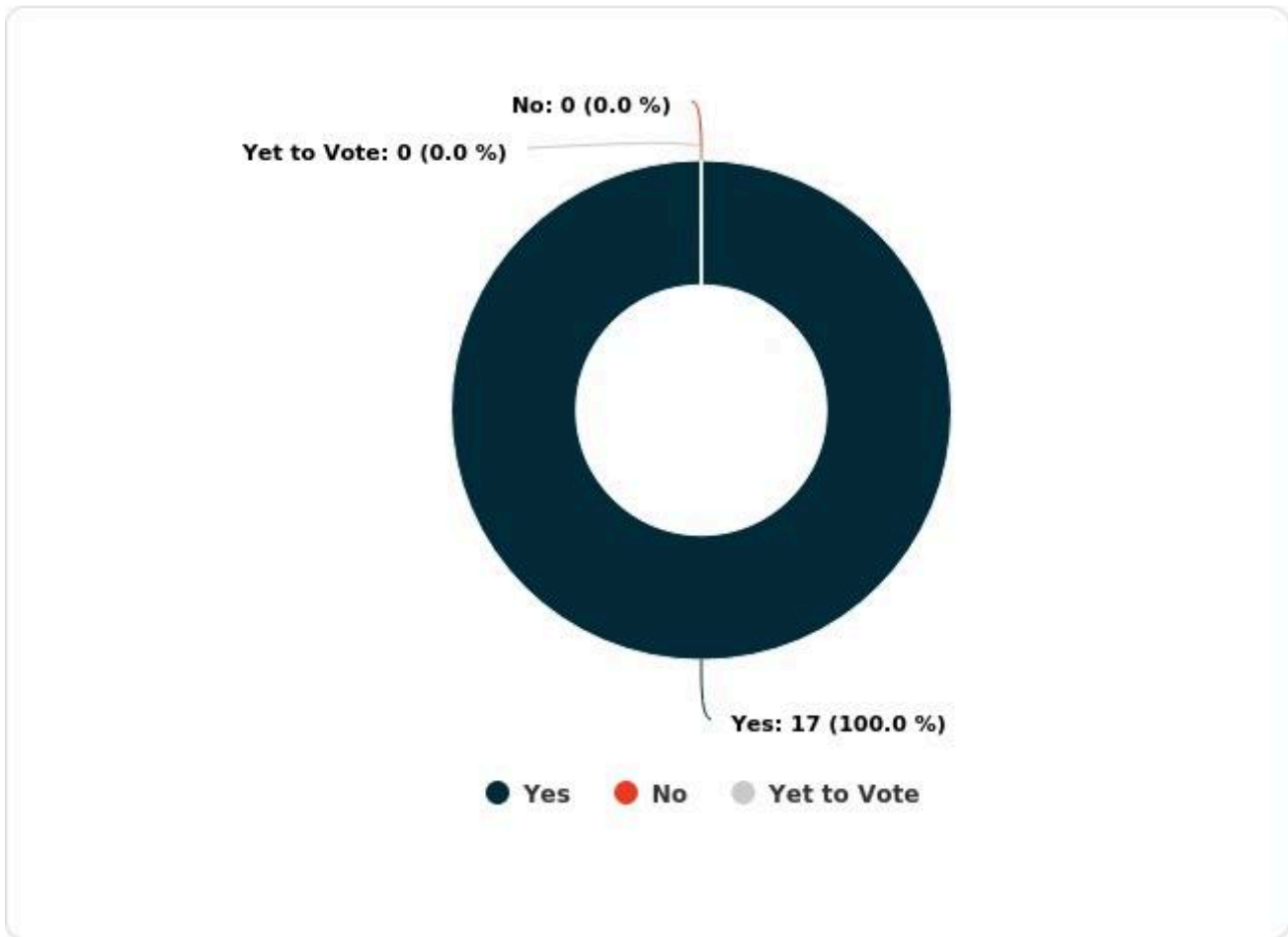
Wednesday 24th July, 2024  
6:16pm AEST

# 1. Vote Result

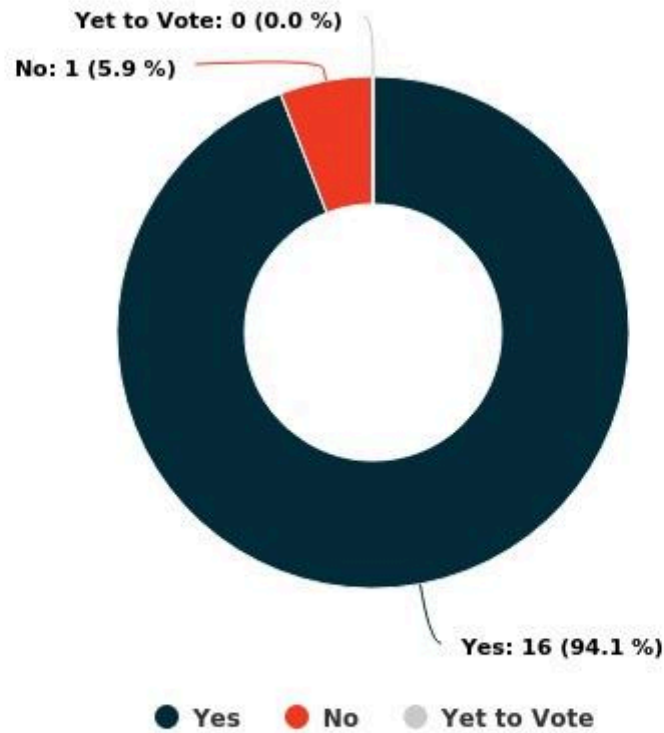
Total Eligible Voters: 17  
Total Voted: 17 (100%)  
Total Voted All Questions:: 17 (100%)

Final Vote Audit: Wednesday 24th July, 2024 6:16pm AEST

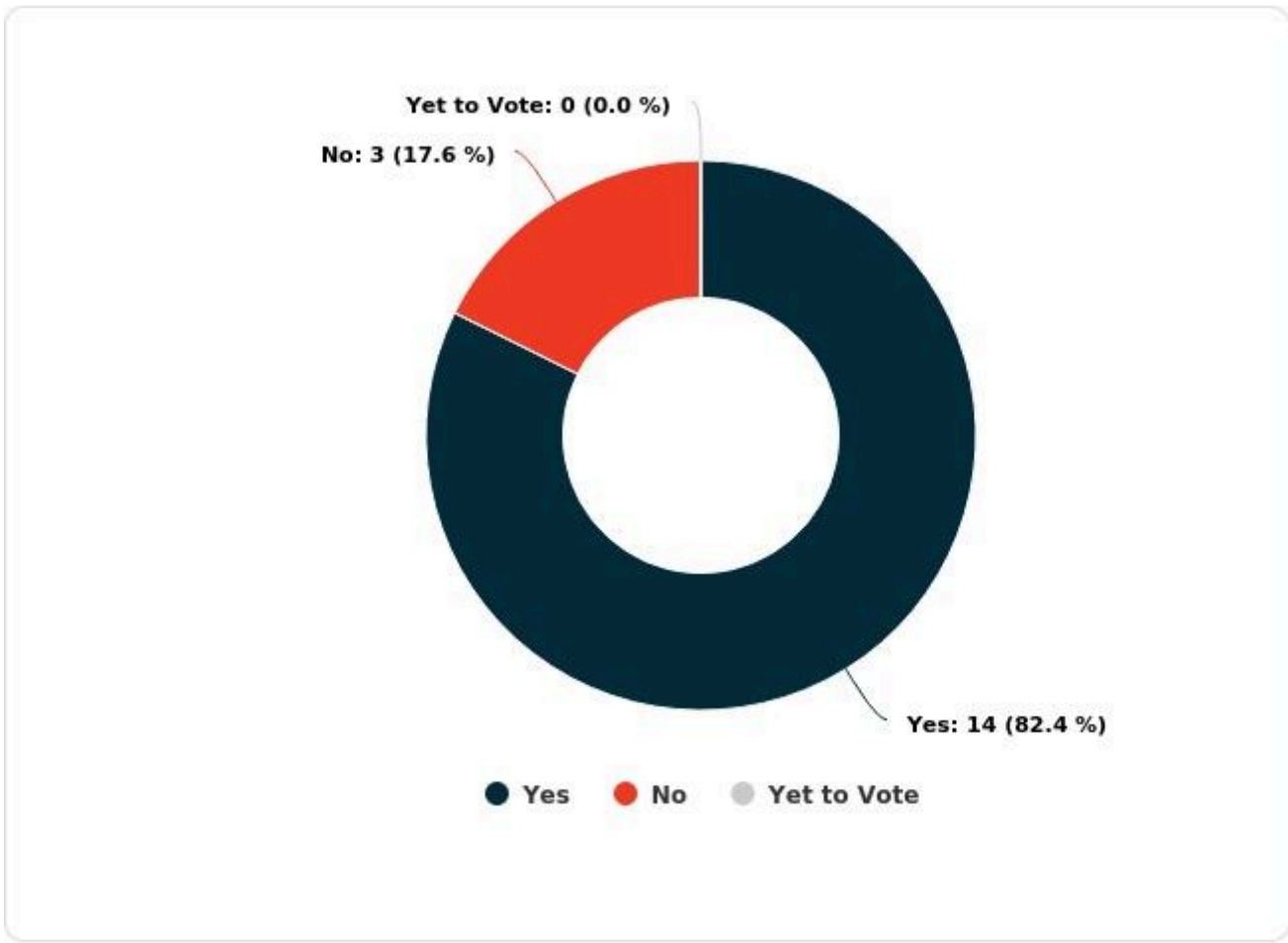
## 1. Stopping work for up to 10 minutes duration on each occasion to distribute ANMF campaign materials



2. An unlimited number of stoppages of work for periods of up to and including 1 hour?



3. An unlimited number of stoppages of work for periods of more than 1 hour and up to and including 24 hours?



## 2. Vero Voting Independence Declaration

ANMF v Tas IVF PAB B2024/860 vote has been managed and declared independent of Australian Nursing and Midwifery Federation (Tasmanian Branch), TAS IVF and Fair Work.

No individual vote has been disclosed to the Australian Nursing and Midwifery Federation (Tasmanian Branch), TAS IVF 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,**

**Vero Engagement and Voting Solutions Pty Ltd**

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