



26 March 2026

Deputy President Hampton
c/o Bargaining Support Team
Fair Work Commission
11 Exhibition St,
Melbourne Victoria 3000

Dear Deputy President Hampton,

Re: Eligible Protected Action Ballot Agent Review – Response to Submission (AREEA)

Matter name: Review of Democratic Outcomes Pty Ltd Trading AS CiVS

Matter number: B2026/38

Named Matter B2025/1699 in the AREEA Submission

CiVS does not request any personal information from any applicant or respondent.

We are under legally binding instruction by the Fair Work Commission to receive the personal information listed in the order issued to us by said Commission.

The sole use of personal information is to enable CiVS to check the eligibility of the employees to participate and conduct a secret, secure, fair and expeditious ballot.

The application and draft order are completed by the applicant, not CiVS and is likely based on the template provided by the Fair Work Commission, which by default lists the following information be provided; Employee ID, Surname, First Name, Middle Name, Date of Birth, Work Email Address, Private Email Address, Mobile Phone Number and full Postal Address.

This request for information is not unique to CiVS and appears in orders made for other protected action ballot agents. It is disappointing to see that CiVS have been singled out regarding the concerns by the AREEA submission.

On the occasion where a respondent objects to providing certain information, we have been amenable to that request, confirming to the respondent that if we have sufficient information to match the data and therefore determine the individual's eligibility to participate in the ballot, then minimal information is acceptable. Should we have any queries regarding eligibility due to the reduced amount of data, we would seek further clarification.



This event arose with matter B2025/1699, whereby the respondent objected to the full list of information being sought and as such, the Order to CiVS from the Fair Work Commission was modified to include only Employee ID, Surname, First Name, Private Email Address and Mobile Phone Number.

CiVS was supportive of this modification to Orders. Please see the attached de-identified email in support of this.

As demonstrated, CiVS has no qualms with a reduced amount of data being requested in the Orders. The sole purpose of the data in the lists provided by the applicant and respondent is to enable the balloting agent to carry out the ballot.

In fact, to go beyond a response to the AREEA Submission, I would suggest that Postal Address be removed from the draft order template. Because of the dominance of electronic communications in these times, there is little motivation for people to try to keep their employer or union updated on their current residential address. Due to this, that data often provides little efficacy in matching lists.

CiVS must comply with the order provided by the Fair Work Commission. This is the only reason for us to collect this data. The information we are obligated to receive is strictly used for the purpose of carrying out the ballot and no personal information is sent to any external party, including for any marketing purposes or union membership solicitation. I take umbrage that AREEA would choose to speculate, without any basis for doing so, that this would be true.

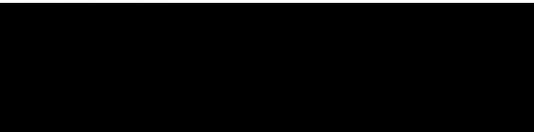
To reiterate, CiVS does not request the personal information, we are under order to receive the information by the Fair Work Commission.

Matter of CiVS Early Ballot Closure

Regrettably, I find it difficult to respond to a report with no further detail that a ballot allegedly closed early. Should AREEA wish to discuss this further, they can contact me directly to provide the information so that we may investigate this further.

Please do not hesitate to contact me should you require anything further.

Yours sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

CiVS Admin

From: CiVS Admin
Sent: Wednesday, 12 November 2025 9:47 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: [REDACTED] - [REDACTED] PABO application

Hi [REDACTED],

Yes, that's not a problem at all. If we need to query anything we will come back to the parties, but we should be able to match the data based on the below.

This is very common for [REDACTED] to request from each ballot they have been included in so feel free to use this again in the future, should you need to.

Please let us know if you have any further queries.

Kind regards,

Steph

Stephanie Wright
General Manager



Level 1 Barringtons House
283 Rokeby Road Subiaco Western Australia 6008
PO Box 373 Subiaco Western Australia 6904

T 08 6314 0580
E admin@civs.com.au

This email and any files transmitted with it are privileged and deemed confidential information, intended for the use of the addressee only. The confidentiality and/or privilege in this email is not waived, lost or destroyed if it has been transmitted to you in error. If you have received this email in error you must (a) not disseminate, copy or take any action in reliance on it; (b) please notify CiVS immediately by return email and (c) please delete the original email.

From: [REDACTED]
Sent: Wednesday, 12 November 2025 8:08 AM
To: CiVS Admin <admin@civs.com.au>
Cc: [REDACTED]
Subject: [REDACTED] - PABO application

Hi Ana

1

The employer, [REDACTED] is objecting to providing "unnecessary" personal information about the employees. Would the following information about each employee be sufficient for you to conduct the ballot?

Column 1	Employee ID
Column 2	Surname
Column 3	First Name
Column 7	Private Email Address
Column 8	Mobile Phone Number

Please let me know ASAP.

Thanks

[REDACTED]

