



11 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 - Signed Disclosure

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

**Matter number:** B2026/38

I, Michael [REDACTED] Michael, Managing Director of Democratic Outcomes Pty Ltd of 283 Rokeby Rd, Subiaco WA, hereby make the following undertaking:

“There have been no adverse findings made by courts or tribunals against the agents or any key people involved in the agent’s operations.”

Yours sincerely,

A large black rectangular redaction box covering the signature area.

Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd



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Dear Deputy President Hampton,

Re: Eligible Protected Action Ballot Agent Review

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

**Matter number:** B2026/38

Please find below our submission for your review and consideration.

**1. Any changes to your business structure, operations and ABN and/or ACN, including any changes to trading names.**

There have been no changes to our trading name, business structure, operations, ABN and/or ACN.

**2. Details of how many protected action ballots have been conducted by CiVS.**

According to correspondence received from the Deputy President, Nation Practice Leader for Bargaining on December 10th, 2025, CiVS had completed 564 protected action ballots prior to October 2025. CiVS have been nominated in over 36% of all applications during that time.

**3. Details of any complaints received, including the resolution of those complaints.**

We have never received a complaint. CiVS strive to always maintain a high quality of work and service to our clients.



**4. Any changes in senior personnel that conduct the ballots, including any name changes.**

There have been no changes to senior personnel.

**5. Any information or evidence you can provide in support of the following:**

**a. That you remain a fit and proper person to be an eligible protected action ballot agent for the purposes of section 468A of the Fair Work Act.**

I hold a Bachelor of Arts degree in Political Science and Industrial Relations (UWA) and a Bachelor of Business in Management (ECU).

I served as Chairman of an ASX listed company and a non-executive Director of a second ASX listed company. During my tenure on the boards of both companies, having stood for re-election multiple times, I complied with all my legal obligations under the Corporations Act.

I served as President of the Hellenic Australian Chamber of Commerce and Industry (WA) for four years, with member elections being held annually.

I have never been charged or convicted of any criminal offense, and I have never been sued.

**b. That you can ensure the secrecy and security of votes cast in any protected action ballot.**

CiVS only collects the minimum personal data required to conduct the ballot and stores it securely. The information is only used for the purpose of the ballot.

The data is not shared with any person or organisation. After a period from ballot completion, all data is destroyed.

CiVS requires an up-to-date police clearance from each employee who also undergo background checks.

CiVS maintains a strict privacy policy and all staff are trained therein.

**c. That you can ensure that any protected action ballot will be fair and democratic.**

CiVS is an independent 3rd party providing a professional service. CiVS has no interest, financial or otherwise, in the outcome of any ballots either enterprise agreement, protected action ballot, majority support determination, or elections conducted.

We ensure every individual with a right to participate, an equal opportunity to do so and protect the privacy of their choices within the limits of the law. We are paid the same regardless of the result.

CiVS has no interest in the content or the outcome beyond providing an accurate and exact tally and declaring a result.

CiVS is trusted by all stakeholders, who must trust CiVS to not have, nor to hold, any interest in the content or the outcome.



**d. That you can conduct any protected action ballot expeditiously.**

CiVS electronic voting system allows ballots to be conducted extremely quickly.

Our system has been structured and processes refined to ensure eligible participants have their ballot information as soon as practical, prior to the ballot opening.

The results of the ballot are tallied autonomously and a report declaring the result and detailing the outcomes of the vote is prepared, audited and dispatched often within minutes of the conclusion of the voting period.

In the hundreds of previous protected action ballots CiVS has been appointed to carry out, CiVS has completed every ballot within the timeframe specified in the Order issued by the Fair Work Commission.

**6. Any other information you wish to provide to the Commission that may be relevant to the consideration of whether the Commission remains satisfied that CiVS meets the requirements mentioned in s.468A (2) of the Fair Work Act.**

We do not have any additional information pertinent for this submission. If the Commission has any further queries or concerns, please do not hesitate to contact me.

Yours sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd