



**SENATOR THE HON LINDA REYNOLDS CSC
MINISTER FOR DEFENCE INDUSTRY
MINISTER FOR EMERGENCY MANAGEMENT AND NORTH QUEENSLAND RECOVERY
SENATOR FOR WESTERN AUSTRALIA**

4 April 2019

Mr Bruce Lehrmann

via [REDACTED]

Dear Bruce

I am writing to inform you that I am considering terminating your employment on the basis of serious misconduct.

It has been brought to my attention that you recently entered Parliament House and my ministerial suite outside of business hours for non-work purposes and were dishonest about the reasons for entering my office. I am advised that when you sought entry to parliament house after hours, you did so by reporting to security that you were required to attend my office for important official business. You have subsequently advised my Chief of Staff, Ms Fiona Brown, that this was not the case and that you entered for non-work related reasons. I understand that Ms Brown asked to speak to you before you left the office on 26 March 2019 to discuss this incident in more detail, which you failed to do.

As a senior staff member in my office your conduct in these circumstances indicates a very serious lack of judgement which I consider to amount to serious misconduct. Ms Brown has discussed the importance of adhering strictly to security procedures on previous occasions, most recently when there was a security breach relating to your failure to properly handle classified documents.

I have sought advice from the Government Staffing Committee and the Special Minister of State regarding how your obligations under the Statement of Standards for Ministerial Staff would apply to this incident and your subsequent behaviour. I am advised that your actions constituted a serious breach of security and workplace health and safety and would appear to constitute serious misconduct under the Statement of Standards for Ministerial Staff. Accordingly I feel I have no alternative other than to consider terminating your employment.

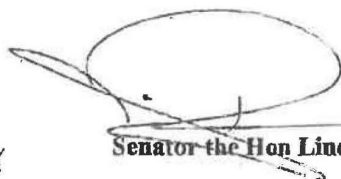
I am advised that Ms Brown has attempted to contact you on 3 and 4 April to arrange a time to discuss this matter further however you have advised that you are unavailable and would prefer to communicate via email.

I remind you that while you are in a deferral period, you remain on duty and I expect you to be available to continue to attend to these and other matters. If you are not on duty, you are required to be on approved leave.

Before I make my final decision on your employment status, I request that you respond to the issues I have raised before 4pm (AEST) on Friday 5 April 2019. As I understand you are currently not in Canberra I recommend that you make contact with Fiona to arrange a time to speak over the phone or meet in person during business hours. I will consider any response you have before making my final decision. Given you are on duty, I expect you to give this matter your full attention.

If you fail to contact Fiona to discuss this matter during business hours or respond to this notice in writing, it will be considered a non-response and I will make my decision based on my understanding of the events as set out in this letter.

Yours sincerely



Senator the Hon Linda Reynolds