

**From:** Angus Llewellyn [REDACTED]  
**Sent:** Mon, 15 Feb 2021 14:22:59 +1100 (AEDT)  
**To:** Myles Farley [REDACTED]; Tasha Smithies [REDACTED]; Peter Meakin [REDACTED]; Laura Binnie [REDACTED]; Chris Bendall [REDACTED] >  
**Subject:** Fwd: Support for employee [SEC=UNOFFICIAL]

---

Just spoke again to Andrew Carswell. He wants to know how we're going with naming names??? I told him we're still working on it and I would try and let him know. I don't have to of course. But they want to know if we're naming Fiona clearly otherwise he wouldn't have sent me these two things - only for background.

**Background only from PMO's Andrew Carswell.**

1. Email to Fiona from Finance (who look after their version of HR).
2. Screen shot of WhatsApp message of thanks from Brittany to Fiona.

Begin forwarded message:

**From:** "Carswell, Andrew" [REDACTED]  
**Subject:** FW: Support for employee [SEC=UNOFFICIAL]  
**Date:** 15 February 2021 at 2:17:30 pm AEDT  
**To:** [REDACTED]; [REDACTED]

**UNOFFICIAL**

Support offered and confirmed by Finance.  
 For background  
**Andrew Carswell**  
 Head of Communications & Media | Press Secretary  
 Office of the Prime Minister, the Hon Scott Morrison MP  
 p. [REDACTED] | m. [REDACTED]  
 e. [REDACTED]

**From:** Barons, Lauren  
**Sent:** Friday, 29 March 2019 6:05 PM  
**To:** [REDACTED]; [REDACTED]  
**Subject:** Support for employee [DLM=Sensitive:Personal]  
 Sensitive:Personal

Dear Fiona

Following our discussions, I understand that you have taken the following actions in relation in discussions with the staff member in your office:

- Made her aware of the Employee Assistance Program (EAP) and other support services available. If you haven't already you may wish to ensure the staff member is aware of [1800Respect.org.au](http://1800Respect.org.au)
- Notified her that, should she choose to, she is able to pursue a complaint, including a complaint made to the police, and that to do so would be within her rights.
- You have made it very clear to her that if she requires assistance in making a complaint, you would be willing to support her.
- In addition, I understand you have discussed with her on several occasions that if she does choose to pursue a complaint, either now or at a later date, she would have the full and ongoing support of yourself and the Minister.

- You have provided the employee with the opportunity to come to you for further assistance, support or guidance at any time.
- You have encouraged the employee to access to the EAP provider as soon as possible, and on days she was not in the office, you have checked in with her to make sure she is OK and has support at home.
- You have provided the employee with the leave required to attend medical and EAP appointments.

I consider that the steps you have taken are appropriate, taking into account guidance material available including from the Human Rights Commission (see links under Section E of the [Workplace Bullying and Harassment Policy](#)).

Ultimately any decision as to whether to lodge a police report or pursue any other form of complaint relating to this matter would be a personal choice of the person involved. I note the 1800Respect website recommends the person should have 'as much control as possible over what to do next' and that a person 'may decide not to report to police, or not to have a medical or examination.... This is their choice and must be respected'. For a referral to be made on her behalf or without her consent or against her wishes could be harmful to her.

We acknowledge that there is also an obligation to ensure a safe working environment. It may be the case that should further information come to light, or there is a concern about the employees ongoing safety in the office, an alternate approach may need to be considered.

I would encourage you to continue to show your support and provide her with the assistance she requires to make a decision on whether she does want to take this further.

As we discussed, while all MOP(S) staff have access to three counselling sessions under the EAP, this can be extended where required and I am happy to approve additional sessions that may be needed in this instance.

Please let me know if you would like to discuss this further or if there is any additional support we can provide to the office. I also remind you that you are able to access EAP as well.

Regards,

Lauren



**Lauren Barons** | Assistant Secretary

Advice and Support Branch

Ministerial and Parliamentary Services

Department of Finance

T: [REDACTED] | E: [REDACTED]

A: One Canberra Avenue Forrest ACT 2603



The Department of Finance acknowledges the traditional custodians of the land on which we work and we pay our respects to Elders past, present and future.



Sensitive:Personal

SEC=OFFICIAL:Sensitive, ACCESS=Personal-Privacy

Finance Australian Business Number (ABN): 61 970 632 495

Finance Web Site: [www.finance.gov.au](http://www.finance.gov.au)

**IMPORTANT:**

This transmission is intended only for the use of the addressee and may contain confidential or legally privileged information. If you are not the intended recipient, you are notified that any use or dissemination of this communication is strictly prohibited.

If you have received this transmission in error, please notify us immediately by telephone on 61-2-6215-2222 and delete all copies of this transmission together with any attachments.  
If responding to this email, please send to the appropriate person using the suffix [gov.au](mailto:gov.au).

---

---

IMPORTANT: This message, and any attachments to it, contains information that is confidential and may also be the subject of legal professional or other privilege. If you are not the intended recipient of this message, you must not review, copy, disseminate or disclose its contents to any other party or take action in reliance of any material contained within it. If you have received this message in error, please notify the sender immediately by return email informing them of the mistake and delete all copies of the message from your computer system.

---

