From:	Jessica Read
Sent:	Tuesday, 18 April 2023 11:41 AM
To:	FOI
Subject:	01
Follow Up Flag:	Follow up
Flag Status:	Completed
Categories:	Synced to SharePoint

From: Jessica Read
Sent: Friday, February 3, 2023 10:54 AM
To: Commonwealth-State Reporting and Review Team
Subject: FW: Today's Financial Review [SEC=OFFICIAL]

OFFICIAL

Good morning team,

I just wanted to touch base and acknowledge this email from Michael and the article in the AFR this morning.

As Michael notes, it is a bit tough seeing these issues play out. Just a reminder that I'm here if you'd like to raise anything with me, and the Commission also provides support through the resources Michael provided links to below.

Cheers Jess

Jessica Read | Assistant Commissioner | Commonwealth State Reporting and Review Schedule a meeting | Chat on Teams

From: Michael Brennan	>	
Sent: Friday, 3 February 2023 9:22 AM	_	
To: All Staff -	>; All Staff -	>
Subject: Today's Financial Review [SEC=OFFICIAL]		

OFFICIAL

Colleagues

As many of you will have seen reported in today's Financial Review, Treasury will be overseeing a review into claims of sexual harassment and sexism at the Commission. The review is being undertaken by an experienced consultant and is commencing as soon as possible. This comes as a result of allegations made to the Treasurer and Minister for Finance.

We learned of the investigation yesterday afternoon. Clearly the Government, Treasury and we at the PC need to take the allegations very seriously. We will of course cooperate fully with the investigation as it proceeds.

I know it is tough seeing these issues play out publicly. It is really important that we allow the process to run its course.

Across the Commission, all of us have worked to create and maintain a culture that is inclusive, respectful and professional. That, of course, remains our priority, along with supporting staff wellbeing.

If anyone would like to seek confidential, professional support at this time, you can access Carfi (1**300 737 403** or via email) or our <u>Employee Assistance Program (EAP)</u>.

I thank you all for your patience and cooperation and ongoing hard work.

MB

Michael Brennan | Chair

Productivity Commission

Level 8, Two Melbourne Quarter, 697 Collins Street, Docklands VIC 3008 | Locked Bag 2, Collins Street East, Melbourne VIC 8003

Tel: | Mobile Website: www.pc.gov.au|Email:

From:	Jessica Read
Sent:	Tuesday, 18 April 2023 11:44 AM
To:	FOI
Subject:	02
Categories:	Synced to SharePoint

From: Jessica Read Sent: Friday, February 3, 2023 11:07 AM To:

Cc: Dominique Lowe >
Subject: FW: Today's Financial Review [SEC=OFFICIAL]

OFFICIAL

Good morning schools folk,

I know that many of you have moved / are in the process of moving on to new teams, but I just wanted to touch base and acknowledge this email from Michael and the article in the AFR this morning.

As Michael notes, it is a bit tough seeing these issues play out. Just a reminder that I'm still here for you if you'd like to raise anything with me, and the Commission also provides support through the resources Michael provided links to below.

Cheers Jess

Jessica Read | Assistant Commissioner | Commonwealth State Reporting and Review Schedule a meeting | Chat on Teams

From: Michael Brennan <	>	
Sent: Friday, 3 February 2023 9:22 AM	-	
To: All Staff -	>; All Staff -	>
Subject: Today's Financial Review [SEC=OFFICIAL]		

OFFICIAL

Colleagues

As many of you will have seen reported in today's Financial Review, Treasury will be overseeing a review into claims of sexual harassment and sexism at the Commission. The review is being undertaken by an experienced consultant and is commencing as soon as possible. This comes as a result of allegations made to the Treasurer and Minister for Finance.

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I thank you all for your patience and cooperation and ongoing hard work.

MB

Michael Brennan | Chair

Productivity Commission

Level 8, Two Melbourne Quarter, 697 Collins Street, Docklands VIC 3008 | Locked Bag 2, Collins Street East, Melbourne VIC 8003

Tel: | Mobile

Website: <u>www.pc.gov.au</u>|Email:

From:	Jessica Read
Sent:	Tuesday, 18 April 2023 11:45 AM
To:	FOI
Subject:	03
Categories:	Synced to SharePoint

From: Jessica Read		
NAMES OF TAXABLE PARTY AND A DESCRIPTION OF TAXABLE PARTY.		

Sent: Friday, February 3, 2023 9:02 AM		
To:	>;	>
Subject: RE: Fin Review article [SEC=OFFICIA	.[]	

OFFICIAL

Hi

I agree this is disappointing (and quite upsetting to read) – I have followed up and I think there will be some all-staff communication shortly.

Cheers Jess

Jessica Read | Assistant Commissioner | Commonwealth State Reporting and Review Schedule a meeting | Chat on Teams

From: <	>	
Sent: Friday, 3 February 2023 8:49 AM		
To:	>; Jessica Read <	>
Subject: Fin Review article [SEC=OFFICIAL]		no. 12

OFFICIAL

FYI

Disappointing for staff to learn about this first in the Financial Review this morning (page one no less!).

Productivity Commission sexual harassment claims: Review ordered by Treasury after complaints (afr.com)

Regards

From:	Intersection - General Inquiries <admin@intersection.work></admin@intersection.work>
Sent:	Friday, 3 March 2023 4:28 PM
To:	Ralph Lattimore
Subject:	Re: Availability for meetings [SEC=OFFICIAL]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thanks very much for your flexibility. See you 12 noon on Tuesday.

Best wishes

Natasha

From: Ralph Lattimore
Date: Friday, 3 March 2023 at 4:03 pm
To: Intersection - General Inquiries <admin@intersection.work>
Subject: RE: Availability for meetings [SEC=OFFICIAL]

OFFICIAL

Hi Natasha

That's fine - I'll cut short another meeting by 5 mins and that will work.

Cheers

Ralph

Ralph Lattimore | Executive Manager | Canberra | p. Schedule a meeting | Chat on Teams

From: Intersection - General Inquiries <admin@intersection.work> Sent: Friday, 3 March 2023 4:01 PM To: Ralph Lattimore Subject: Re: Availability for meetings [SEC=OFFICIAL]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Ralph

Apologies for the request but things have shifted a little, would you be able to meet at 12pm on Tuesday?

Thanks for advice,

Natasha

From: Ralph Lattimore Date: Thursday, 2 March 2023 at 4:38 pm

To: Intersection - General Inquiries <<u>admin@intersection.work</u>> Subject: RE: Availability for meetings [SEC=OFFICIAL]

OFFICIAL

Thanks Natasha

It's now in my diary. I'll meet you at the Kurrajong reception at 3. If you need to contact me, feel free to call me on

Cheers

Ralph

Ralph Lattimore | Executive Manager | Canberra | Schedule a meeting | Chat on Teams

From: Intersection - General Inquiries <<u>admin@intersection.work</u>> Sent: Thursday, 2 March 2023 4:35 PM To: Ralph Lattimore Subject: Re: Availability for meetings [SEC=OFFICIAL]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Ralph

Thank you for advising me of your availability so quickly. Can I suggest 3pm on Tuesday? I have a meeting room at the Kurrajong booked so we could meet there.

Thanks for confirming.

With best wishes

Natasha

From: Ralph Lattimore
Date: Thursday, 2 March 2023 at 1:46 pm
To: Intersection - General Inquiries <<u>admin@intersection.work</u>>
Subject: Availability for meetings [SEC=OFFICIAL]

OFFICIAL

Hi Natasha

On Tuesday next week I can arrange things quite flexibly, so any commencement time between about 8am to 6pm except 11-12 would be fine by me. I look forward to talking with you.

Regards

Ralph

Ralph Lattimore Executive Manager | Canberra

Productivity Commission Ngunnawal Country 4 National Circuit, Barton ACT 2600 p. [pc.gov.au () f in

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From:	Intersection - General Inquiries <admin@intersection.work></admin@intersection.work>
Sent:	Wednesday, 22 February 2023 2:04 PM
To:	Ralph Lattimore
Subject:	Re: Investigation into allegations of systemic sexism and predatory sexual misconduct in the
	Productivity Commission [SEC=OFFICIAL:Sensitive, ACCESS=Personal-Privacy]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Ralph

Thank you for your email below and for reaching out, it is good to be connected.

I hope to meet with members of the management team in the coming weeks and will be in touch regarding this as soon as I can.

I look forward to meeting you then.

With best wishes

Natasha

From: Ralph Lattimore <

Date: Monday, 20 February 2023 at 10:14 am

To: Intersection - General Inquiries <admin@intersection.work>

Subject: Investigation into allegations of systemic sexism and predatory sexual misconduct in the Productivity Commission [SEC=OFFICIAL:Sensitive, ACCESS=Personal-Privacy]

OFFICIAL:Sensitive (Personal Privacy)

Dear Ms de Silva

I am the Commission's chief economist and executive manager of the Canberra office with responsibility for the overall management of the office, as well as managing various inquiries and studies. I hope to talk with me about the issues that prompted the investigation. I can say ahead of that, that I was deeply saddened by the allegations of systemic issues given my perceptions about the culture of the organisation, its wonderful staff and a professional HR department. In particular, I'd like to emphasise that the chair of this organisation has zero tolerance for inappropriate conduct and has advocated for a strong and inclusive culture more than any other chair (though they were very good too) – in my view, he is a model CEO. I feel public coverage of the issue has been devastating for such a kind, committed and honourable person.

I look forward to meeting with you.

Regards

Ralph

Ralph Lattimore Executive Manager | Canberra

Productivity Commission

Ngunnawal Country

4 National Circuit, Barton ACT 2600



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From:	Ralph Lattimore
Sent:	Tuesday, 7 February 2023 1:33 PM
To:	Rosalyn Bell; Jane Holmes; Anna Heaney; Lisa Studdert
Cc:	
Subject:	RE: Talking points for Managers [SEC=OFFICIAL]

OFFICIAL

Do we want to add?

• All complaints, including anonymous complaints, are taken seriously. We have robust complaint arrangements in place and regular training for all staff and commissioners about appropriate workplace behaviour

And put this point after 'The Commission is committed to ... "

Cheers

Ralph

Ralph Lattimore | Executive Manager | Canberra | Schedule a meeting | Chat on Teams

From: Rosalyn Bell	>			
Sent: Tuesday, 7 February 20	23 1:23 PM			
To: Jane Holmes <	; Anna Heaney		>; Lisa Studdert	
>; R	alph Lattimore <	>		
Cc:	>;		>	
Subject: RE: Talking points for	Managers [SEC=OFFICIAL]			

OFFICIAL

Note that Michael's next scheduled update to SES is 2:30 today. We might get some more ideas from that as to what questions SES think they need answers for when talking to teams.

From: Jane Holmes <		>		
Sent: Tuesday, 7 Febru	ary 2023 12:03 PM			
To: Anna Heaney <	ά.	; Rosalyn Bell <		>; Lisa Studdert
<	>; Ralph Lattimore	<	>	
Cc:		>;		>
Subject: Talking points	for Managers [SEC=O	FFICIAL]		

OFFICIAL

We'd like to circulate some generic talking points to Managers following the grad induction yesterday, where the media article was touched on. Any issues with this being circulated?

Hi everyone

Noting the announcement on Friday that an independent review is being undertaken into claims of sexual harassment and sexism at the Commission, we recognise that supervisors and managers may be approached by staff if they have questions or concerns.

Attached are some talking points which may be useful in navigating the conversation and addressing concerns.

Yesterday, HR acknowledged the independent review in the HR induction with the Graduates and advised them that they are encouraged to speak to their supervisors/managers or HR if they have queries or concerns. HR have also checked in with the Graduates' buddy's to provide them with a buddy guideline, and recognising that staff wellbeing is a shared responsibility and that they can encourage new starters to speak to their supervisors/managers or HR if they need support.

Please reach out if you have questions.

Kind regards

Your HR Team

Talking points

- Last week, we were advised that an independent review is being undertaken, into claims of sexual harassment and sexism at the Commission.
- The review will be undertaken by an experienced consultant and comes as a result of allegations made to the Treasurer and Minister for Finance.
- The Commission will of course cooperate fully with the investigation as it proceeds.
- The Commission is committed to ensuring a safe and respectful workplace for all, and to addressing issues as they arise.
- External review mechanisms are an important part of the APS' ethical framework.
- Please refer to the Workplace Behaviour Policy and complaints procedures for further information.
- Talk to manager if any queries.

Jane Holmes

p.

Assistant Commissioner | Corporate Group

Productivity Commission

Wurundjeri, Woi-wurrung Country Level 8, 2MQ, 697 Collins Street, Docklands VIC 3008



From: Rosalyn Bell < >
Sent: Friday, 3 February 2023 5:50 AM
To: Michael Brennan >; Jane Holmes < >;
>; Ralph Lattimore < >; Anna Heaney
< >
Subject: Productivity Commission sexual harassment claims: Review ordered by Treasury a

https://www.afr.com/policy/economy/sexual-harassment-review-ordered-for-top-government-advisory-body-20230113-p5ccbp

Get Outlook for iOS

From:	Ralph Lattimore
Sent:	Friday, 3 February 2023 7:33 AM
To:	Anna Heaney
Subject:	RE: Productivity Commission sexual harassment claims: Review ordered by Treasury a [SEC=OFFICIAL]

OFFICIAL

I think that's a good idea. Given the article, I think something has to be said to staff, who will wonder what on earth is going on.

Cheers

Ralph

Ralph Lattimore Executive Manager Schedule a meeting Chat on Teams	Canberra p.	
From: Anna Heaney <	>	
Sent: Friday, 3 February 2023 7:18 AM		
To: Rosalyn Bell	>; Michael Brennan	>; Jane Holmes
< >;		>; Ralph Lattimore

Subject: Re: Productivity Commission sexual harassment claims: Review ordered by Treasury a

I'll go into the office today.

From: Rosalyn Bell <	>			
Sent: Friday, February 3, 2	023 5:49:52 AM			
To: Michael Brennan <	>	; Jane Holmes <	>;	
<	>; Ralph Lattimore <		>; Anna Heaney	
< >	>			

Subject: Productivity Commission sexual harassment claims: Review ordered by Treasury a

https://www.afr.com/policy/economy/sexual-harassment-review-ordered-for-top-government-advisory-body-20230113-p5ccbp

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From:	Jane Holmes
Sent:	Tuesday, 16 May 2023 12:30 PM
To:	FOI
Subject:	FW: Letter from Secretary to the Treasury [SEC=OFFICIAL:Sensitive, ACCESS=Legal Privilege]
Attachments:	EC23-000339 SIGNED SEC.pdf

OFFICIAL:Sensitive (Legal Privilege)

Jane Holmes Assistant Commissioner Corporate Group p.	
Schedule a meeting Chat on Teams	

From: Jane Holmes		
Sent: Monday, Febr	uary 13, 2023 11:01 AM	
To: Lisa Studdert		
Subject: Fwd: Letter	from Secretary to the Treasury [SEC=OFFICIAL:Sensitive, ACCESS=Legal Privilege]	

From: Michael Brennan			
Sent: Thursday, February 2, 2023 1:17 pn	า		
To: Rosalyn Bell	Ralph Lattimore		Anna Heaney
Jane Holmes		;	

Subject: FW: Letter from Secretary to the Treasury [SEC=OFFICIAL:Sensitive, ACCESS=Legal Privilege]

OFFICIAL:Sensitive (Legal Privilege)

Michael Brennan | Chair Productivity Commission Level 8, Two Melbourne Quarter, 697 Collins Street, Docklands VIC 3008 | Locked Bag 2, Collins Street East, Melbourne VIC 8003 Tel: | Mobile Website: www.pc.gov.au|Email: From: Kelley, Roxanne

Sent: Thursday, 2 February 2023 12:54 PM

To: Michael Brennan

Subject: Letter from Secretary to the Treasury [SEC=OFFICIAL:Sensitive, ACCESS=Legal Privilege]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

OFFICIAL:Sensitive Legal Privilege

The Secretary has asked me to provide you with the letter he spoke with you about today. The Terms of Reference for the review are attached to the letter.

Ms de Silva has been advised that you have been informed about the review and she will contact you shortly.

If you have any questions about the review process, please contact me.

Regards

Roxanne

Roxanne Kelley Deputy Secretary Corporate and Foreign Investment Group P + M

<u>treasury.gov.au</u> Langton Crescent, Parkes ACT 2600 <u>Twitter</u> | <u>LinkedIn</u> | <u>Facebook</u>

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OFFICIAL:Sensitive Legal Privilege

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EC23-000339

Secretary Dr Steven Kennedy PSM

Mr Michael Brennan Chair Productivity Commission GPO Box 1428 Canberra City ACT 2601, Australia

Dear Mr Brennan

Review of allegations related to the Productivity Commission

I write to you about allegations that the Treasurer and Senator Gallagher recently received about the Productivity Commission's culture including allegations of sexual harassment and sexism.

Given the potential seriousness of these allegations, and the need to maintain public confidence in the Commission and to avoid any actual or perceived conflict of interest, the Treasurer has authorised me to engage a senior, impartial and experienced person to conduct an initial review of the allegations.

I have appointed Ms Natasha de Silva from Intersection Pty Ltd as the reviewer. Ms de Silva will contact you directly to discuss the allegations.

The review will ensure appropriate confidentiality and afford procedural fairness and natural justice to all relevant people. The scope of the review may change depending on any early findings or the advice of the reviewer.

I have attached a copy of the review's terms of reference. Ms Roxanne Kelley, Treasury's Deputy Secretary Corporate and Foreign Investment Group is your Executive contact regarding the review.

I request that all Commissioners and the Commission cooperate throughout the conduct of the review.

Yours sincerely

Steven Kennedy 2 February 2023

Terms of Reference

Terms of reference for an independent informal review of the culture of the Productivity Commission

I, Steven Kennedy, Secretary to the Department of the Treasury appoint Ms Natasha de Silva from Intersection Pty Ltd to undertake an initial review of a complaint regarding the culture of, and conduct at, the Productivity Commission including allegations of sexual harassment and a culture of sexism.

The reviewer should take all appropriate steps to investigate the allegations, and any related conduct of the Chair, Commission members and officials of the Productivity Commission, to determine the veracity of the allegations.

The reviewer should consider and make recommendations regarding:

- the adequacy of the Commission's internal management practices regarding allegations related to sexual harassment, sexism and other unacceptable behaviour and whether to make any changes to those practices; and
- any further appropriate actions that could or should occur, including whether any matters require referral to other authorities.

A primary purpose of the review is to inform any future request for legal advice or actions.

The reviewer should provide me or my nominated representative with the draft preliminary findings of the review and any recommended actions by 16 February 2023 (unless another date is agreed by both parties).

Disclosure of the existence of the review, and the information gathered during the review, should occur only on a need-to-know basis unless I advise otherwise.

I may change the scope of the investigation depending on any early findings or the advice of the reviewer.

From:	Ralph Lattimore
Sent:	Friday, 14 April 2023 4:59 PM
То:	Ralph Lattimore
Subject:	Copy of sms to Jane Melanie 4 Feb 2023

Hi Jane

You may already know this, but I thought it appropriate to tell you. An allegation was made to the Treasurer of widespread sexual harassment and sexism in the PC that was claimed to be tolerated by management. There will be an independent investigation and you may be asked your views. Michael is taking the 'straight bat' approach of complete divulgence of anything relevant, and to act in good faith. Unfortunately someone leaked the investigation to the AFR, which then made it into an exclusive (by Rob Mizon), which you may want to look at. It certainly distressed quite a few staff the way it was written, but there is nothing we can do about that other than letting the independent review reach its conclusions.

I hope in the meantime you are having a lovely break. Cheers Ralph Get <u>Outlook for iOS</u>

From:	Rosalyn Bell
Sent:	Thursday, 2 February 2023 3:27 PM
To:	Michael Brennan
Subject:	FW: AFR Media Enquiry [SEC=OFFICIAL]

Importance: High

OFFICIAL

I think we should tell Lisa today – because it wouldn't be great for her to hear about this for the first time in the paper tomorrow morning.

Rosalyn Bell | Head Of Office (Acting) | Productivity Inquiry | p. Schedule a meeting | Chat on Teams | u

From: MPW (Media, Publications & Wel	b – Productivity Commission) <mpw@p< th=""><th>c.gov.au></th></mpw@p<>	c.gov.au>
Sent: Thursday, 2 February 2023 2:48 Pl	M	
To: Michael Brennan	>; Rosalyn Bell <	>
Subject: FW: AFR Media Enquiry [SEC=C	OFFICIAL]	
Importance: High		

OFFICIAL

See below. I don't what Tsy investigation this is? Let me know how you'd like this to be handled.

Schedule a meeting | Chat on Teams

From: Ronald Mizen <<u>ronald.mizen@afr.com</u>> Sent: Thursday, 2 February 2023 2:31 PM To: MPW (Media, Publications & Web – Productivity Commission) <<u>MPW@pc.gov.au</u>> Subject: AFR Media Enquiry

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon

Does PC chair Michael Brennan have any comment on the Treasury investigation into allegations of sexual harassment and sexism at the PC?

Deadline for a response is 530pm.

Sincerely Ron

Ronald Mizen Economics Correspondent



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From: Sent: To: Cc: Subject:	Rosalyn Bell Friday, 3 February 2023 10:28 AM Jane Holmes RE: Wellbeing check-in [SEC=OFFICIAL:Sensitive]
	OFFICIAL:Sensitive
just respon	ded to my msg below with a thumbs up
Rosalyn Bell Hea Schedule a meeting	ad Of Office (Acting) Productivity Inquiry Chat on Teams
From: Rosalyn Bell Sent: Friday, 3 Febru To: Cc: Jane Holmes < Subject: Re: Wellbei	>;
I sent following msg	to
Hi just cheo carfi, if needed, or	cking you're ok given today's AFR article. I hope you feel able to talk with
Get Outlook for iOS	
From: Sent: Friday, Februa To: Cc: Rosalyn Bell Subject: Wellbeing c	ry 3, 2023 10:13:08 AM >; Jane Holmes heck-in [SEC=OFFICIAL:Sensitive]
	OFFICIAL:Sensitive
Hi	
There has been som	e <u>media coverage today</u> on matters previously discussed
is currently a wellbeing check-in	on planned annual leave and due back to work Monday. I have suggested to Ros that we arrange with and she will text in the first instance.
	out you were in a meeting. Will you be available to check in with today, if required? ay be comfortable to speak with Ros or today.
Ros will advise if she hears back from so no immediate action is required – but if we haven't heard from by about lunchtime, I suggest try to call possible.	
Regards	

Productivity Commission

Wurundjeri, Woi-wurrung Country

Level 8, 2MQ, 697 Collins Street, Docklands VIC 3008



Work days: I work flexibly, and may choose to send emails outside standard business hours. If so, I do not expect you to read or reply outside your standard hours.

201

From:	
Sent:	Monday, 20 February 2023 8:18 AM
To:	Lisa Studdert; Rosalyn Bell; Jane Holmes
Cc:	
Subject:	RE: PCCC rep query re review [SEC=OFFICIAL]

OFFICIAL

Thanks Ros and Lisa for sense-checking, and glad this hit the mark.

Wil confirm with whether this went out Friday – and if not, we will also add in another line to reflect Friday's HoO update (that Lisa has asked Ms de Silva some questions in response to queries from staff).

From: Lisa Studdert		
Sent: Friday, 17 February 2023 12:41 PM		
To: Rosalyn Bell		Jane Holmes
Cc:		
Contract and the second s		
Subject: RE: PCCC rep query re review [SEC=OFFICIA	\L]	

OFFICIAL

Thanks I am also happy with the email as drafted. It's very good and clear. Especially glad that it says we've shared all available information.

L

Lisa Studdert Head Of Office Executive p	
Schedule a meeting Chat on Teams	

From: Rosalyn Bell Sent: Friday, February 17, 2023 8:35 AM		
To:	; Lisa Studdert	Jane Holmes
Cc: Amulya Ramakrishnan Subject: Re: PCCC rep query re review [SEC=OFFICIA	L]	
Thanks I'm comfortable with the email resp	oonse and the highlighted addition.	

Get Outlook for iOS

From:		
Sent: Thursday, February 16, 20	023 5:37:27 PM	
To: Lisa Studdert	; Rosalyn Bell	; Jane Holmes

OFFICIAL

Hi all

We received a guery from on behalf of the PCCC staff reps, re the independent review. has drafted an update to PCCC staff reps which I discussed with Jane. Since then, I've added a few extra points to clarify the role of staff reps. In particular, I wanted to sense-check the highlighted dot point with you as I think it is appropriate to include (given some staff have previously taken it upon themselves to conduct their own investigations).

Grateful for any feedback on the below, which I hope will be able to send to all PCCC reps in the morning.

Thanks

Hi

Thank you for your email.

We acknowledge that in Lisa's email dated 13 February 2023, PCCC was noted as a group that staff can speak to regarding the independent review . This reflects the role of the PCCC as a consultative body. As per the DCCC terms of reference, one of the key functions of the PCCC is to provide a conduit for employees to raise their concerns on various issues pertaining to the workplace.

Please note that we will have the opportunity to discuss the review process at our upcoming meeting, and will have an agenda item on this - noting that confidentiality aspects of an independent and external review may limit what can be discussed.

In terms of providing more clarity on the expectations of the PCCC's role in speaking to staff who may approach staff reps about the review:

- If staff would like to know more about the review, or contribute any information for the review, they should be directed to Ms de SIlva using the contact details provided by Lisa.
- At this stage, Ms de Silva has requested direct contact from staff so PCCC representatives are not expected (or encouraged) to collate information related to individuals for the purposes of the review.
- We are more than happy for you to share the email that HR has emailed to support supervisors/ELs/managers with your fellow employee representatives, who did not receive this email, and hope these talking points may be useful in navigating the conversation with staff.
- Should staff reps identify concerns for an individual's wellbeing during any discussions on the review, you can encourage them to speak to their supervisors/managers or HR if they need support.

As always, we recognise that not all matters raised with staff reps may be appropriate for PCCC consideration, particularly where it is impacting an individual and there may be other options for resolution. If you are not sure whether any particular matters fall within the PCCC's remit, please contact or I in the first instance, for a confidential discussion on the circumstances and options.

With regards to your request for further detail about the review, we note that the Chair and Head of Office have shared all available information in all-staff emails.

From: Sent: Wednesday, 15 February 2023 1:35 PM

OFFICIAL

Hi all

Thanks for the update below. You would be aware that in her email of 13 February, Lisa mentioned the PCCC as a group that staff could speak to about the review. As a PCCC staff rep, I wanted to note that our understanding of the review and the role of the PCCC has come only from all-staff emails and the email below (and not all PCCC staff reps would have received the email addressed to EL staff). I wondered whether HR or management could provide a bit more clarity on the expectations of the PCCC's role in speaking to staff (and/or any further information about the review that might be relevant to staff reps). Thanks

From: Human Resources Sent: Tuesday, 14 February 2023 11:24 AM To:

Subject: Talking points to support supervisors/ELs/managers [SEC=OFFICIAL]

OFFICIAL

Hi everyone

Noting the announcement on Friday 3 February that an independent review will be undertaken into claims of sexual harassment and sexism at the Commission, we recognise that supervisors and managers may be approached by staff if they have questions or concerns.

Below are some talking points which may be useful in navigating the conversation and addressing concerns.

HR acknowledged the independent review in the HR induction with the Graduates and advised them that they are encouraged to speak to their supervisors/managers or HR if they have queries or concerns. HR have also checked in with the Graduates' buddy's to provide them with a buddy guideline, and in recognising that staff wellbeing is a shared responsibility, that they can encourage new starters to speak to their supervisors/managers or HR if they need support.

Talking points

- The Commission has been advised that an independent review will be undertaken, into claims of sexual harassment and sexism at the Commission.
- The review will be undertaken by an experienced consultant and comes as a result of allegations made to the Treasurer and Minister for Finance.
- The Commission will of course cooperate fully with the investigation as it proceeds.
- The Commissions is yet to receive any further information regarding the review, and will communicate with staff when more information is provided.
- The Commission is committed to ensuring a safe and respectful workplace for all, and to addressing issues as they arise.
- External review mechanisms are an important part of the APS' ethical framework.
- All complaints, including anonymous complaints, are taken seriously.
- Please refer to the <u>Workplace Behaviour Policy</u> and <u>complaints procedures</u>, along with our <u>Media Policy</u> for further information.
- Please talk to your manager if you have any further queries.

Please reach out if you have questions.

Kind regards Your HR Team

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Contact the HR team:

- •
- for pay and entitlements, leave, superannuation, payslips and Aurion ESS for current and upcoming recruitment activities, or resourcing matters for all other HR matters

From:	
Sent:	Friday, 10 February 2023 2:36 PM
To:	'Aaron Marques'
Cc:	Lisa Studdert; Jane Holmes; Ralph Lattimore; Anna Heaney; Rosalyn Bell
Subject:	FW: Productivity Commission – offer of wellbeing support for former employees
	[SEC=OFFICIAL:Sensitive]
Attachments:	Former staff - Reach Out access approved 10 February 2023.xlsx

OFFICIAL:Sensitive

Hi Aaron

Thanks for your time this morning – as discussed, I've contacted former Commission staff (who have ceased in the past few years) to advise of access to Carfi support, should news of the independent review impact them.

My email to staff is below, and the attached includes eligible staff. Given media reporting on sexual harassment/sexism aimed at females, the shaded names reflect former female employees. Should Carfi be contacted on this matter by anyone not on this list, please let me know of the access request so we can confirm eligibility (as there were some staff we didn't have contact details for).

I've also cc'ed our senior management team, for awareness of this offer / visibility re who has been contacted.

Regards

 From:

 Sent: Friday, 10 February 2023 1:38 PM

 Cc: Jane Holmes <</td>

 Subject: Productivity Commission – offer of wellbeing support for former employees [SEC=OFFICIAL:Sensitive]

OFFICIAL:Sensitive

Good afternoon

You are receiving this email as a former employee of the Productivity Commission.

Last week, the Treasurer advised the Commission's Chair of an independent review, being conducted by an experienced external consultant, in response to some allegations of sexual harassment and sexism. You may already be aware of this review, through some subsequent media interest. The Government, Treasurer and the Commission recognise the importance of a robust and independent review of such matters – and the Commission will continue to fully cooperate with the review as it proceeds.

At the Commission, we have worked to create and maintain a culture that is inclusive, respectful and professional. Wellbeing is a priority – and we understand that processes such as this review may bring mixed emotions for individuals. As such, we extend an offer of professional support to former employees at this time.

Should news of this review impact any former Commission employees, individuals can access up to four free and confidential wellbeing support sessions, by contacting Carfi on 1300 737 403 or via email to

For any other related assistance or support, please reach out to Jane Holmes (or) or I – noting that we respect the confidentiality requirements of the review and will be unable to discuss any specific matters with individuals.

Regards

Productivity Commission

Wurundjeri, Woi-wurrung Country

Level 8, 2MQ, 697 Collins Street, Docklands VIC 3008



From:	Intersection - General Inquiries <admin@intersection.work></admin@intersection.work>	
Sent:	Monday, 20 February 2023 6:10 PM	
To:	Rosalyn Bell	
Subject:	Re: Investigation into allegations at the Productivity Commission [SEC=OFFICIAL:Sensitive, ACCESS=Personal-Privacy]	

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Rosalyn

My sincere thanks for taking the time to provide me with your submission which I confirm I will keep confidential. The views and experiences shared with me, such as yours, will be used to inform my understanding of the workplace and subsequently my report.

Thank you also for the offer to discuss the content. I will certainly be in touch if I have additional questions.

With best wishes

Natasha

From: Rosalyn Bell < >
Date: Monday, 20 February 2023 at 4:31 pm
To: Intersection - General Inquiries <admin@intersection.work>
Subject: Investigation into allegations at the Productivity Commission [SEC=OFFICIAL:Sensitive,
ACCESS=Personal-Privacy]

OFFICIAL:Sensitive (Personal Privacy)

Ms de Silva, I wish to make the attached contribution to your investigation into allegations of sexual harassment and sexism at the Productivity Commission. Regards, Rosalyn

Rosalyn Bell First Assistance Commissioner (Acting) | Productivity Inquiry

Productivity Commission Ngunnawal Country 4 National Circuit, Barton ACT 2600



The Productivity Commission acknowledges the Traditional Owners of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to their Cultures, Country and Elders past and present.

This e-mail and attachments (if any) is intended for the original addressee only. If you are not the intended recipient, any use or dissemination of this communication is prohibited. Please advise the sender by return e-mail and delete this e-mail.

From: Neil Byron <dr.neil.byron@gmail.com> Sent: Friday, 3 February 2023 11:49 AM To: Jane Holmes Cc: Jenny Zahara <jennyzahara@gmail.com> Subject: Today's news

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Jane,

Jenny has just brought this to my attention.

While I am generally reluctant to intervene in "internal management issues" I do agree with Jenny that this is a risk ARC might need to consider or at least be aware of.

Should we set aside some time for this at our next meeting?

Regards, Neil

Begin forwarded message:

From: Jenny Zahara <<u>jennyzahara@gmail.com</u>> Date: 3 February 2023 at 11:00:21 am AEDT To: <u>dr.neil.byron@gmail.com</u>, Subject: Today's news

Hi guys,

I feel as though this is a risk which perhaps should have been brought to our attention.

Thoughts?

Jenny

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global economics at ANZ. "The positive market reaction reflected relief from market participants that there wasn't a hawkish pushback on the recent Continued p29

- News Inflation still high p9
- ▶ World Fed slows rate rises p12
- Why the markets are wrong p12
- Chanticleer Why the world misread Xi p40

We are working through a lot of implementation and eligibility issues, which are different for all states," a source said.

The states and Commonwealth were Continued p4

- News Call to share the GP load p4
- Chalmers opens tax reform door p5
- Canberra Observed Phillip Coorey p39

PC faces harassment probe

Ronald Mizen

Economics correspondent

Exclusive | Treasury has commissioned an independent review into the Productivity Commission after complaints from staff, including a senior executive, who say management failed to deal with sexual harassment and sexism.

The Australian Financial Review has spoken to several current and former staff who claimed the commission had a history of sexual harassment and sexism, and complaints fell on deaf ears.

Most of the group wished to remain anonymous for fear that being identified publicly would hurt their careers, but all said they would go on the record with a reviewer.

One former employee wrote to

Treasurer Jim Chalmers last month offering to provide details of sexual harassment and sexism that had not been properly dealt with.

"Multiple women have left the organisation because it has protected sexual predators and not kept them safe," the letter said, urging an external probe into the complaints similar to that at the High Court.

The commission's director of media publications, Leonora Nicol, aired the internal dissent in 2021, telling a Christmas party: "Imagine a scenario when a known predator was in the workplace and every woman who started there was warned by others because management didn't deal with the situation, despite several on-the-record complaints." News p3

VIC AFFIGA1 A001

From:	Jane Holmes
Sent:	Monday, 6 February 2023 9:33 PM
To:	Rosalyn Bell
Subject:	Re: Public interest disclosure act (cth)

Provisions don't apply as not the complainant (according to the AFR). The TSR received a letter from a former employee.

From: Rosalyn Bell Sent: Monday, February 6, 2023 8:04:39 PMTo: Jane HolmesSubject: Public interest disclosure act (cth)

The second dot point might be seen as relevant by (though surely view on 'adequately dealt with' is not the deciding point.

The protections in Division 1 apply to public interest disclosures.

Broadly speaking, a public interest disclosure is a disclosure of information, by a public official, that is:

- a disclosure within the government, to an authorised internal recipient or a supervisor, concerning suspected or probable illegal conduct or other wrongdoing (referred to as "disclosable conduct"); or
- a disclosure to anybody, if an internal disclosure of the information has not been adequately dealt with, and if wider disclosure satisfies public interest requirements; or
- a disclosure to anybody if there is substantial and imminent danger to health or safety; or
- a disclosure to an Australian legal practitioner for purposes connected with the above matters.

However, there are limitations to take into account the need to protect intelligence information.

Get Outlook for iOS

MB; JH; ; AH - 2 February 2023

Complaint to Treasurer and Katie Gallagher recently about culture of sexual harrassment and sexism in the PC

- Letter from Steven Kennedy and Roxanne Kelly
- Letter is clear this is on a need-to-know basis so we cannot get on front foot with it with staff
- Poss two aspects a particular complaint; a systemic issue
- Report to Steven Kennedy by 16 Feb

•	

External consultant appointed by treasury to investigate = Natasha de Silva (intersection PtyLtd)

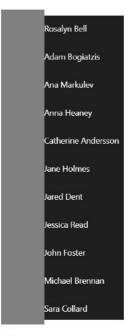
Initial 2 week phase

Ralph on leave - will be available to be contacted Jane H would probably be main point of contact for Natasha, after she's spoke to Michael

At end of day

- MB will say something brief to staff tomorrow MB will script it
- Hasn't heard from consultant yet
- Will call Lisa to advise

All SES with Michael - 3 Feb 2023





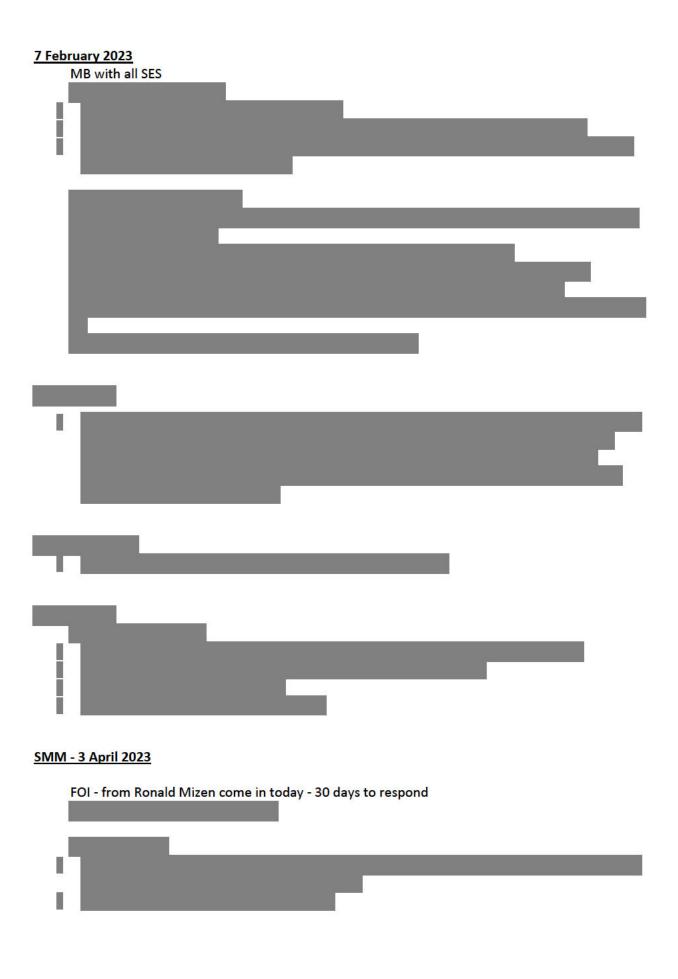
MB - wants a catchup again about Tues next week - to get sense of how ses are gauging the staff atmosphere

LN - 6 February 2023

Rosalyn Bell Organizer
Anna Heaney
Jane Holmes
Lisa Studdert
Michael Brennan
Ralph Lattimore

Media policy does not permit LN to talk to the media on record - only chair and commissioners can do so





From:	
Sent:	Monday, 6 February 2023 10:02 AM
То:	
Subject:	FW: Today's Financial Review [SEC=OFFICIAL]

OFFICIAL

I had to send to at home because she doesn't work Fridays or Monday.

From: Sent: Friday, 3 February 2023 10:41 AM To: Subject: RE: Today's Financial Review [SEC=OFFICIAL]

OFFICIAL

The AFR article has a big picture of Leonora

Sexual harassment review ordered for top government advisory body



<u>Ronald Mizen</u>Economics correspondent Feb 3, 2023 – 5.00am Save Share

Treasury has commissioned an independent review into the Productivity Commission after complaints from staff, including a senior executive, who said management failed to deal with sexual harassment and sexism.

The Australian Financial Review has spoken to several current and former staff who claimed the PC had a history of sexual harassment and sexism, that complaints fell on deaf ears and perpetrators were not held accountable.

Most of the group wished to remain anonymous for fear that being identified publicly would hurt their careers, but all said they would go on the record with a reviewer.

One former PC employee last month wrote a letter to Treasurer Jim Chalmers and Minister for Women Katy Gallagher offering to provide details of sexual harassment and sexism that had not been properly dealt with.

"Multiple women have left the organisation because it has protected sexual predators and not kept them safe," the letter said.

Dr Chalmers sought advice and referred the matter to Treasury Secretary Steven Kennedy, who commissioned an independent review.

In a speech delivered at a Canberra Christmas party in 2021, a senior female manager publicly aired internal dissent at the PC.

Needs to be called out

Citing stories such as that of Grace Tame as showing how systems had protected wrongdoers, people present said the PC's director of media publications and web, Leonora Nicol, did not hold back.

"I would say to all the men in this room, it's not enough to be a nice guy and not do those things," she said.

"You need to call out other men. Even if those men are your friends, your colleagues or both. Hold men accountable for their behaviour.

"Imagine a scenario when a known predator was in the workplace and every woman who started there was warned by others because management didn't deal with the situation, despite several on the record complaints.

"What sort of message does that send to the men in the office about what is acceptable behaviour in the workplace, and what does that say to the women in the office about how they and their safety are valued?"

Ms Nicol – who joined the organisation in 2014 – said the quotes attributed to her were accurate, and even though she had been told the issues would be looked into, she was "saddened and disappointed" about the response.

"Not even a generic statement was made to staff that the Productivity Commission supported a safe work environment free from harassment," she said.

Ms Nicol said the response to these matters was "a shame" because in many other ways the PC had a great culture: "Egalitarian and honest and friendly. Best federal government agency I've ever worked for," she said. The letter sent to Dr Chalmers last month expressed similar concerns, and called for an <u>external probe into complaints similar to the High Court.</u>

In late-2019, the High Court appointed investigator Vivienne Thom to look into allegations against former justice Dyson Heydon after a group of women came forward with stories of workplace misconduct.

"Women in the organisation have taken it on themselves to warn female graduates to avoid certain male staff members because management and the chair have not taken sufficient action and internal processes are not functioning properly," the letter said.

"Indeed, management and [human resources] have retaliated against some victims who have reported harassment."

A spokeswoman said the PC had been advised of the Treasury investigation "and we will fully co-operate with the process," she said.

Recasting the PC's role

The probe into workplace culture <u>comes as Dr Chalmers prepares to recast the role of the</u> <u>PC.</u> The treasurer has been quietly canvassing experts for reform ideas that could be implemented later this year.

Dr Chalmers has been working behind the scenes for months on proposals to overhaul the government's chief independent economic adviser, including looking overseas at alternative operating models.

Although the Australian Council of Trade Unions has called for the abolition of the Productivity Commission, Dr Chalmers has indicated he favours reforming it by <u>broadening and deepening its work on economic policy</u>, and keeping a central focus on <u>boosting productivity</u>.

The changes come as part of a broader push to review and reform the nation's key economic processes and institutions to ensure they remain fit for purpose, after what many in Labor view as a decade of neglect.

This push includes the independent review of the Reserve Bank of Australia, <u>which is</u> <u>due to hand down its findings to the Treasurer next month</u>; changes to the timing and development of intergenerational reports; the introduction of an annual wellbeing budget; and the creation of an evaluator general.

Schedule a meeting | Chat on Teams | Work days: I don't work Wednesday

From:

Sent: Friday, 3 February 2023 10:39 AM

To:

Subject: FW: Today's Financial Review [SEC=OFFICIAL]

OFFICIAL

I will send you the article.

From: Sent: To: Subject:	Friday, February 10, 2023 4:12 PM RE: The quote that is almost everything [SEC=UNOFFICIAL]
Hi	



The PC has also faced accusations of sexism and sexual harassment: <u>https://www.afr.com/policy/economy/sexual-harassment-review-ordered-for-top-government-advisory-body-20230113-p5ccbp</u> These concerns were raised a couple of years ago, so the escalation has been due to perceptions of an inadequate response. (There have been stories in the last few weeks about the culture of other places, like ASIC and AHPRA,, so I wonder what is going on – was the previous Government sweeping things under the rug and encouraging departments and agencies to do the same?)

Schedule a meeting | Chat on Teams | Work days: I don't work Wednesday

From:	Intersection - General Inquiries <admin@intersection.work></admin@intersection.work>
Sent:	Monday, 20 February 2023 5:24 PM
To:	Lisa Studdert
Cc:	Jane Holmes; Grimes, Kathryn; Barrett, Angela
Subject:	Re: some questions from staff [SEC=OFFICIAL]
Attachments:	Information Sheet for PC employees 230220.pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thanks Lisa for the call, those edits have now been made.

PI	ease	see	attac	hed.

Many thanks Natasha

From: Lisa Studdert	>	
Date: Monday, 20 February 20	023 at 5:05 pm	
To: Intersection - General Inqu	uiries <admin@intersection.work></admin@intersection.work>	
Cc: Jane Holmes <	>, Grimes, Kathryn <	>,
Barrett, Angela <	>	
Subject: FW: some questions	from staff [SEC=OFFICIAL]	

OFFICIAL

Hi Natasha,

Thanks for sharing that information sheet. Have been looking at that and gathering leave data in between meetings this afternoon – apologies for the elay.

On the question of whether we had a large number of staff on leave such that they have missed , we have checked records and I can advise that:

- There were 7 people on leave last week, and their leave continues through this week. In the same week last year there were 6 people on leave.
- This week there are a <u>further</u> 5 people on leave but their leave only commenced today, so they would have seen the message last week. There were 3 people on leave this time last year.

I had a few other queries on the information sheet itself but it might be best if I give you a quick call.

L

Lisa Studdert | Head Of Office | Executive | p. Schedule a meeting | Chat on Teams

From:		
Sent: Monday, February 20, 20	023 11:37 AM	
To: Lisa Studdert	>	
Cc: Jane Holmes <	>; Grimes, Kathryn <	>

Angela <

Subject: Re: some questions from staff [SEC=OFFICIAL]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Lisa

Thanks for your time just now on the telephone. As flagged, attached is the information sheet for PC staff. Once you have had the chance to advise re numbers of staff on leave, I would like to consider and provide an extended timeframe for staff to contact me which can be forwarded at the same time as this document.

With many thanks Natasha

From: Lisa Studdert <>
Date: Monday, 20 February 2023 at 9:24 am
To: Intersection - General Inquiries < <u>admin@intersection.work</u> >
Cc: Jane Holmes < >, Grimes, Kathryn >,
Barrett, Angela < >
Subject: RE: some questions from staff [SEC=OFFICIAL]
OFFICIAL
Hi Natasha, Look forward to seeing the information sheet for PC staff.
I think it would be good if we could talk about your query on staff leave and how we can assist. If you have some time this morning please let me know.
Kind regards, Lisa
Lisa Studdert Head Of Office Executive p. Schedule a meeting Chat on Teams
From: Intersection - General Inquiries < <u>admin@intersection.work</u> >
Sent: Sunday, February 19, 2023 1:32 PM
To: Lisa Studdert
Cc: Jane Holmes < >; Grimes, Kathryn < >; Barrett,
Angela < >
Subject: Re: some questions from staff [SEC=OFFICIAL]
CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless

Hi Lisa

Thank you for sharing the below questions. In response, I'm currently finalising an information sheet for PC staff that will address a number of these. I hope to have this with you by tomorrow at the latest.

I note some questions are for the PC internally – around scanning people's emails etc. – so when sending the information sheet it may be beneficial to provide reassurance from the PC on these issues.

you recognize the sender and know the content is safe.

I've also been advised that a number of staff are currently on leave following the conclusion of a recent large inquiry which may impact people's ability to make contact within the suggested timeframe of tomorrow COB. Are you able to advise approximately how many people are currently on leave/average time of leave so that we can consider the extension of timeframes in this context?

With best wishes

Natasha

From: Lisa Studdert	>
Date: Wednesday, 15 February 20	023 at 7:55 pm
To: Intersection - General Inquirie	es < <u>admin@intersection.work</u> >
Cc: Jane Holmes <	>
Subject: some questions from sta	ff [SEC=OFFICIAL]

OFFICIAL

Hi Natasha,

Following the dispatch of my email to PC staff about your review on Monday afternoon, we have been approached with a number of questions about the process. I have set these questions – provided to me by a number of staff, in no particular order and without any editing – below.

Would be grateful for your advice on how you want to handle these, and of course if you think there is any way we can support you in this or any other part of your work happy to discuss.

I have copied Jane Holmes, head of Corporate Support for the PC on this email also.

Kind regards Lisa

- What is the legal status of the answers?
- To what extent is their privacy guaranteed?
- Are they FOlable?
- Could a person self-incriminate ('I saw x and did nothing')?
- Could they be subject to legal action if an email was leaked and it named some other party?
- What if a person got hold of another's email and passed it on to others?
- Would HR look at the emails (they are entitled to do so)?
- What protections will I be offered?
- Will the reviewer be contacting former staff?

The Productivity Commission acknowledges the Traditional Owners of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to their Cultures, Country and Elders past and present.

This e-mail and attachments (if any) is intended for the original addressee only. If you are not the intended recipient, any use or dissemination of this communication is prohibited. Please advise the sender by return e-mail and delete this e-mail.



Independent review of workplace culture at the Productivity Commission (the Review)

Information for those participating, or considering whether to participate, in the Review

Why is this Review happening?

Following an allegation of a culture of sexual harassment and sexism at the Productivity Commission (**PC**), Treasury has engaged an experienced independent consultant, Natasha de Silva, to undertake an initial Review of these issues.

This Review is not a wide-ranging examination of these issues, but rather an initial assessment of the allegation with a view to determining whether there is a need for further action. The Review also aims to gain an initial understanding of the workplace culture at PC with respect to sexual harassment and sexism and how the PC responds to complaints of this nature.

As an initial Review, the Reviewer will seek to finalise it within a relatively short period of time, subject to the availability of individuals who wish to participate.

Who is conducting the Review?

Natasha de Silva is the Principal of Intersection, an external independent gender equality and workplace culture expert with over 20 years' experience. Natasha has deep experience in examining issues of bullying, discrimination, harassment and other inappropriate behaviours in the workplace and the impact of these on workplace cultures.

Natasha in a previous role led the Respect@Work National Inquiry into Sexual Harassment in Australian Workplaces (2020) and the Independent Review into Commonwealth Parliamentary Workplaces (2021) in addition to several other reviews.

Who can be involved in the Review?

Participation in the Review is voluntary. All current PC staff are able to participate either through a one-on-one interview with the Reviewer, which can be arranged through emailing <u>admin@intersection.work</u> for a time that is convenient to you, or by providing written information to the Reviewer. Interviews may occur by videoconference, telephone or in person and as a guide take approximately 60 minutes though they may be shorter or longer. People who wish to offer views or experience in writing may do so by sending an email to the same address <u>admin@intersection.work</u>

Former employees of the PC are also invited to participate in the Review.



The Reviewer will also be meeting with PC management.

Individuals who participate in the Review will be afforded natural justice and procedural fairness (for example, a person named in an allegation will have an opportunity to respond to that allegation) and may bring a support person or representative to a meeting with the Reviewer if they wish.

Will you protect my privacy?

These issues are sensitive and can raise difficulties or distress for some people. Creating a safe environment in which people can voluntarily share their experience and views on the workplace and ensuring participants' well-being is essential to the review approach.

Participation by current and former PC staff in the Review is on a voluntary basis and may be on an identified, de-identified and/or confidential basis as per your personal preference. If you choose to participate, but later change your mind, you can withdraw at any time.

If you provide your information on a confidential and/or de-identified basis, the Reviewer will maintain your privacy. If you request confidentiality regarding your contribution to the Review, the Reviewer will not include your personal details in the Review report or provide your details to Treasury or the PC.

The Reviewer is assessing the veracity of the allegation/s and they are able to make recommendations about further action or referral to other authorities. If further action or referral results in any legal actions, the details of individuals may need to be disclosed. If such recommendations emerge from the Review, a discussion about disclosure will be held with the relevant individuals

It is possible that material held by the Commonwealth relating to this Review (e.g., the Review report) could be the subject of a request under the *Freedom of Information Act 1982* (FOI Act). In the event of such a request, the Commonwealth will rely on all relevant exemptions in the FOI Act to protect non-disclosure of all confidential and other sensitive information in that material.

How will you use my information?

The Reviewer will use information provided in interviews or in writing to inform the initial assessment of the allegations in respect to sexual harassment and sexism with a view to determining whether there is a need for further action. The information will also be used to assess the workplace culture at PC with respect to sexual harassment and sexism and how the PC responds to complaints of these issues.

The Reviewer will provide a Review report to the Secretary of the Treasury. The report may contain recommendations and Treasury may seek advice or take further action in response to the report.



I have a question about participating in the Review, who do I contact?

If you have any additional questions regarding participation in the Review, please send an email to: admin@intersection.work

Who can I contact if I need help or support now?

National support services and information for sexual harassment, sexual assault and mental health:

1800RESPECT (Phone: 1800 737 732) can provide counselling 24-hours a day, 7 days a week. Website: <u>https://www.1800respect.org.au/</u>

Lifeline 24-hour crisis support and suicide prevention Phone: 13 11 14 Website: <u>https://www.lifeline.org.au/</u>

beyondblue Mental health support Ph: 1300 224 636 Website: http://www.beyondblue.org.au/

From:	Jane Holmes
Sent:	Tuesday, 21 F <u>ebruary 2023 1:39</u> PM
То:	Lisa Studdert;
Subject:	FW: Productivity Commission – update on review for former employees [SEC=OFFICIAL:Sensitive]
Attachments:	Information Sheet for PC employees 230220.pdf

OFFICIAL:Sensitive

FYI

Jane Holmes | Assistant Commissioner | Corporate Group | p Schedule a meeting | Chat on Teams

From: Jane Holmes
Sent: Tuesday, February 21, 2023 1:38 PM
Subject: FW: Productivity Commission – update on review for former employees [SEC=OFFICIAL:Sensitive]

OFFICIAL:Sensitive

Hello all

Further to the initial advice below, I am writing to update on the independent review examining allegations of sexism and sexual harassment at the Commission in recent years.

Opportunity to participate:

The reviewer, Ms Natasha de Silva, has advised that she is open to contact from former staff who may wish to contribute to the review examining allegations of sexism and sexual harassment at the Commission in recent years. This may include participating in an interview, or submitting written information.

Ms de Silva has provided the **attached** information sheet with further details on the process, including her contact details. If you wish to wish to participate in this review, please reach out to Ms de Silva by close of business, next **Monday 27 February 2023.**

Further updates and wellbeing support:

We understand that processes such as this can be difficult for some, and remind you of the wellbeing support available (as per details below).

With regards Jane

Jane Holmes Assistant Commissioner | Corporate Group

Productivity Commission Wurundjeri, Woi-wurrung Country Level 8, 2MQ, 697 Collins Street, Docklands VIC 3008



From:

Sent: Friday, 10 February 2023 1:38 PM

Cc: Jane Holmes

Subject: Productivity Commission - offer of wellbeing support for former employees [SEC=OFFICIAL:Sensitive]

OFFICIAL:Sensitive

Good afternoon

You are receiving this email as a former employee of the Productivity Commission.

Last week, the Treasurer advised the Commission's Chair of an independent review, being conducted by an experienced external consultant, in response to some allegations of sexual harassment and sexism. You may already be aware of this review, through some subsequent media interest. The Government, Treasurer and the Commission recognise the importance of a robust and independent review of such matters – and the Commission will continue to fully cooperate with the review as it proceeds.

At the Commission, we have worked to create and maintain a culture that is inclusive, respectful and professional. Wellbeing is a priority – and we understand that processes such as this review may bring mixed emotions for individuals. As such, we extend an offer of professional support to former employees at this time.

Should news of this review impact any former Commission employees, individuals can access up to four free and confidential wellbeing support sessions, by contacting Carfi on 1300 737 403 or via email to

For any other related assistance or support, please reach out to Jane Holmes or) or I – noting that we respect the confidentiality requirements of the review and will be unable to discuss any specific matters with individuals.

Regards

Productivity Commission Wurundjeri, Woi-wurrung Country Level 8, 2MQ, 697 Collins Street, Docklands VIC 3008



From:	
Sent:	Thursday, 9 March 2023 5:14 PM
To:	Lisa Studdert; Jane Holmes
Subject:	RE: update to PC staff on review [SEC=OFFICIAL]
Attachments:	Overview of documents provided.pdf

OFFICIAL

Great – thanks very much for confirming, Lisa – and thanks for the Sam update. It's good to have a few possible things identified should we get another request for info, so will store these centrally along with other possibly relevant info.

			2
From: Lisa Studdert			
Sent: Thursday, 9 March 2023 3:54 PM			
To:	>; Jane Holmes	>	
Subject: RE: update to PC staff on review [SE	C=OFFICIAL]		

OFFICIAL

Thanks for this. Most interesting. I meant to tell you both that I actually saw Sam at a function I went to on Tuesday evening. We had a brief chat and my sense was she had a strong recollection of the actions that had been taken and intent, etc.

I agree these are not to provide at this time but very good that you have identified them, if needed.

L

Lisa Studdert	Head Of Office Executive p.
Schedule a meet	ing Chat on Teams

From:	
Sent: Thursday, March 9, 2023 1:54 PM	
To: Lisa Studdert ; Jane	Holmes
Subject: RE: update to PC staff on review [SEC=OF	FICIAL]

OFFICIAL

Thanks Lisa – will definitely ensure that the context reflects the continuous improvement aspect, and am certainly trying to provide a suite of documents that go some way to showing the efforts to embed an inclusive and respectful culture.

From: Lisa Studdert > Sent: Thursday, 9 March 2023 1:31 PM Jane Holmes To: Jane Holmes Subject: RE: update to PC staff on review [SEC=OFFICIAL]
OFFICIAL
Thanks to you both. I don't see any harm in including them – killing her with the kindness and generosity of our sharing. But for these sorts of matters, they are quite dated. I guess it goes to the spirit of 'continuous improvement' and that's fine.
On that specific question you profile below and the set of the se
Thanks again for all the work pulling this together. Looking good!
Lisa Studdert Head Of Office Executive p Schedule a meeting Chat on Teams

From:	
Sent: Thursday, March 9, 2023 1:20 PM	
To: Jane Holmes	; Lisa Studdert
Subject: RE: update to PC staff on review [EC=OFFICIAL]

OFFICIAL

Hi there, the two attached documents provide some historical context on efforts to increase female recruitment and promotion but don't delve too far into the workplace behaviour aspects. There is one comment of interest on that front, in the 2013 review:

2008	2005	2008 comments were mainly focussed on there being a dominant male culture
Yes 22%	Yes 19%	that was reflected in males being more outspoken in team meetings, and on the
No 51%	No 56%	longer hours that are involved towards the end of an Inquiry being not very
D't know 24%	D't know 25%	family friendly.
Invalid 3%	D 1 KIIOW 2370	ranny menory.

I haven't found any record of further analysis post-2013, and think that the gender aspect would have been rolled into our Diversity strategies more broadly (noting that APS-wide priorities over time have also included such gender considerations).

 From: Jane Holmes

 Sent: Thursday, 9 March 2023 12:49 PM

 To: Tamara Blakiston
 Lisa Studdert

 Subject: RE: update to PC staff on review [SEC=OFFICIAL]

OFFICIAL

Lisa

and I have just been through all the (very comprehensive!) material and we have one final question regarding the provision of some historical material regarding gender from 2006 and 2013. Will send them through for you to see in a minute. I don't think it would hurt to demonstrate where the Commission has been and where we are now, and that we don't shy away from these issues.

J

Jane Holmes | Assistant Commissioner | Corporate Group | p. Schedule a meeting | Chat on Teams

From Sent: Thursday, March 9, 2023 11:01 AM To: Lisa Studdert ; Jane Holmes Subject: RE: update to PC staff on review [SEC=OFFICIAL]

OFFICIAL

Thanks Lisa – this was all comments at that point in time, after the first round of sessions. Another 4 sessions (I think) were held after this report was submitted but I can't find a final report – not sure it was provided (but will double-check with team). So can make that point clear as well.

From: Lisa Studdert Sent: Thursday, 9 March 2023 10:39 AM

Jane Holmes

Subject: RE: update to PC staff on review [SEC=OFFICIAL]

OFFICIAL

Thanks

To:

L

Lisa Studdert | Head Of Office | Executive | p. | Schedule a meeting | Chat on Teams

From: Sent: Thursday, March 9, 2023 9:53 AM To: Jane Holmes ; Lisa Studdert Subject: RE: update to PC staff on review [SEC=OFFICIAL]

OFFICIAL

Thanks both -

I think I'm almost there in terms of collating and provided comments on the key information – and will aim to get to Natasha as soon as I can today. I'll let you know what the final suiter of documents looks like and am happy to chat quickly before sending if you would like.



Happy to be guided by your views – and note that if you have concerns about providing the full feedback, it would be good to share the MCM report excerpts only.

From: Jane Holmes Sent: Wednesday, 8 March 2023 5:16 PM To: Lisa Studdert Subject: RE: update to PC staff on review [SEC=OFFICIAL] OFFICIAL

Thanks Lisa.	

No worries re timeline to Natasha.

Jane Holmes | Assistant Commissioner | Corporate Group | p. Schedule a meeting | Chat on Teams

From: Lisa Studdert Sent: Wednesday, March 8, 2023 5:03 PM To: Tamara Blakiston Jane Holmes Subject: RE: update to PC staff on review [SEC=OFFICIAL]
OFFICIAL
Thanks
Jane – and I had a quick chat just now about the plan for sending documents etc. to Natasha. I queried the redaction of the exit survey results paper – it seems to me it's pretty meaningless without the visibility of comments (other than to say/show we do look at this information – which could be argued). Welcome your thoughts.
Also, I've said to to to be in a rush, I'm sure tomorrow is fine.
L
Lisa Studdert Head Of Office Executive p. Schedule a meeting Chat on Teams
From: Sent: Wednesday, March 8, 2023 4:55 PM To: Jane Holmes Cc: Lisa Studdert Subject: RE: update to PC staff on review [SEC=OFFICIAL]
OFFICIAL
Hi Lisa, comments as discussed.
I construction of the second se
From: Jane Holmes Sent: Wednesday, 8 March 2023 3:57 PM To: Cc: Lisa Studdert Subject: Re: update to PC staff on review [SEC=OFFICIAL]
Hi

Out of the 4 additional papers you are seeking feedback on, my sense is we only provide the enhancing our positive workplace culture paper.

It's a no from me regarding the register. The exit data and census data, I feel less strongly about. I wouldn't provide the qualitative redacted comments as there are too many redactions and it doesn't tell you anything.

Happy for Lisa to provide other views.

Regards
Jane

From: Sent: Wednesday, March 8, 2023 2:06 pm To: Jane Holmes Cc: Lisa Studdert Subject: RE: update to PC staff on review [SEC=OFFICIAL]

OFFICIAL

 range of info and also preparing a cover shee tegory of info (eg policy, training, comms to sta e appropriate/helpful.	

Still thinking of other bits and pieces we could share and will let you know if anything else I'd like your views on...

From: Jane Holmes Sent: Wednesday, 8 March 2023 10:52 AM

To:

Cc: Lisa Studdert Subject: FW: update to PC staff on review [SEC=OFFICIAL]

OFFICIAL

As discussed, please send through your list of proposed materials to both Lisa and I ahead of sending out. It would be good to get it out by 3pm today at latest so there is no suggestion of us holding up the process.

 From: Lisa Studdert

 Sent: Wednesday, March 8, 2023 10:02 AM

 To: Intersection - General Inquiries <a dmin@intersection.work>

 Cc: Jane Holmes
 Michael Brennan

 Subject: update to PC staff on review [SEC=OFFICIAL]

OFFICIAL

Hi Natasha,

It was good to meet with you on Monday. I know **sector** is preparing some of the materials we discussed to send on to you and as offered, if anything else is needed, please do come back to me anytime.

As you know, there is a keen interest across our staff in the review and how it is progressing. I am proposing to inform staff this week that we (management) have met with you in the early part of the week and been able to share some detailed information and data on the PC's workplace behaviour policies and processes, along with data such as our staff census results. And that your work is ongoing and we understand you will provide your report to Treasury in a few weeks' time.

I trust that is okay with you. Happy to discuss.

Kind regards, Lisa

Lisa Studdert | Head Of Office | Executive | p. Schedule a meeting | Chat on Teams

From:	Lisa Studdert
Sent:	Monday, 20 February 2023 5:39 PM
To:	All PC Staff
Cc:	Intersection - General Inquiries
Subject:	From Head of Office [SEC=OFFICIAL]
Attachments:	Information Sheet for PC employees 230220.pdf

OFFICIAL

Dear Colleagues,

Further to my email of last Monday (see below) about the review of an allegation of sexual harassment and sexism at the Commission I have attached to this email an information sheet provided by the reviewer, Ms Natasha de Silva.

The contact details for Ms de Silva are below. Via this email I can advise that Ms de Silva has indicated she is extending the timeframe for people to reach out to next Monday 27 February COB.

Can I take this opportunity to remind you that should you want confidential, professional support at this time, you can access Carfi (1300 737 403 or via email or our Employee Assistance Program (EAP).

Kind regards, Lisa

Lisa Studdert | Head Of Office | Executive | Schedule a meeting | Chat on Teams

From: Lisa Studdert		
Sent: Monday, February 13, 2023 4:35 PM		
To: All Staff	All Staff	
Subject: From Head of Office [SEC=OFFICIAL]		

OFFICIAL

Dear Colleagues,

In my message to you last Tuesday I acknowledged the announcement of an independent review, commissioned by Treasury, following the reporting of allegations regarding sexual harassment and sexism at the Commission.

I am writing now with some information about that review. It is being conducted by Ms Natasha de Silva, Principal, Intersection Pty Ltd.

Ms de Silva commenced the review process last week and is now open to contact from staff who may wish to contribute to the review examining allegations of sexism and sexual harassment at the Commission in recent years.

Contact details are below. Ms de Silva has asked that any information staff want to contribute be via the email address by cob next Monday 20 February given the tight time frame for this process.

Natasha de Silva Principal Intersection Pty Ltd E <u>admin@intersection.work</u> W <u>www.intersection.work</u> A reminder that you can also seek confidential, professional support through Carfi (1300 737 403 or via email or our Employee Assistance Program (EAP). Please also recall you can speak to a PCCC member or union representative

As noted last week, I will continue to give you updates and information as it comes to hand.

Kind regards, Lisa

Lisa Studdert | Head Of Office | Executive | p. Schedule a meeting | Chat on Teams

From:	
Sent:	Monday, 20 February 2023 5:34 PM
To:	Lisa Studdert
Subject:	FW: Today's Financial Review [SEC=OFFICIAL]

OFFICIAL

FYI

Schedule a meeting | Chat on Teams | Work days: I work flexibly, and may choose to send emails outside standard business hours. If so, I do not expect you to read or reply outside your standard hours.

From: Michael Brennan	>	
Sent: Friday, 3 February 2023 9:22 AM		
To: All Staff -	>; All Staff -	>
Subject: Today's Financial Review [SEC=OFFICIAL]		

OFFICIAL

Colleagues

As many of you will have seen reported in today's Financial Review, Treasury will be overseeing a review into claims of sexual harassment and sexism at the Commission. The review is being undertaken by an experienced consultant and is commencing as soon as possible. This comes as a result of allegations made to the Treasurer and Minister for Finance.

We learned of the investigation yesterday afternoon. Clearly the Government, Treasury and we at the PC need to take the allegations very seriously. We will of course cooperate fully with the investigation as it proceeds.

I know it is tough seeing these issues play out publicly. It is really important that we allow the process to run its course.

Across the Commission, all of us have worked to create and maintain a culture that is inclusive, respectful and professional. That, of course, remains our priority, along with supporting staff wellbeing.

If anyone would like to seek confidential, professional support at this time, you can access Carfi (1300 737 403 or via email) or our Employee Assistance Program (EAP).

I thank you all for your patience and cooperation and ongoing hard work.

MB

Michael Brennan | Chair

Productivity Commission

Level 8, Two Melbourne Quarter, 697 Collins Street, Docklands VIC 3008 | Locked Bag 2, Collins Street East, Melbourne VIC 8003

Tel: | Mobile Website: <u>www.pc.gov.au</u>|Email:

From:		
Sent:	Thursday, 16 February 2023 5:37 PM	
To:	Lisa Studdert; Rosalyn Bell; Jane Holmes	
Cc:		
Subject:	PCCC rep query re review [SEC=OFFICIAL]	

OFFICIAL

Hi all

on behalf of the PCCC staff reps, re the independent review. has drafted an We received a query from update to PCCC staff reps which I discussed with Jane. Since then, I've added a few extra points to clarify the role of staff reps. In particular, I wanted to sense-check the highlighted dot point with you as I think it is appropriate to include (given some staff have previously taken it upon themselves to conduct their own investigations).

Grateful for any feedback on the below, which I hope will be able to send to all PCCC reps in the morning.

Thanks

Hil

Thank you for your email.

We acknowledge that in Lisa's email dated 13 February 2023, PCCC was noted as a group that staff can speak to regarding the independent review . This reflects the role of the PCCC as a consultative body. As per the DCCC terms of reference, one of the key functions of the PCCC is to provide a conduit for employees to raise their concerns on various issues pertaining to the workplace.

Please note that we will have the opportunity to discuss the review process at our upcoming meeting, and will have an agenda item on this - noting that confidentiality aspects of an independent and external review may limit what can be discussed.

In terms of providing more clarity on the expectations of the PCCC's role in speaking to staff who may approach staff reps about the review:

- If staff would like to know more about the review, or contribute any information for the review, they should be directed to using the contact details provided by Lisa.
- At this stage, has requested direct contact from staff - so PCCC representatives are not expected (or encouraged) to collate information related to individuals for the purposes of the review.
- We are more than happy for you to share the email that HR has emailed to support supervisors/ELs/managers with your fellow employee representatives, who did not receive this email, and hope these talking points may be useful in navigating the conversation with staff.
- Should staff reps identify concerns for an individual's wellbeing during any discussions on the review, you can encourage them to speak to their supervisors/managers or HR if they need support.

As always, we recognise that not all matters raised with staff reps may be appropriate for PCCC consideration, particularly where it is impacting an individual and there may be other options for resolution. If you are not sure whether any particular matters fall within the PCCC's remit, please contact or I in the first instance, for a confidential discussion on the circumstances and options.

With regards to your request for further detail about the review, we note that the Chair and Head of Office have shared all available information in all-staff emails.

Schedule a meeting | Chat on Teams | HR Hub page | Work days: Work days: Mon, Tue, Thu & Fri

From:	>	
Sent: Wednesday, 15 February 2023 1:3	5 PM	
To: Human Resources	>	
Subject: RE: Talking points to support supervisors/ELs/managers [SEC=OFFICIAL]		

OFFICIAL

Hi all

Thanks for the update below. You would be aware that in her email of 13 February, Lisa mentioned the PCCC as a group that staff could speak to about the review. As a PCCC staff rep, I wanted to note that our understanding of the review and the role of the PCCC has come only from all-staff emails and the email below (and not all PCCC staff reps would have received the email addressed to EL staff). I wondered whether HR or management could provide a bit more clarity on the expectations of the PCCC's role in speaking to staff (and/or any further information about the review that might be relevant to staff reps). Thanks

Schedule a meeting Chat on Teams		
From: Human Resources Sent: Tuesday, 14 February 2023 11:24 AM		
Sent: Tuesday, 14 February 2023 11:24 AM To: SES -	SES -	

Subject: Talking points to support supervisors/ELs/managers [SEC=OFFICIAL]

OFFICIAL

Hi everyone

Noting the announcement on Friday 3 February that an independent review will be undertaken into claims of sexual harassment and sexism at the Commission, we recognise that supervisors and managers may be approached by staff if they have questions or concerns.

Below are some talking points which may be useful in navigating the conversation and addressing concerns.

HR acknowledged the independent review in the HR induction with the Graduates and advised them that they are encouraged to speak to their supervisors/managers or HR if they have queries or concerns. HR have also checked in with the Graduates' buddy's to provide them with a buddy guideline, and in recognising that staff wellbeing is a shared responsibility, that they can encourage new starters to speak to their supervisors/managers or HR if they need support.

Talking points

- The Commission has been advised that an independent review will be undertaken, into claims of sexual harassment and sexism at the Commission.
- The review will be undertaken by an experienced consultant and comes as a result of allegations made to the Treasurer and Minister for Finance.
- The Commission will of course cooperate fully with the investigation as it proceeds.
- The Commissions is yet to receive any further information regarding the review, and will communicate with staff when more information is provided.
- The Commission is committed to ensuring a safe and respectful workplace for all, and to addressing issues as they arise.
- External review mechanisms are an important part of the APS' ethical framework.
- All complaints, including anonymous complaints, are taken seriously.
- Please refer to the <u>Workplace Behaviour Policy</u> and <u>complaints procedures</u>, along with our <u>Media Policy</u> for further information.
- Please talk to your manager if you have any further queries.

Please reach out if you have questions.

Kind regards Your HR Team



Contact the HR team:

- •
- •
- for pay and entitlements, leave, superannuation, payslips and Aurion ESS for current and upcoming recruitment activities, or resourcing matters for all other HR matters

From:	Intersection - General Inquiries <admin@intersection.work></admin@intersection.work>
Sent:	Tuesday, 14 February 2023 6:25 AM
To:	Lisa Studdert; Kelley, Roxanne; Barrett, Angela
Cc:	Michael Brennan
Subject:	Re: From Head of Office [SEC=OFFICIAL]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thanks Lisa for this advice. I understand my contact details will also be sent to the CPSU delegate for forwarding on.

With best wishes

Natasha

From: Lisa Studdert Date: Monday, 13 February 2023 at 4:45 pm To: Intersection - General Inquiries <admin@intersection.work>, Kelley, Roxanne , Barrett, Angela

Cc: Michael Brennan Subject: FW: From Head of Office [SEC=OFFICIAL]

OFFICIAL

Natasha, Roxanne and Angela,

Below is the email that has been dispatched this afternoon.

Kind regards, Lisa

Lisa Studdert | Head Of Office | Executive | p. Schedule a meeting | Chat on Teams

 From: Lisa Studdert

 Sent: Monday, 13 February 2023 4:35 PM

 To: All Staff

 Subject: From Head of Office [SEC=OFFICIAL]

OFFICIAL

Dear Colleagues,

In my message to you last Tuesday I acknowledged the announcement of an independent review, commissioned by Treasury, following the reporting of allegations regarding sexual harassment and sexism at the Commission.

I am writing now with some information about that review. It is being conducted by Ms Natasha de Silva, Principal, Intersection Pty Ltd.

Ms de Silva commenced the review process last week and is now open to contact from staff who may wish to contribute to the review examining allegations of sexism and sexual harassment at the Commission in recent years.

Contact details are below. Ms de Silva has asked that any information staff want to contribute be via the email address by cob next Monday 20 February given the tight time frame for this process.

Natasha de Silva Principal Intersection Pty Ltd E <u>admin@intersection.work</u> W <u>www.intersection.work</u>

A reminder that you can also seek confidential, professional support through Carfi (1300 737 403 or via email or our Employee Assistance Program (EAP). Please also recall you can speak to a PCCC member or union representative

As noted last week, I will continue to give you updates and information as it comes to hand.

Kind regards, Lisa

Lisa Studdert | Head Of Office | Executive | p. Schedule a meeting | Chat on Teams

The Productivity Commission acknowledges the Traditional Owners of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to their Cultures, Country and Elders past and present.

This e-mail and attachments (if any) is intended for the original addressee only. If you are not the intended recipient, any use or dissemination of this communication is prohibited. Please advise the sender by return e-mail and delete this e-mail.

From:	Catherine Andersson
Sent:	Tuesday, 7 February 2023 4:57 PM
To:	Lisa Studdert
Subject:	RE: From Head of Office [SEC=OFFICIAL]

OFFICIAL

Thanks Lisa - I think the teams will appreciate this email. Looking forward to working with you.

Cheers Catherine

Catherine Andersson She/Her | Assistant Commissioner | Closing the Gap Review and Reporting Group | p.

Schedule a meeting | Chat on Teams

From: Lisa Studdert < >		
Sent: Tuesday, 7 February 2023 4:53 PM		
To: All Staff -	>; All Staff -	>
Subject: From Head of Office		

OFFICIAL

Dear Colleagues,

I am one of the new starters at the PC this week – as the Commission's new Head of Office - and in the early part of this first week wanted to write to all staff to say hello and to thank all those that have been so welcoming and supported my onboarding in what is a busy week.

I look forward to meeting each of you in the coming weeks and as noted in Ros' email yesterday I will be at the Melbourne office tomorrow and Thursday to meet staff and join the Commissioners at their monthly meeting (Thursday).

As some of you are more than aware, I want to note this is a big week for the Commission with the finalisation of the Productivity Review and its transmission to Government. A major milestone including by the fact it is officially the Productivity Commission's 100th inquiry report. Congratulations to all involved!

I want to take the opportunity of this all staff message to acknowledge the reporting in the media late last week on claims of sexual harassment and sexism at the Commission, as addressed by Michael in his message to staff on <u>Friday</u>. I have been briefed on this situation and will work closely with Treasury and our corporate team to support the review that was announced. Michael had an initial communication from the reviewer appointed for this process yesterday and we expect to hear more from the this week. We will provide regular updates.

To ensure this process is robust and productive, and noting the number of new staff we have at present, I would like to take this opportunity to remind staff of our obligations as APS employees as covered by the <u>APS Values, Code of</u> <u>Conduct and Employment Principles</u>. As a new starter I have also made it a priority to familiarise myself with the Commission's <u>Media handling policy</u> which I found to be very helpful and clear on protocols and procedures around media inquiries. If you have any questions or concerns about any matters related to this, I am happy to hear from you at any time.

Again, thanks to all for the warm welcome. Kind regards, Lisa

Lisa Studdert Head Of Office | Executive

Productivity Commission Ngunnawal Country 4 National Circuit, Barton ACT 2600



From:	Lisa Studdert
Sent:	Wednesday, 12 April 2023 1:43 PM
To:	Rosalyn Bell; Ralph Lattimore; Anna Heaney; Jane Holmes
Subject:	Updates to Commissioners tomorrow [SEC=OFFICIAL]

OFFICIAL

Hi all,

I think (?) I'll be given the opportunity to do a brief verbal report to Commissioners tomorrow as part of "Management issues". This agenda item will also include a presentation from But my list so far of things to mention is as follows:

- Independent Review into allegations of sexism and sexual harassment little new to report, some more
 material provided on request, expecting report to be provided to Tsy imminently
- Tsy review Michael will update
- •
- Will initiate B1/AC recruitment process in early May
- Looking at inquiry evaluation process not for discussion at this meeting, but will be consulted, looking to address backlog of incomplete evaluations and consider process improvements and guidance going forward

Welcome any additions or comments, Thanks, L

Lisa Studdert Head Of Office | Executive

Productivity Commission

Ngunnawal Country 4 National Circuit, Barton ACT 2600



From:	Lisa Studdert
Sent:	Tuesday, 28 March 2023 1:09 PM
To:	Jane Holmes;
Subject:	RE: FOR REVIEW: Draft Outcomes PCCC Meeting 1, 2023 [SEC=OFFICIAL:Sensitive]

OFFICIAL:Sensitive

Hi Thanks for prodding me. My apologies for the delay.

There's just one thing I think is missing, and I've looped in here also. It's with regard to a question that was put to management about the review (re allegation of sexual harassment and sexism) re the timeframe of interest to the reviewer. The mentioned this in the comments and staff reps queried. I think we have to put something in about this area of discussion. It could be simply something like:

It was noted that Management understand the period of interest to the external reviewer is the past 2-3 years.

Are you comfortable with that ?

Otherwise, I have no comments or edits overall, lisa

Lisa Studdert | Head Of Office | Executive | p Schedule a meeting | Chat on Teams

From:	>
Sent: Tuesday, March 28, 2023 9:56 AM	8
To: Lisa Studdert <	>
Cc:	>; Jane Holmes < >
Subject: FOR REVIEW: Draft Outcomes PC	CC Meeting 1, 2023 [SEC=OFFICIAL:Sensitive]

OFFICIAL:Sensitive

Hi Lisa

Just a gentle reminder asking if you can review the minutes from the PCCC meeting on 28 February 2023 (see email below).

It would be appreciated if you could do this by Friday 31 March.

Happy to discuss.

Regards

Productivity Commission

Ngunnawal Country

4 National Circuit, Barton ACT 2600

l m.

p.



From:

Sent: Tuesday, March 28, 2023 9:33 AM

To:

Subject: FW: Draft Outcomes PCCC Meeting 1, 2023 [SEC=OFFICIAL:Sensitive]

OFFICIAL:Sensitive

Hi

As discussed, please see below.

Schedule a meeting | Chat on Teams | HR Hub page | Work days: Work days: Mon, Tue, Thu & Fri

From: Jane Holmes < > > > > > > > > > > > > > > > > > >	
Sent: Monday, March 27, 2023 8:44 AM To:	; Lisa Studdert
Subject: RE: Draft Outcomes PCCC Meeting 1, 2023 [SEC=OFI	
Many thanks . I have reviewed and made some tracke	ed changes within.
Happy to discuss.	
Regards Jane	
Jane Holmes Assistant Commissioner Corporate Group Schedule a meeting Chat on Teams	p.
From:	>
Sent: Tuesday, March 21, 2023 10:22 AM	
To: Lisa Studdert >; Jane Holmes <	>
Subject: Draft Outcomes PCCC Meeting 1, 2023 [SEC=OFFICI/	AL:Sensitive]

OFFICIAL:Sensitive

Hi Lisa and Jane,

As discussed, please see Draft Outcomes – PCCC Meeting 1/2023 from the PCCC meeting held on 28 February 2023. I have also attached a copy here in case it is easier.

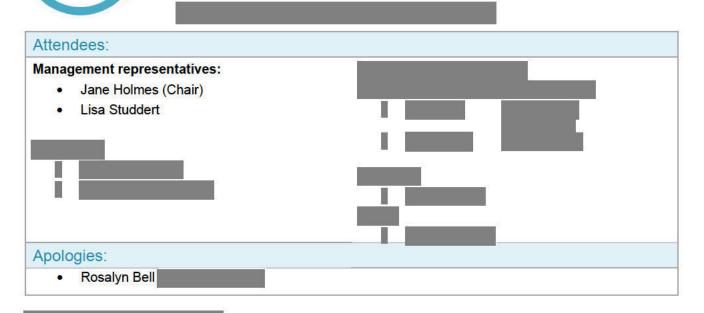
Could you please advise me of any changes to be made. I will email them out to the entire PCCC committee post your review.

Regards



Outcomes

Productivity Commission Consultative Committee (PCCC)



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The Chair advised that an out of session meeting was held with the prganiser and delegates on 23 February 2023 to discuss the independent review process into allegations of sexual harassment and sexism at the Commission. This discussion was to ensure that prepresentatives have the right support and information, and consistency in approach, should members contact them about the review, and was a constructive discussion.





Workplace behaviour - update on independent review

The Chair acknowledged the announcement of an independent review, commissioned by Treasury following a report of allegations regarding sexual harassment and sexism at the Commission, and advised:

- All available information on the independent review has been shared by the Commission's Chair and Head of Office via all-staff emails.
- Every employee is being given the opportunity to participate in the review, and is able to access specialist support via Carfi if required. Former staff and those on long-term leave or secondment have also been contacted to advise of the process, support and opportunity to participate.
- Managers, PCCC representatives and union delegates have also been provided with information about the review, which they can refer to if approached by staff with questions.

Staff representatives sought clarity on the processes for notifying former staff of the review, and also the period of interest related to the allegations. In response, management representatives noted:

- Should any current staff member be approached by former staff to seek details on how to participate in the review, this request should be referred to Ms Holmes or This is to ensure that such staff are included on the central contact list (for future updates as required).
- Management understands the period of interest to the external reviewer is the past 2-3 years, which is
 consistent with the timeframe for former staff contacted.

Management will continue to fully participate with the review, and keep all staff informed when new information is available.

6

From:	Lisa Studdert
Sent:	Friday, 10 March 2023 5:15 PM
To:	All PC Staff
Subject:	Weekly Head of Office update - Friday 10 March [SEC=OFFICIAL]

OFFICIAL

Dear Colleagues,



_		
		Ε.
_		

Elsewhere and otherwise

Regarding the independent **review** into an allegation of sexism and sexual harassment at the PC. You will recall my undertaking in previous messages to provide updates as available. This week, a number of PC management staff (including myself and Michael) met with the reviewer (Ms Natasha de Silva) and were able to share some detailed information and data on the PC's workplace behaviour policies and processes, along with data such as our staff census results. These were productive discussions. The review is ongoing and we understand a report will be provided to Treasury (which commissioned the review) in the coming weeks. I will continue to provide you with any updates and advice when I can.

Kind regards, Lisa

Lisa Studdert Head Of Office | Executive

From:	Lisa Studdert
Sent:	Friday, 17 February 2023 5:54 PM
То:	All PC Staff
Subject:	Weekly HOO Update - Friday 17 February [SEC=OFFICIAL]

OFFICIAL

Dear Colleagues,

An important event this week was Senate Estimate's hearings with the Commission appearing before the Economics Legislation Committee on Wednesday evening. Michael and Alex fielded questions from several senators on a variety of topics that included

and the review of the allegation of sexual harassment and sexism at the PC.



On Monday of this week I provided you with some information about how to contact the reviewer appointed to consider the allegations of sexism and sexual harassment at the PC. I have received some questions about the process following my message and have put those to Ms de Silva but not yet had a response. Beyond that I can advise that we in management have not had any further information or engagement with the reviewer. As I indicated previously, I will update you regularly and whenever I can.

Kind regards, Lisa

Lisa Studdert

Head Of Office | Executive

Productivity Commission

Ngunnawal Country 4 National Circuit, Barton ACT 2600



From:	Lisa Studdert
Sent:	Tuesday, 14 February 2023 3:33 PM
То:	Neil Byron; jennyzahar@gmail.com;
Cc:	Jane Holmes
Subject:	FW: From Head of Office [SEC=OFFICIAL]

OFFICIAL

Dear Audit and Risk Committee members,

As the new Head of Office I am writing to introduce myself. I started in the role last Monday (6 Feb).

I am looking forward to meeting you at tomorrow's meeting.

In advance of the discussion at Agenda Item 3(i) I thought I would share the email I sent to all staff late yesterday on this matter.

With kind regards, Lisa

Lisa Studdert | Head Of Office | Executive | Schedule a meeting | Chat on Teams

From: Lisa Studdert	
Sent: Monday, 13 February 2023 4:35 PM	
To: All Staff -	All Staff -
Subject: From Head of Office [SEC=OFFICIAL]	

OFFICIAL

Dear Colleagues,

In my message to you last Tuesday I acknowledged the announcement of an independent review, commissioned by Treasury, following the reporting of allegations regarding sexual harassment and sexism at the Commission.

I am writing now with some information about that review. It is being conducted by Ms Natasha de Silva, Principal, Intersection Pty Ltd.

Ms de Silva commenced the review process last week and is now open to contact from staff who may wish to contribute to the review examining allegations of sexism and sexual harassment at the Commission in recent years.

Contact details are below. Ms de Silva has asked that any information staff want to contribute be via the email address **by cob next Monday 20 February** given the tight time frame for this process.

Natasha de Silva Principal Intersection Pty Ltd E <u>admin@intersection.work</u> W www.intersection.work

A reminder that you can also seek confidential, professional support through Carfi (1300 737 403 or via email or our Employee Assistance Program (EAP). Please also recall you can speak to a PCCC member or union representative

As noted last week, I will continue to give you updates and information as it comes to hand.

Kind regards, Lisa

Lisa Studdert | Head Of Office | Executive | Schedule a meeting | Chat on Teams

From:Lisa StuddertSent:Tuesday, 7 February 2023 1:21 PMTo:Jane Holmes; Michael Brennan; Ralph Lattimore; Rosalyn Bell; Anna HeaneySubject:updated draft to consider when we meet [SEC=OFFICIAL]

OFFICIAL

Dear Colleagues,

I am one of the new starters at the PC this week – as the Commission's new Head of Office - and in the early part of this first week wanted to write to all staff to say hello and to thank all those that have been welcoming and supported my onboarding in what is a busy week.

I look forward to meeting each of you in the coming weeks and as noted in Ros' email yesterday I will be at the Melbourne office tomorrow and Thursday to meet staff and join the Commissioners at their monthly meeting (Thursday).

As many of you are more than aware, we should also note this is a big week for the Commission with the finalisation of the Productivity Review and its transmission to Government. A major milestone including by the fact it is officially the Productivity Commission's 100th report. Congratulations to all involved.

I also want to acknowledge the difficult and concerning reporting in the media late last week on clams of sexual harassment and sexism at the Commission, as addressed by Michael in his message to staff on Friday [include link]. I have been briefed on this situation and will work closely with Treasury and our corporate team to support the review that was announced. We hope to share more information on this review in the coming days.

To ensure this process is robust and productive, I would like to take this opportunity to remind staff of our obligations as APS employees as covered by the APS Values and Code of Conduct [include link]. As a new starter I have also made it a priority to read the Commission's Media Handling Policy [include link] which is very helpful and clear on protocols and procedures around media inquiries. If you have any questions or concerns about any matters related to this, I would be happy to hear from you.

Again, thanks to all for the warm welcome. Kind regards, Lisa

Lisa Studdert Head Of Office | Executive

From:	Catherine Andersson
Sent:	Thursday, 20 April 2023 11:28 AM
То:	FOI
Subject:	Request 001: FW: From Head of Office [SEC=OFFICIAL]
Follow Up Flag:	Follow up
Flag Status:	Completed

 From: Catherine Andersson

 Sent: Friday, February 17, 2023 5:07 PM

 To: Lisa Studdert

 Cc: Ana Markulev

 Jane Holmes

 Subject: RE: From Head of Office [SEC=OFFICIAL]

OFFICIAL

Thanks Lisa – appreciate your response on this. Cheers Catherine

Catherine Andersson She/Her | Assistant Commissioner | Closing the Gap Review and Reporting Group | p.

Schedule a meeting | Chat on Teams

From: Lisa Studder	rt		
Sent: Friday, Febru	uary 17, 2023 5:06 PM		
To: Catherine And	ersson		
Cc: Ana Markulev		Jane Holmes	
Subject: RE: From	Head of Office [SEC=OFFICIAI	Ĺ]	

OFFICIAL

Catherine

On this matter, wanted to acknowledge your email and the points raised. They seem valid and reasonable to me. I have not heard from the reviewer this week except for a brief exchange on Monday before I sent out my email. I am intending to talk to Treasury first part of next week about where things are up to and to indicate to them we have some feedback on the process to date.

Will do everything I can to provide timely information/updates – as/when I have them. Thank you for taking the time to share information below, Lisa

Lisa Studdert | Head Of Office | Executive | p. Schedule a meeting | Chat on Teams

From: Catherine Andersson	
Sent: Friday, February 17, 2023 11:08 AM	
To: Lisa Studdert	
Cc: Ana Markulev	Jane Holmes
Subject: FW: From Head of Office [SEC=OFFIC	CIAL]

OFFICIAL

Hi Lisa

I've had some feedback from a staff member on the below email for your consideration, bearing in mind that I understand that it's likely the PC is not able to determine the approach used. I also understand that some of this may have been raised at the SES meeting this week, which I wasn't able to attend.

The key points raised with me were:

- the email should ideally have come from the consultant to staff: to introduce herself and make a personal connection thereby creating a space where staff may feel they can contact her
- a longer time period for contacting the consultant is needed: with the sensitive nature of the review and the time it may take for some people to feel they are able to contact the consultant, this relatively short timeframe (5 days) could be seen as tokenistic
- a personal phone number and email for contact: the use of an 'admin' email address and no phone number calls into question who is reviewing material coming in (goes to questions of confidentiality) and having no other way of contacting other than email may restrict people from speaking up who may want to call first before submitting anything in writing
- lack of information on how email input will be protected re confidentiality, privacy, FOI etc: noted in above point, again potentially discouraging people from contacting the consultant.

In summary, I have reservations around how useful the process outlined below will be in terms of encouraging staff to speak up where they may have experienced/seen/heard allegations of sexism and sexual harassment at the PC. If the process as outlined below is one for which we had no control over, are we in a position to provide this feedback to the relevant body with decision-making authority?

Thanks Catherine

Catherine Andersson She/Her | Assistant Commissioner | Closing the Gap Review and Reporting Group | p.

Schedule a meeting | Chat on Teams

From: Lisa Studdert		
Sent: Monday, February 13, 2023 4:35 PM		
To: All Staff -	All Staff -	
Subject: From Head of Office [SEC=OFFICIAL]		

OFFICIAL

Dear Colleagues,

In my message to you last Tuesday I acknowledged the announcement of an independent review, commissioned by Treasury, following the reporting of allegations regarding sexual harassment and sexism at the Commission.

I am writing now with some information about that review. It is being conducted by Ms Natasha de Silva, Principal, Intersection Pty Ltd.

Ms de Silva commenced the review process last week and is now open to contact from staff who may wish to contribute to the review examining allegations of sexism and sexual harassment at the Commission in recent years.

Contact details are below. Ms de Silva has asked that any information staff want to contribute be via the email address by cob next Monday 20 February given the tight time frame for this process.

Natasha de Silva Principal Intersection Pty Ltd E <u>admin@intersection.work</u> W www.intersection.work A reminder that you can also seek confidential, professional support through Carfi (1300 737 403 or via email or our Employee Assistance Program (EAP). Please also recall you can speak to a PCCC member or union representative

As noted last week, I will continue to give you updates and information as it comes to hand.

Kind regards, Lisa

Lisa Studdert | Head Of Office | Executive | p. Schedule a meeting | Chat on Teams

[To Anna Heaney]

[3/02 9:00 am] Jessica Read

Morning - will there be communications with staff about the AFR front page article? I'm already getting emails.

[3/02 9:00 am] Anna Heaney

Yes. From Michael

[3/02 9:01 am] Jessica Read

Personally its quite upsetting / unsettling to read so I can understand why staff concerned

[3/02 9:05 am] Anna Heaney

I'm in the office today. Happy to chat.

[3/02 9:37 am] Anna Heaney

all SES meeting invite coming

[3/02 11:01 am] Jessica Read

I've emailed the csrr team following on from Michael's email - do you think it would be appropriate to follow up schools too?

[3/02 11:02 am] Anna Heaney

yes, that is a really good idea

Friday, 3 February #001-050 3/02 9:42 am Good morning team. I am quite shocked by the Fin Review article this morning. If anyone needs anything or wants to chat, feel free to call. Our colleagues in HR are also very supportive, if needed. 3/02 9:47 am yes this is not the news I thought we'd be waking to it. Definitely finding it guite unsettling to process Thanks

69 1



3/02 9:51 am

Hi, i think it may be Canberra related as well. I heard a story about the christmas party not long after i started but all of the guys had already left and most of the women too. Thanks for reaching out



Jessica Read 3/02 11:00 am

Happy Friday all. You will have seen a bit of communication this morning about the article this morning in today's AFR. Much appreciated if you could keep an eye/ear on staff over the next few days to make sure everyone is travelling ok - I've sent an email letting people know that I'm always around if there is anything they'd like to raise. Thanks.

3/02 11:00 am Have done, thanks Jess



Fri, 3 Feb at 10:50 am

Just saw the stuff in the AFR about the PC, bloody hell?!?

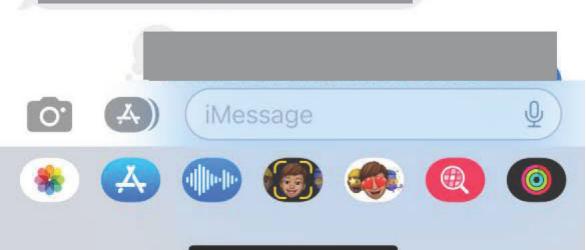
It's funny as was approached by a journalist a few weeks ago asking her about sexual harassment.

I know!!! I heard yday when I was in Canberra that ex pc people were being contacted.

Thu, 9 Feb at 11:27 am



Thu, 9 Feb at 12:42 pm



Team meeting 20230215

SES meeting debrief





Marianna Olding
From: Image: Sent: Sent: Tuesday, 21 February 2023 3:10 PM To: Image: Sent: Cc: Image: Sent: Subject: RE: Latest list of members [SEC=OFFICIAL]
Thanks
Schedule a meeting Chat on Teams Work days: Monday, Tuesday, Thursday and Friday
From: Sent: Tuesday, 21 February 2023 2:47 PM To: Cc: Phi Subject: RE: Latest list of members [SEC=OFFICIAL]
CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.
Please see attached.
From: Sent: Tuesday, 21 February 2023 12:10 PM To: Cc: Subject: RE: Latest list of members [SEC=OFFICIAL]
OFFICIAL
Thanks – look forward to hearing from you soon with the list and the meeting Schedule a meeting Chat on Teams Work days: Monday, Tuesday, Thursday and Friday
From: Sent: Tuesday, 21 February 2023 12:08 PM To:

members [SEC=OFFICIAL]

Cc:

Subject: RE: Latest list of

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi guys,

I have spoken to them and they've agreed, I just haven't written formally – list to do today however.	It's sitting on my
I'll get a membership list this afternoon –	
Thanks,	
From: Sent: Tuesday, 21 February 2023 11:13 AM To: Cc: Subject: Latest list of members [SEC=OFFICIAL] Importance: High	

OFFICIAL

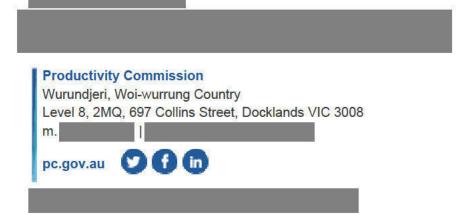
Hi

Quick followup on our conversation the other day and if you have approached HR for a briefing.

There have been a few developments from this end also with the Head of Office following up with the consultant doing the sexual harassment review and addressing some of our concerns including seeking more information regarding confidentiality and process, and getting an extended timeframe for people emailing the consultant – happy to chat if want more details,.

Also, can you please send me the latest list of members ahead of the PCCC this week so we can contact and see if they have anything they want us to raise.

Kind regards





This e-mail and attachments (if any) is intended for the original addressee only. If you are not the intended recipient, any use or dissemination of this communication is prohibited. Please advise the sender by return e-mail and delete this e-mail.

From: Sent: To: Subject:

Friday, 3 February 2023 10:18 AM

RE: Today's Financial Review [SEC=OFFICIAL]

OFFICIAL

PC faces harassment probe

By Ronald Mizen Economics Correspondent, Australian Financial Review Friday 3rd February 2023 at 12:00am

Treasury has commissioned an independent review into the Productivity Commission after complaints from staff, including a senior executive, who say management failed to deal with sexual harassment and sexism.

The Australian Financial Review has spoken to several current and former staff who claimed the commission had a history of sexual harassment and sexism, and complaints fell on deaf ears.

Most of the group wished to remain anonymous for fear that being identified publicly would hurt their careers, but all said they would go on the record with a reviewer.

One former employee wrote to Treasurer Jim Chalmers last month offering to provide details of sexual harassment and sexism that had not been properly dealt with.

"Multiple women have left the organisation because it has protected sexual predators and not kept them safe," the letter said, urging an external probe into the complaints similar to that at the High Court.

The commission's director of media publications, Leonora Nicol, aired the internal dissent in 2021, telling a Christmas party: "Imagine a scenario when a known predator was in the workplace and every woman who started there was warned by others because management didn't deal with the situation, despite several on-the-record complaints."

Schedule a meeting | Chat on Teams

From: Sent: Friday, 3 February 2023 9:42 AM To: Subject: Fwd: Today's Financial Review [SEC=OFFICIAL]

You may be interested



From:Image: Constraint of the second sec

OFFICIAL

You may be interested in this.

Schedule a meeting Chat on Teams

Hi everyone

Noting the announcement on Friday 3 February that an independent review will be undertaken into claims of sexual harassment and sexism at the Commission, we recognise that supervisors and managers may be approached by staff if they have questions or concerns.

Below are some talking points which may be useful in navigating the conversation and addressing concerns.

HR acknowledged the independent review in the HR induction with the Graduates and advised them that they are encouraged to speak to their supervisors/managers or HR if they have queries or concerns. HR have also checked in with the Graduates' buddy's to provide them with a buddy guideline, and in recognising that staff wellbeing is a shared responsibility, that they can encourage new starters to speak to their supervisors/managers or HR if they need support.

Talking points

- The Commission has been advised that an independent review will be undertaken, into claims of sexual harassment and sexism at the Commission.
- The review will be undertaken by an experienced consultant and comes as a result of allegations made to the Treasurer and Minister for Finance.
- The Commission will of course cooperate fully with the investigation as it proceeds.
- The Commissions is yet to receive any further information regarding the review, and will communicate with staff when more information is provided.
- The Commission is committed to ensuring a safe and respectful workplace for all, and to addressing issues as they arise.
- External review mechanisms are an important part of the APS' ethical framework.
- All complaints, including anonymous complaints, are taken seriously.
- Please refer to the <u>Workplace Behaviour Policy</u> and <u>complaints procedures</u>, along with our <u>Media Policy</u> for further information.
- Please talk to your manager if you have any further queries.

Please reach out if you have questions.

Kind regards Your HR Team



Contact the HR team:

- •
- •
- for pay and entitlements, leave, superannuation, payslips and Aurion ESS for current and upcoming recruitment activities, or resourcing matters for all other HR matters

#001-058

6/02 4:30 pm

im sorty i meant to talk about Michael's email on friday/the sexual harassment thing, basically i don't have information on what's going to happen but i just wanted to let you know that my metaphonical door is always open if you do want talk anything through/need any sort of help, my job as supervisor is to support you i understand HR spoke to all of you grads this afternoon?

6/02.4:32 pm Hi thank you for this, really appreciate it. A bit of a weird email to arrive just before starting spoke us through some of this, so relatively across what is known.

> 6/02 4:33 pm a terrible email to receive just before starting!

haha, Yes HR

1

From: Sent:	Human Resources Thursday, 30 March 2023 2:09 PM
То:	Rosalyn Bell
Cc:	Human Resources; Jane Holmes; Lisa Studdert;
Subject:	DRAFT Outcomes - PCCC Meeting 1, 2023 [SEC=OFFICIAL]
Attachments:	Draft Outcomes - PCCC Meeting 1 - 2023.docx
Follow Up Flag: Flag Status:	Follow up Flagged

OFFICIAL

Hi all,

Please see attached the draft outcomes for the February PCCC meeting.

We would be grateful if you could please review and provide any feedback to **by close of business Monday 3 April 2023**. Once finalised, they will be placed on SharePoint for all staff to access.

Kind regards,

Human Resources HR Hub page pc.gov.au

Contact the HR team:

- •
- •

•

for pay and entitlements, leave, superannuation, payslips and Aurion ESS for current and upcoming recruitment activities, or resourcing matters for all other HR matters

1

001-060

Marianna Olding

From:		
Sent:	Thursday, 23 February 2023 7:59 AM	
To:		
Cc:	; Lisa Studdert; Jane Holmes	
Subject:	FW: From Head of Office [SEC=OFFICIAL]	
Attachments:	Information Sheet for PC employees 230220.pdf	
Follow Up Flag:	Follow up	
Flag Status:	Flagged	

OFFICIAL

Hi

Ahead of our meeting today, please find attached information recently provided by Ms de Silva in respect of the independent review process.

This has been shared with all staff, a large number of former staff (where we have their contact details and consent to email) and staff on long-term leave.

Regards

Schedule a meeting | Chat on Teams | Work days:

From: Lisa Studdert Sent: Monday, 20 F_{ebruary} 2023 5:39 PM To: All PC Staff Cc: Intersection - General Inquiries <admin@intersection.work> Subject: From Head of Office [SEC=OFFICIAL]

OFFICIAL

Dear Colleagues,

Further to my email of last Monday (see below) about the review of an allegation of sexual harassment and sexism at the Commission I have attached to this email an information sheet provided by the reviewer, Ms Natasha de Silva.

The contact details for Ms de Silva are below. Via this email I can advise that Ms de Silva has indicated she is extending the timeframe for people to reach out to next Monday 27 February COB.

Can I take this opportunity to remind you that should you want confidential, professional support at this time, you can access Carfi (1300 737 403 or via email) or our Employee Assistance Program (EAP).

Kind regards, Lisa

Lisa Studdert | Head Of Office | Executive | p Schedule a meeting | Chat on Teams From: Lisa Studdert Sent: Monday, February 13, 2023 4:35 PM To: All Staff -Subject: From Head of Office [SEC=OFFICIAL]

All Staff -

OFFICIAL

Dear Colleagues,

In my message to you last Tuesday I acknowledged the announcement of an independent review, commissioned by Treasury, following the reporting of allegations regarding sexual harassment and sexism at the Commission.

I am writing now with some information about that review. It is being conducted by Ms Natasha de Silva, Principal, Intersection Pty Ltd.

Ms de Silva commenced the review process last week and is now open to contact from staff who may wish to contribute to the review examining allegations of sexism and sexual harassment at the Commission in recent years.

Contact details are below. Ms de Silva has asked that any information staff want to contribute be via the email address by cob next Monday 20 February given the tight time frame for this process.

Natasha de Silva Principal Intersection Pty Ltd E <u>admin@intersection.work</u> W <u>www.intersection.work</u>

A reminder that you can also seek confidential, professional support through Carfi (1300 737 403 or via email or our Employee Assistance Program (EAP). Please also recall you can speak to a PCCC member or union representative).

As noted last week, I will continue to give you updates and information as it comes to hand.

Kind regards, Lisa

1

Lisa Studdert | Head Of Office | Executive | p. Schedule a meeting | Chat on Teams

From:	
Sent:	Tuesday, 14 February 2023 1:55 PM
To:	N 2500 - 78
Cc:	
Subject:	FW: From Head of Office [SEC=OFFICIAL]

OFFICIAL

The email as discussed.

Schedule a meeting | Chat on Teams |

From: Lisa Studdert	
Sent: Monday, 13 February 2023 4:35 PM	
To: All Staff -	All Staff -
Subject: From Head of Office [SEC=OFFICIAL]	

OFFICIAL

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Ms de Silva commenced the review process last week and is now open to contact from staff who may wish to contribute to the review examining allegations of sexism and sexual harassment at the Commission in recent years.

Contact details are below. Ms de Silva has asked that any information staff want to contribute be via the email address by cob next Monday 20 February given the tight time frame for this process.

Natasha de Silva Principal Intersection Pty Ltd E <u>admin@intersection.work</u> W <u>www.intersection.work</u>

A reminder that you can also seek confidential, professional support through Carfi (1300 737 403 or via email or our Employee Assistance Program (EAP). Please also recall you can speak to a PCCC member or union representative

As noted last week, I will continue to give you updates and information as it comes to hand.

Kind regards, Lisa

Lisa Studdert | Head Of Office | Executive | Schedule a meeting | Chat on Teams

From:	
Sent:	Wednesday, 22 February 2023 1:34 PM
To:	
Cc:	Lisa Studdert; Jane Holmes
Subject:	RE: Request for a Meeting [SEC=OFFICIAL:Sensitive]
Attachments:	Messages to managers and employee reps re review.docx

OFFICIAL:Sensitive

Hi

Thanks for the call last week, and the follow up email.

Lisa, Jane and I would be happy to meet with you **tomorrow at 2.30 pm** – as it is very important to us that our workplace delegates have the right support and information, and consistency in approach, should staff contact them about the review. Of course, confidentiality aspects may limit what we can discuss, but Lisa (as Head of Office) and Michael Brennan (as Chair) are being as transparent with staff as they can be, sharing available information where possible.

As a potential starting point for our discussion, I've attached some messages provided to our PCCC staff representatives and managers. There is also an information sheet developed by the reviewer which includes some further details/FAQs – this was sent to all staff and our former employees distribution list earlier this week. I don't believe there are any sensitivities in sharing this externally, and will share separately if I can.

I will send a separate calendar invite for our discussion tomorrow, and hope this time works for you all.

Regards

Schedule a meeting | Chat on Teams | Work days: I work flexibly, and may choose to send emails outside standard business hours. If so, I do not expect you to read or reply outside your standard hours.

From:	
Sent: Tuesday, 21 February 2023 2:24 PM	
To:	
Cc:	
Subject: Request for a Meeting	

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear

Following our conversation last week, I am writing to request a meeting in regard to the recently announced independent review, commissioned by Treasury, following the reporting of allegations regarding sexual harassment and sexism at the Commission.

The purpose of this meeting would be for the delegates and myself to be talked through the process of this review. This would put us in a position where when members approach us in regard to this advice, we can ensure consistency in discussing the process and support both our members and the Commission in this inquiry.

I am happy to work with the PC in regards to scheduling this meeting, but please note Wednesday 22/02 I am in several meetings and on Monday 27/2 I will be unavailable the entire day.

If you any questions or want to discuss this, feel free to contact me on ______ at _____.

Kind regards,

From:	
Sent:	Monday, 13 February 2023 9:40 AM
To:	
Cc:	
Subject:	Re: Today's Financial Review [SEC=OFFICIAL]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi guys,

I was on leave for the last two weeks but I am back now.

Let's catch up first and go from there. Does Tuesday afternoon or Wednesday any time work?

There's a difference in support between an individual going through this and the wider reviews here that we should talk about the options and what the can, can't and should or shouldn't do!

Thanks,

From:

Sent: Thursday, 9 February 2023 1:57 PM

To:

Cc:

Subject: RE: Today's Financial Review [SEC=OFFICIAL]

OFFICIAL

Hi

Just following up on the below, to see if you have had a chance to consider our request.

Schedule a meeting | Chat on Teams | Work days: Monday, Tuesday, Thursday and Friday

From:

Sent: Monday, 6 February 2023 11:56 AM

To:

Cc:

Subject: FW: Today's Financial Review [SEC=OFFICIAL]

OFFICIAL

H

Hope you are well and had a good holiday break.

and I are emailing to draw your attention to the below email and the review into claims of sexual harassment and sexism at the Commission.

We are seeking your advice on how we might best support members at this time irrespective of their situation. Could we please catchup via MS teams, or do you have some information you can send us and/or can you connect us with someone that you think might be best placed to provide us with the advice we need. Looking forward to hearing from you soon. Kind regards

From: Michael Brennan	
Sent: Friday, 3 February 2023 9:22 AM	
To: All Staff -	; All Staff -
Subject: Today's Financial Review [SEC=OFI	FICIAL]

OFFICIAL

Colleagues

As many of you will have seen reported in today's Financial Review, Treasury will be overseeing a review into claims of sexual harassment and sexism at the Commission. The review is being undertaken by an experienced consultant and is commencing as soon as possible. This comes as a result of allegations made to the Treasurer and Minister for Finance.

We learned of the investigation yesterday afternoon. Clearly the Government, Treasury and we at the PC need to take the allegations very seriously. We will of course cooperate fully with the investigation as it proceeds. I know it is tough seeing these issues play out publicly. It is really important that we allow the process to run its course.

Across the Commission, all of us have worked to create and maintain a culture that is inclusive, respectful and professional. That, of course, remains our priority, along with supporting staff wellbeing.

If anyone would like to seek confidential, professional support at this time, you can access Carfi (1**300 737 403** or via email) or our <u>Employee Assistance Program (EAP)</u>.

I thank you all for your patience and cooperation and ongoing hard work.

MB

Michael Brennan | Chair

Productivity Commission

Level 8, Two Melbourne Quarter, 697 Collins Street, Docklands VIC 3008 | Locked Bag 2, Collins Street East, Melbourne VIC 8003 Tel: Mobile

Website: www.pc.gov.au | Email:

The Productivity Commission acknowledges the Traditional Owners of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to their Cultures, Country and Elders past and present.

This e-mail and attachments (if any) is intended for the original addressee only. If you are not the intended recipient, any use or dissemination of this communication is prohibited. Please advise the sender by return e-mail and delete this e-mail.

From: Sent: To: Subject:

Monday, 6 February 2023 11:50 AM

RE: Today's Financial Review [SEC=OFFICIAL]

OFFICIAL

Yeah all good. Thanks!

From: Sent: Monday, 6 February 2023 11:29 AM To:

Subject: FW: Today's Financial Review [SEC=OFFICIAL]

OFFICIAL

Hi	- the draft email below.
Thank	

Hi

Hope you are well and had a good holiday break.

and I are emailing to draw your attention to the below email and the review into claims of sexual harassment and sexism at the Commission.

We are seeking your advice on how we might best support members at this time irrespective of their situation.

Could we please catchup via MS teams, or do you have some information you can send us and/or can you connect us with someone that you think might be best placed to provide us with the advice we need.

Looking forward to hearing from you soon.

Kind regards

From: Michael Brennan 😞	
Sent: Friday, 3 February 2023 9:22 AM	
To: All Staff -	>; All Staff -
Subject: Today's Financial Review [SEC=OFFICIAL]	

OFFICIAL

Colleagues

As many of you will have seen reported in today's Financial Review, Treasury will be overseeing a review into claims of sexual harassment and sexism at the Commission. The review is being undertaken by an experienced consultant and is commencing as soon as possible. This comes as a result of allegations made to the Treasurer and Minister for Finance. We learned of the investigation yesterday afternoon. Clearly the Government, Treasury and we at the PC need to take the allegations very seriously. We will of course cooperate fully with the investigation as it proceeds.

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If anyone would like to seek confidential, professional support at this time, you can access Carfi (1**300 737 403** or via email) or our Employee Assistance Program (EAP).

I thank you all for your patience and cooperation and ongoing hard work.

MB

Michael Brennan | Chair

Productivity Commission

Level 8, Two Melbourne Quarter, 697 Collins Street, Docklands VIC 3008 | Locked Bag 2, Collins Street East, Melbourne VIC 8003 Tel: | Mobile

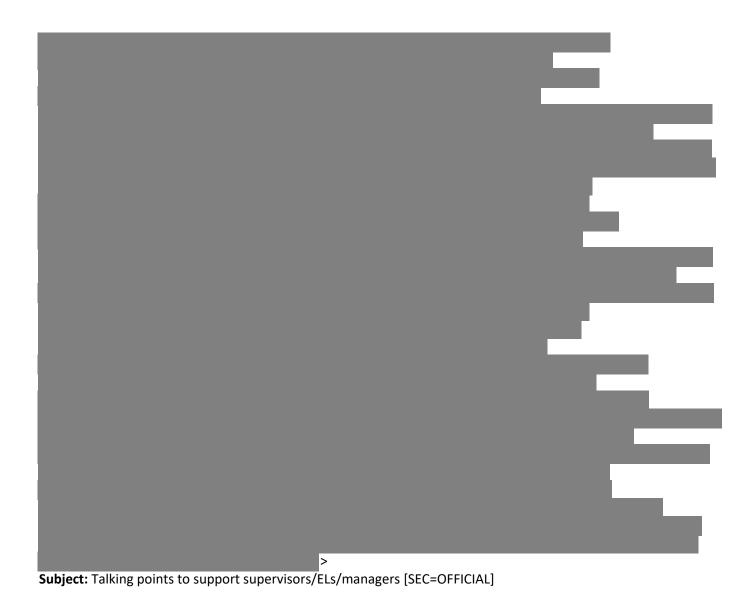
Website: www.pc.gov.au | Email:

To: SES -

From: Sent: To: Subject:	Monday, 20 February 2023 5:21 PM Anna Heaney; RE: Talking points to support supervisors/ELs/managers [SEC=OFFICIAL]	
	OFFICIAL	
Yep, we checked wit		
Schedule a meeting	<u>Chat on Teams</u>	
То:	> ebruary 2023 4:46 PM >; points to support supervisors/ELs/managers [SEC=OFFICIAL]	
	OFFICIAL	
Yes, if it comes up.		
Check with HR that t	here are no updates but I'm pretty sure this is it.	
A		
Schedule a meeting	Chat on Teams	
To: Anna Heaney	ebruary 2023 2:04 PM >; > > > points to support supervisors/ELs/managers [SEC=OFFICIAL]	
	OFFICIAL	
Hi Anna		
Are you comfortable with us using these talking points if asked by interviewees about the review?		
Are there any updates since Tuesday which we should be aware of?		
Cheers		
Schedule a meeting	<u>Chat on Teams</u>	
From: Human Resou Sent: Tuesday, 14 Fe	rces > bruary 2023 11:24 AM	

>;

; SES -



OFFICIAL

Hi everyone

Noting the announcement on Friday 3 February that an independent review will be undertaken into claims of sexual harassment and sexism at the Commission, we recognise that supervisors and managers may be approached by staff if they have questions or concerns.

Below are some talking points which may be useful in navigating the conversation and addressing concerns.

HR acknowledged the independent review in the HR induction with the Graduates and advised them that they are encouraged to speak to their supervisors/managers or HR if they have queries or concerns. HR have also checked in with the Graduates' buddy's to provide them with a buddy guideline, and in recognising that staff wellbeing is a shared responsibility, that they can encourage new starters to speak to their supervisors/managers or HR if they need support.

Talking points

- The Commission has been advised that an independent review will be undertaken, into claims of sexual harassment and sexism at the Commission.
- The review will be undertaken by an experienced consultant and comes as a result of allegations made to the Treasurer and Minister for Finance.
- The Commission will of course cooperate fully with the investigation as it proceeds.

- The Commissions is yet to receive any further information regarding the review, and will communicate with staff when more information is provided.
- The Commission is committed to ensuring a safe and respectful workplace for all, and to addressing issues as they arise.
- External review mechanisms are an important part of the APS' ethical framework.
- All complaints, including anonymous complaints, are taken seriously.
- Please refer to the <u>Workplace Behaviour Policy</u> and <u>complaints procedures</u>, along with our <u>Media Policy</u> for further information.
- Please talk to your manager if you have any further queries.

Please reach out if you have questions.

Kind regards Your HR Team



Contact the HR team:

•

•

• f

for pay and entitlements, leave, superannuation, payslips and Aurion ESS for current and upcoming recruitment activities, or resourcing matters for all other HR matters

From:	
Sent:	Tuesday, 7 February 2023 10:15 AM
To:	
Subject:	RE: Today's Financial Review [SEC=OFFICIAL]

OFFICIAL

Well done, sounds good

From:	
Sent: Tuesday, 7 February 2023 10:12 AM	
To:	
	John Foster
Subject: FW: Today's Financial Review [SEC=OFFICIAL]	

OFFICIAL

Hey all

I've been meaning to address Michael's email of a couple of days ago. If people have the time, I wouldn't mind a quick chat on some issues of work culture either this arvo or tomorrow before lunch. I might book in a meeting for this arvo and then see how we're placed on our various volumes. I'm also happy to make this an ongoing conversation and/or to chat privately about culture and harassment issues if anyone would like to.

Schedule a meeting Chat on Teams	
From: Michael Brennan Sent: Friday, 3 February 2023 9:22 AM To: All Staff - Subject: Today's Financial Review [SEC=OFFICIAL]	; All Staff -

OFFICIAL

Colleagues

As many of you will have seen reported in today's Financial Review, Treasury will be overseeing a review into claims of sexual harassment and sexism at the Commission. The review is being undertaken by an experienced consultant and is commencing as soon as possible. This comes as a result of allegations made to the Treasurer and Minister for Finance.

We learned of the investigation yesterday afternoon. Clearly the Government, Treasury and we at the PC need to take the allegations very seriously. We will of course cooperate fully with the investigation as it proceeds.

I know it is tough seeing these issues play out publicly. It is really important that we allow the process to run its course.

Across the Commission, all of us have worked to create and maintain a culture that is inclusive, respectful and professional. That, of course, remains our priority, along with supporting staff wellbeing.

If anyone would like to seek confidential, professional support at this time, you can access Carfi (1**300 737 403** or via email) or our <u>Employee Assistance Program (EAP)</u>.

I thank you all for your patience and cooperation and ongoing hard work.

MB

Michael Brennan | Chair

Productivity Commission

Level 8, Two Melbourne Quarter, 697 Collins Street, Docklands VIC 3008 | Locked Bag 2, Collins Street East, Melbourne VIC 8003 Tel: | Mobile | Mobi

Website: www.pc.gov.au | Email:

INTERNAL WORKING DOCUMENT

Monday, 6 February 2023 12:21 PM

- You will have seen Michael's email from Friday morning and the HoO's email from yesterday afternoon. I think it is worth having a chat about this with the team. I don't know about everyone else but when I saw that email on Friday I felt quite a range of emotions - shock and disappointment probably being the main ones and these were for a range of reasons too.
- It sounds like from what Lisa said that there will be updates provided by management where possible. I don't know much more than that, other than to say that my understanding is that the process will be conducted fairly quickly - even over the next couple of weeks or so.
- We don't know the full story, and it would be tempting to speculate at this time. We may actually never know what has gone on. It is essentially a private and extremely sensitive matter relating to the individuals concerned.
- As it relates to process at the Commission well, if it results in an improvement in how these types of matters are handled then that is a result to be welcomed.
- If you have questions about it, please ask away now, or feel free to talk with me later about it. And I know that the EAP is also there



From: Jessica Read Sent: Friday, February 3, 2023 9:02 AM To: Subject: RE: Fin Review article [SEC=OFFICIAL]

OFFICIAL

Hi

I agree this is disappointing (and quite upsetting to read) – I have followed up and I think there will be some all-staff communication shortly.

Cheers Jess

Jessica Read | Assistant Commissioner | Commonwealth State Reporting and Review <u>Schedule a meeting | Chat on Teams</u>

From:	
Sent: Friday, 3 February 2023 8:49 AM	
То:	Jessica Read
Subject: Fin Review article [SEC=OFFICIAL]	

OFFICIAL

FYI

Disappointing for staff to learn about this first in the Financial Review this morning (page one no less!).

<u>Productivity Commission sexual harassment claims: Review ordered by Treasury after complaints</u> (afr.com)

Regards

#001-071

[03/02 12:10] Patrick Jomini

ok, thanks $\stackrel{ ext{loc}}{=}$ I'm worried about the AFR article and the team

[03/02 12:11] Patrick Jomini

quick chat?

[03/02 12:11]

Sure

WhatsApp exchange between Alex Robson and Michael Brennan, 3 Feb 2023

〈 2

Michael Brennan last seen today at 9:55 am

I am sho die a tep the AFR report this morning, I think you handled the CM very well. Let me know if you need any support or someone to just bounce ideas off. Hang in there.

ึก

Thanks. We should discuss sometime. We don't know what's alleged, but from the AFR article, I know a bit about them. Needless to say they are not anything like what comes through in the article.

2:01 pm

I'm no legal expert. But the environment around these things has changed. Re the sequence of events of the last 24 hours relating to the provision of confidential information to certain third parties, I would note the provisions in the new NACC legislation regarding the misuse of information, and also the fact that referring such conduct is mandatory for Cth agencies where it concerns ther Might be an idea to get some advice on that. Fri, 3 Feb at 7:58 am

Hi, Surprised and saddened by AFR pp 1,3. Hope you're finding a clear path through Carer Leave.

> I'm saddened but not surprised. I knew there were some talking about going to the media with concerns about managements response. How's life treating you?

From:	Michael Brennan
Sent:	Friday, 28 April 2023 3:22 PM
To:	FOI
Subject:	FW: AFR Media Enquiry [SEC=OFFICIAL]

Importance: High

OFFICIAL

I think we should tell Lisa today – because it wouldn't be great for her to hear about this for the first time in the paper tomorrow morning.

Rosalyn Bell Head Of Office (Actin Schedule a meeting Chat on Teams		
From: MPW (Media, Publications & V Sent: Thursday, 2 February 2023 2:48	Veb – Productivity Commission) < <u>MPW@</u> 3 PM	oc.gov.au>
To: Michael Brennan	>; Rosalyn Bell <	>
Subject: FW: AFR Media Enquiry [SEC	=OFFICIAL]	
Importance: High		

OFFICIAL

See below. I don't what Tsy investigation this is? Let me know how you'd like this to be handled.

Schedule a meeting | Chat on Teams

From: Ronald Mizen <<u>ronald.mizen@afr.com</u>> Sent: Thursday, 2 February 2023 2:31 PM To: MPW (Media, Publications & Web – Productivity Commission) <<u>MPW@pc.gov.au</u>> Subject: AFR Media Enquiry

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon

Does PC chair Michael Brennan have any comment on the Treasury investigation into allegations of sexual harassment and sexism at the PC?

Deadline for a response is 530pm.

Sincerely Ron

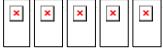
×

Ronald Mizen

Economics Correspondent

M +61 (0) 409 447 025 A Suite 115, Parliament House, Canberra, ACT, 2600

E ronald.mizen@afr.com



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From:	Michael Brennan
Sent:	Friday, 28 April 2023 3:24 PM
То:	FOI
Subject:	FW: AFR Media Enquiry [SEC=OFFICIAL]

From: Michael Brennan Sent: Thursday, February 2, 2023 5:15 PM To:

Subject: RE: AFR Media Enquiry [SEC=OFFICIAL]

OFFICIAL

; Rosalyn Bell

Yes, that should do it.

Michael Brennan | Chair

Productivity Commission

Level 8, Two Melbourne Quarter, 697 Collins Street, Docklands VIC 3008 | Locked Bag 2, Collins Street East, Melbourne VIC 8003 Tel: _______ | Mobile

Website: <u>www.pc.gov.au</u> |Email:

From:			
Sent: Thursday, 2 Feb	oruary 2023 5:13 PM		
To: Michael Brennan		; Rosalyn Bell	>
Subject: RE: AFR Media Enquiry [SEC=OFFICIAL]			
Importance: High			

OFFICIAL

Are you ok with me responding with?

The Commission has been advised of the Treasury investigation and we will fully cooperate with the process.

Schedule a meeting | Chat on Teams

 From: Michael Brennan
 >

 Sent: Thursday, 2 February 2023 5:04 PM
 >

 To: MPW (Media, Publications & Web – Productivity Commission) <<u>MPW@pc.gov.au</u>>; Rosalyn Bell

 >

Subject: RE: AFR Media Enquiry [SEC=OFFICIAL]

OFFICIAL

Hi

Our response is that we will fully cooperate with the process.

Michael Brennan | Chair

Productivity Commission

Level 8, Two Melbourne Quarter, 697 Collins Street, Docklands VIC 3008 | Locked Bag 2, Collins Street East, Melbourne VIC 8003 Tel: | Mobile

Website: www.pc.gov.au | Email:

From: MPW (Media, Publications & Web – Produc	tivity Commission) < <u>MPW@pc.gov.au</u> >	
Sent: Thursday, 2 February 2023 2:48 PM		
To: Michael Brennan	; Rosalyn Bell	>
Subject: FW: AFR Media Enquiry [SEC=OFFICIAL]		
Importance: High		

OFFICIAL

See below. I don't what Tsy investigation this is? Let me know how you'd like this to be handled.

Schedule a meeting | Chat on Teams

From: Ronald Mizen <<u>ronald.mizen@afr.com</u>> Sent: Thursday, 2 February 2023 2:31 PM To: MPW (Media, Publications & Web – Productivity Commission) <<u>MPW@pc.gov.au</u>> Subject: AFR Media Enquiry

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon

Does PC chair Michael Brennan have any comment on the Treasury investigation into allegations of sexual harassment and sexism at the PC?

Deadline for a response is 530pm.

Sincerely Ron

Ronald Mizen Economics Correspondent

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M +61 (0) 409 447 025 A Suite 115, Parliament House, Canberra, ACT, 2600 E ronald.mizen@afr.com



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From:	Michael Brennan
Sent:	Friday, 28 April 2023 3:26 PM
То:	FOI
Subject:	FW: Today's Financial Review [SEC=OFFICIAL]

From: Catherine de Fontenay Sent: Friday, February 3, 2023 10:06 AM To: Michael Brennan Subject: Re: Today's Financial Review [SEC=OFFICIAL]

Your email is very good, Michael. Hang in there.

Get Outlook for iOS

From: Michael Brennan	>	
Sent: Friday, February 3, 2023 9:22:02 AM	-	
To: All Staff -	All Staff -	>
Subject: Today's Financial Review [SEC=OFFICIAL]		_

OFFICIAL

Colleagues

As many of you will have seen reported in today's Financial Review, Treasury will be overseeing a review into claims of sexual harassment and sexism at the Commission. The review is being undertaken by an experienced consultant and is commencing as soon as possible. This comes as a result of allegations made to the Treasurer and Minister for Finance.

We learned of the investigation yesterday afternoon. Clearly the Government, Treasury and we at the PC need to take the allegations very seriously. We will of course cooperate fully with the investigation as it proceeds.

I know it is tough seeing these issues play out publicly. It is really important that we allow the process to run its course.

Across the Commission, all of us have worked to create and maintain a culture that is inclusive, respectful and professional. That, of course, remains our priority, along with supporting staff wellbeing.

If anyone would like to seek confidential, professional support at this time, you can access Carfi (1**300 737 403** or via email) or our Employee Assistance Program (EAP).

I thank you all for your patience and cooperation and ongoing hard work.

MB

Michael Brennan | Chair

Productivity Commission

Level 8, Two Melbourne Quarter, 697 Collins Street, Docklands VIC 3008 | Locked Bag 2, Collins Street East, Melbourne VIC 8003

Tel: | Mobile

Website: www.pc.gov.au | Email:

From:	Michael Brennan
Sent:	Friday, 28 April 2023 3:28 PM
To:	FOI
Subject:	FW: Review [SEC=OFFICIAL]
Categories:	Follow up

From: Natasha de Silva Sent: Tuesday, Februarγ 7, 2023 2:23 PM To: Michael Brennan Subject: Re: Review

You don't often get email from

Learn why this is important

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Many thanks Michel for your response. Yes of course, understood re Estimates and we can work around this.

Will be in touch soon, best wishes

Natasha

From: Michael Brennan	
Date: Monday, 6 February 2023 at 5:47	pm
To: Natasha de Silva	
Subject: Re: Review	

Hi Natasha

Thanks for reaching out. That all sounds fine. My only constraint in the timeframe you mentioned is that I have Senate Estimates in that week - most likely on the evening of Wednesday 15th.

Everything else can be moved and I am sure that is the case for others at the PC too.

Thanks,

Michael

Get Outlook for iOS

From: Natasha de Silva Sent: Monday, February 6, 2023 4:48:31 PM To: Michael Brennan Subject: Review

You don't often get email from

Learn why this is important

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Michael

I hope this finds you well. I wanted to touch base, following the advice you received from the Treasury Secretary last week, that I will be conducting the initial review into the allegations as outlined in the Secretary's letter.

As noted in the terms of reference, I was working to a relatively tight timeframe with preliminary findings due 16 February. Due to the availability of key contributors to the review, this timeframe will need to be extended. I anticipate at this stage that it would be preferable to speak with you, and potentially other PC representatives, mid-next week.

I propose to come back to you this Friday (10 February) with additional details on proposed meetings. If there are any restrictions around your availability from Wednesday 15 – Friday 17 February, please let me know. I will do my best to be as flexible as possible so as not to incur additional delays in the review process.

With kind regards

Natasha

Natasha de Silva Principal Intersection Pty Ltd

W www.intersection.work



Intersection



We acknowledge the traditional owners of country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to elders both past and present.

LGBTQI+ Ally

The Productivity Commission acknowledges the Traditional Owners of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to their Cultures, Country and Elders past and present.

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From:Michael BrennanSent:Friday, 28 April 2023 3:29 PMTo:FOISubject:FW: Arrangements for meetings at PC on Monday (6/3) and Tuesday (7/3) [SEC=OFFICIAL]

From: Sent: Thursday, March 2, 2023 4:49 PM To: Lisa Studdert Cc: Michael Brennan Subject: RE: Arrangements for meetings at PC on Monday (6/3) and Tuesday (7/3) [SEC=OFFICIAL]

OFFICIAL

Hi Lisa

Do you want me to forward Natasha private meetings invites from Michael calendar, I will also book a meeting room and sit at reception on Monday afternoon to great Natasha :

1:30pm-3:00pm Jane and Natasha Subject : Intersection : PC Review Invite content :	
i	
<mark>3:30pm – Michael and Natasha</mark> Subject: Intersection: PC Review Invite content:	
İ	
Contact : Michael Brennan	

Please make your way - Two Melbourne Quarter - Level 8, 697 Collins Street, Docklands VIC 3008.

When you arrive at level 8, as the entrance is secured, our receptionist will welcome you in.

Getting to PC office at Two Melbourne Quarter

From Southern Cross Station – exit the station onto Collins Street (opposite The Age building). Cross at the pedestrian crossing and turn right (towards Docklands). Melbourne Quarter is the first office building once you cross over pedestrian crossing.

When you arrive at Melbourne Quarter, walk through the open entrance past 1 Melbourne Quarter building to 2 Melbourne Quarter. Use the **A-F** lifts (between the two concierge desks). You will be able to select Level 8 on the lift pad.

The path to the building is the green lines.



From: Intersection - General Inquirie Sent: Thursday, 2 March 2023 4:28 F To: Lisa Studdert		
Cc: Michael Brennan	Jane Holmes	;
Ralph	Lattimore	
Subject: Re: Arrangements for meetings at PC on Monday (6/3) and Tuesday (7/3) [SEC=OFFICIAL]		

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Lisa

Many thanks for these arrangements, I appreciate your flexibility. I only have one request re the proposed meetings which is to bring them forward by 30 mins if possible as I need to travel to Canberra in the evening (see below in red).

Will liaise with Ralph separately for Tuesday.

With best wishes

Natasha

From: Lisa Studdert		
Date: Thursday, 2 March 2023 at 1:41	pm	
To: Intersection - General Inquiries <a>a	dmin@intersection.work>	
Cc: Michael Brennan	, Jane Holmes <	>,
	,	

Subject: Arrangements for meetings at PC on Monday (6/3) and Tuesday (7/3) [SEC=OFFICIAL]

OFFICIAL

Hi Natasha,

Good to talk to you this morning. As discussed, I'm coming back to you with a proposal for meetings on Monday afternoon in Melbourne.

Our proposal is:

1:30pm-3:00pm: meeting with ______, Jane and myself – overview of Commission's complaint handling process and workplace behaviour policies and the documentation of complaints and other related issues management in past 2-3 years 3.00pm – break 3:30pm – Michael

If you would like to make adjustments, either in advance or through the course of Monday afternoon, we are all quite flexible and will keep our time available for you, as needed.

copied on this email, is Michael's and can provide details for the office location and access (@697 Collins St).

Regarding a meeting with Ralph in Canberra on Tuesday, I have copied him here and would suggest you and he make contact separately and find the time that works for you both.

On the issue of others you might talk to, Michael is giving that some thought and will share some suggestions when you meet Monday (or by email directly before then).

I hope that is satisfactory but please come back to me with any questions or concerns.

Kind regards, Lisa

Lisa Studdert Head Of Office | Executive

Productivity Commission Ngunnawal Country 4 National Circuit, Barton ACT 2600



The Productivity Commission acknowledges the Traditional Owners of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to their Cultures, Country and Elders past and present.

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From:	Lou Will
Sent:	Thursday, 16 February 2023 3:53 PM
То:	
Subject:	SES mtg notes [SEC=OFFICIAL]

OFFICIAL

Hi

As promised, here are my notes from yesterday's SES mtg in case they're helpful in debriefing the grads.

Cheers

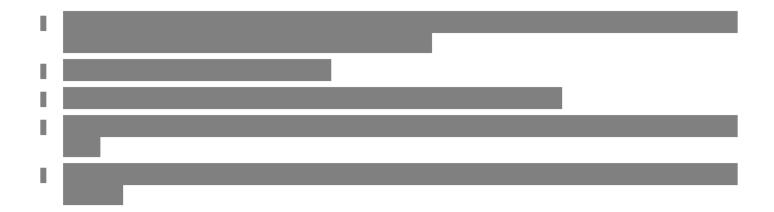
15 Feb

MB

I	
I.	

• Review into sexual harassment and sexism — Lisa msg — staff can go to the investigator. Very opaque process, much unclear about how process will work (including whether subs will be confidential — may mean want to be more circumspect in an email and invite a follow up or ask in an initial email), nature of allegations, haven't engaged much with investigator yet. Slow progress — maybe some engagement next week.





From:	Jane Holmes
Sent:	Monday, 1 May 2023 12:49 PM
To:	FOI
Subject:	Request 001 FW: Today's news [SEC=OFFICIAL:Sensitive]

Categories: Follow up

From: Jane Holmes Sent: Friday, February 3, 2023 4:36 PM To: Neil Byron <<u>dr.neil.byron@gmail.com</u>> Cc: Jenny Zahara <<u>jennyzahara@gmail.com</u>>; Rosalyn Bell Subject: RE: Today's news [SEC=OFFICIAL:Sensitive]

OFFICIAL:Sensitive

Hi Neil, Jenny

Thanks for your email. The Commission heard yesterday afternoon that a review was happening and at this point we are still unaware of the details of the complaints. Once we learn more, we will set up a meeting with the ARC.

Kind regards Jane

Jane Holmes | Assistant Commissioner | Corporate Group | p. Schedule a meeting | Chat on Teams

From: Neil Byron <<u>dr.neil.byron@gmail.com</u>> Sent: Friday, 3 February 2023 11:49 AM To: Jane Holmes Cc: Jenny Zahara <<u>jennyzahara@gmail.com</u>> Subject: Today's news

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Jane,

Jenny has just brought this to my attention.

While I am generally reluctant to intervene in "internal management issues" I do agree with Jenny that this is a risk ARC might need to consider or at least be aware of.

Should we set aside some time for this at our next meeting?

Regards, Neil

Begin forwarded message:

From: Jenny Zahara <<u>jennyzahara@gmail.com</u>> Date: 3 February 2023 at 11:00:21 am AEDT

To: dr.neil.byron@gmail.com,

Subject: Today's news

Hi guys,

I feel as though this is a risk which perhaps should have been brought to our attention.

Thoughts?

Jenny "We are working through a lot of global economics at ANZ, "The positive implementation and eligibility issues, market reaction reflected relief from which are different for all states," a market participants that there wasn't a source said. hawkish pushback on the recent The states and Commonwealth were Continued p29 Continued p4 News Inflation still high p9 News Call to share the GP load p4 ▶ World Fed slows rate rises p12 Chalmers opens tax reform door p5 Why the markets are wrong p12 Canberra Observed Phillip Coorey p39 Chanticleer Why the world misread Xi p40

PC faces harassment probe

Ronald Mizen

Economics correspondent

Exclusive | Treasury has commissioned an independent review into the Productivity Commission after complaints from staff, including a senior executive, who say management failed to deal with sexual harassment and sexism.

The Australian Financial Review has spoken to several current and former staff who claimed the commission had a history of sexual harassment and sexism, and complaints fell on deaf ears.

Most of the group wished to remain anonymous for fear that being identified publicly would hurt their careers, but all said they would go on the record with a reviewer.

One former employee wrote to

Treasurer Jim Chalmers last month offering to provide details of sexual harassment and sexism that had not been properly dealt with.

"Multiple women have left the organisation because it has protected sexual predators and not kept them safe," the letter said, urging an external probe into the complaints similar to that at the High Court.

The commission's director of media publications, Leonora Nicol, aired the internal dissent in 2021, telling a Christmas party: "Imagine a scenario when a known predator was in the workplace and every woman who started there was warned by others because management didn't deal with the situation, despite several on-the-record complaints." **News p3**

VIC AFFIGAT ADDI

From:	Jane Holmes
Sent:	Monday, 20 February 2023 4:59 PM
To:	Lisa Studdert
Subject:	RE: some questions from staff [SEC=OFFICIAL]

OFFICIAL

Hi Lisa

As we discussed, some points to go back to Natasha on:

• There are a number of 'open ended' questions that Jane and I have after reading the information, that our staff are also going to have. For example:

Please clarify what 'confidential **and** deidentified? basis means. Should it be and/or? Is the expectation that the Commission will send this advice to ex-employees? Paragraph commencing 'the reviewer is assessing the veracity of the allegation/s and they are able to make

recommendations about further action or referral to 'other' authorities. What does the term *further action* mean? To which 'other' authorities?

We intend to let staff know that if they have questions after reading your information sheet, to contact you.

- Freedom of Info paragraph first sentence is factual second sentence is making an undertaking on behalf
 of Commonwealth and could be construed as will protect rather than will attempt to protect using relevant
 exemptions.
- Please clarify intent/meaning of paragraph commencing:

'Individuals who participate in the review will be afforded natural justice and procedural fairness...'

The APSC advice provides that:

'The right to procedural fairness arises only in relation to a person whose rights or interests may be adversely affected by an (administrative) decision. Usually this will only be the employee whose conduct is in question, rather than, for example, witnesses or complainants.'

The way the paragraph reads at the moment is that anyone who participates in the review – i.e. anyone who provides information to the review – needs to/will be afforded natural justice / procedural fairness (which are terms that mean the same as each other).

Why would they need to be afforded procedural fairness? - how does this apply to them ?

LifeLine... Contradicting self on wide-ranging examination

Jane Holmes | Assistant Commissioner | Corporate Group | p. Schedule a meeting | Chat on Teams

From: Lisa Studdert Sent: Monday, February 20, 2023 3:46 PM To: Jane Holmes Subject: RE: some questions from staff [SEC=OFFICIAL]

OFFICIAL

Thanks for that Jane. Will await your thoughts. Good to have those leave #s

Lisa Studdert | Head Of Office | Executive | Schedule a meeting | Chat on Teams

From: Jane Holmes
Sent: Monday, February 20, 2023 2:22 PM
To: Lisa Studdert
Subject: RE: some questions from staff [SEC=OFFICIAL]

OFFICIAL

Hi Lisa

I got our pay team onto this first thing, just in case.

Last week there were 7 people on leave, and their leave continues through this week.

This week there are a further 5 people on leave but their leave only commenced today, so if they wanted to reach out, I assume they had ample time to do so last week.

These numbers are fairly consistent with last year (6 last week and 3 this week in 2022).

I have another meeting so I'll send through final comments on Natasha's sheet after that.

J

Jane Holmes | Assistant Commissioner | Corporate Group | Schedule a meeting | Chat on Teams

From: Lisa Studdert Sent: Monday, February 20, 2023 11:30 AM To: Jane Holmes Subject: RE: some questions from staff [SEC=OFFICIAL]

OFFICIAL

Jane, Just spoke to Natasha. She said she's still doing some interviews this week so likely not to speak to management until next week.

On the leave question, her concern is if we have an unusual number of staff on leave at this particular time they will miss the opportunity to respond to her 'call out' for people to contact her (I had thought it was more about her ability to contact the people she needs to interview). I said that I didn't think we had an unusual number of people on leave but that I'd check and confirm. Is it possible for HR to pull some quick stats – how many people on leave last week? This week? And maybe the numbers for same time last year? Or some sort of comparison point. I would have thought any data from weeks in January would not be a good comparison point but open to suggestions.

L

Lisa Studdert | Head Of Office | Executive | Schedule a meeting | Chat on Teams

From: Jane Holmes
Sent: Monday, February 20, 2023 11:18 AM
To: Lisa Studdert
Subject: RE: some questions from staff [SEC=OFFICIAL]

Hi Lisa

Perhaps ask Natasha when she plans to speak with us?

Jane Holmes | Assistant Commissioner | Corporate Group | p. Schedule a meeting | Chat on Teams

From: Lisa Studdert		
Sent: Monday, February 20, 2023	9:24 AM	
To: Intersection - General Inquirie	<admin@intersection.work></admin@intersection.work>	
Cc: Jane Holmes	Grimes, Kathryn	Barrett,
Angela		
Subject: RE: some questions from	staff [SEC=OFFICIAL]	

OFFICIAL

Hi Natasha,

Look forward to seeing the information sheet for PC staff.

I think it would be good if we could talk about your query on staff leave and how we can assist. If you have some time this morning please let me know.

Kind regards, Lisa

Lisa Studdert | Head Of Office | Executive | Schedule a meeting | Chat on Teams

From: Intersection - General Inquiries admin	n@intersection.work>			
Sent: Sunday, February 19, 2023 1:32 PM				
To: Lisa Studdert				
Cc: Jane Holmes	Grimes, Kathryn	Barrett,		
Angela				
Subject: Re: some questions from staff [SEC=OFFICIAL]				

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Lisa

Thank you for sharing the below questions. In response, I'm currently finalising an information sheet for PC staff that will address a number of these. I hope to have this with you by tomorrow at the latest.

I note some questions are for the PC internally – around scanning people's emails etc. – so when sending the information sheet it may be beneficial to provide reassurance from the PC on these issues.

I've also been advised that a number of staff are currently on leave following the conclusion of a recent large inquiry which may impact people's ability to make contact within the suggested timeframe of tomorrow COB. Are you able to advise approximately how many people are currently on leave/average time of leave so that we can consider the extension of timeframes in this context?

With best wishes

Natasha

From: Lisa Studdert
Date: Wednesday, 15 February 2023 at 7:55 pm
To: Intersection - General Inquiries <<u>admin@intersection.work</u>>
Cc: Jane Holmes
Subject: some questions from staff [SEC=OFFICIAL]

OFFICIAL

Hi Natasha,

Following the dispatch of my email to PC staff about your review on Monday afternoon, we have been approached with a number of questions about the process. I have set these questions – provided to me by a number of staff, in no particular order and without any editing – below.

Would be grateful for your advice on how you want to handle these, and of course if you think there is any way we can support you in this or any other part of your work happy to discuss.

I have copied Jane Holmes, head of Corporate Support for the PC on this email also.

Kind regards Lisa

- What is the legal status of the answers?
- To what extent is their privacy guaranteed?
- Are they FOlable?
- Could a person self-incriminate ('I saw x and did nothing')?
- · Could they be subject to legal action if an email was leaked and it named some other party?
- What if a person got hold of another's email and passed it on to others?
- Would HR look at the emails (they are entitled to do so)?
- What protections will I be offered?
- Will the reviewer be contacting former staff?

The Productivity Commission acknowledges the Traditional Owners of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to their Cultures, Country and Elders past and present.

This e-mail and attachments (if any) is intended for the original addressee only. If you are not the intended recipient, any use or dissemination of this communication is prohibited. Please advise the sender by return e-mail and delete this e-mail.

From:	
Sent:	Thursday, 4 May 2023 9:24 AM
To:	FOI
Subject:	FW: Request 001 FW: Today's Financial Review [SEC=OFFICIAL]

From: Sent: Friday, February 3, 2023 3:50 PM To: HR Team Cc: Jane Holmes Subject: FW: Today's Financial Review [SEC=OFFICIAL]

OFFICIAL

Hi team

A note to say that I hope you are all OK on seeing the news of this review. I understand that such processes can bring mixed emotions, so please reach out to Carfi if needed.

Thanks for all of your contributions to support the organisation and each other, and encourage a positive and respectful culture.

Regards

From: Michael Brenna	n		
Sent: Friday 3 Februar			

 Sent: Friday, 3 February 2023 9:22 AM

 To: All Staff

 Subject: Today's Financial Review [SEC=OFFICIAL]

OFFICIAL

Colleagues

As many of you will have seen reported in today's Financial Review, Treasury will be overseeing a review into claims of sexual harassment and sexism at the Commission. The review is being undertaken by an experienced consultant and is commencing as soon as possible. This comes as a result of allegations made to the Treasurer and Minister for Finance.

We learned of the investigation yesterday afternoon. Clearly the Government, Treasury and we at the PC need to take the allegations very seriously. We will of course cooperate fully with the investigation as it proceeds.

I know it is tough seeing these issues play out publicly. It is really important that we allow the process to run its course.

Across the Commission, all of us have worked to create and maintain a culture that is inclusive, respectful and professional. That, of course, remains our priority, along with supporting staff wellbeing.

If anyone would like to seek confidential, professional support at this time, you can access Carfi (1**300 737 403** or via email or our Employee Assistance Program (EAP).

I thank you all for your patience and cooperation and ongoing hard work.

MB

Michael Brennan | Chair

Productivity Commission

Level 8, Two Melbourne Quarter, 697 Collins Street, Docklands VIC 3008 | Locked Bag 2, Collins Street East, Melbourne VIC 8003

Tel: Mobile

Website: www.pc.gov.au | Email:

From:	
Sent:	Thursday, 4 May 2023 9:26 AM
То:	FOI
Subject:	FW: Request 001 FW: Guidance on Independent review of workplace culture at the Productivity
	Commission (the Review) [SEC=OFFICIAL]

From: Sent: Wednesday, March 15, 2023 3:09 PM To: Human Resources ; Cc:

Subject: RE: Guidance on Independent review of workplace culture at the Productivity Commission (the Review) [SEC=OFFICIAL]

OFFICIAL

OFFICIAL			
,			
anks so much – will do.			
any thanks,			
hedule a meeting Chat on Teams			
om: Human Resources			
nt: Wednesday, March 15, 2023 9:54 AM			
; >; Human Resources			
bject: RE: Guidance on Independent review of workplace culture at the Productivity Commission (the Review) EC=OFFICIAL1			

OFFICIAL

-		
Cood	Morning	
GOOG	Morning	

Thank you for checking with us – and here's a few key points to have up your sleeve if needed.

- An independent review is currently being undertaken, relating to an allegation of sexual harassment and sexism.
- The Commission is fully co-operating with the review, and a report is expected to be provided to Treasury in the coming weeks.
- Such matters are treated in the strictest confidence, so we are limited in what we can say thanks for understanding this.

Could you please let me know if you receive any queries/concerns with this approach.

Hope the workshop goes well.

Thankyou

Schedule a meeting | Chat on Teams

From:

Sent: Tuesday, 14 March 2023 5:27 PM

To:

>; Human Resources

Cc:

Subject: Guidance on Independent review of workplace culture at the Productivity Commission (the Review) [SEC=OFFICIAL]

OFFICIAL

Hi (and team),

Hope you had a great weekend.

will be presenting at an external workshop on writing tomorrow for university students run by the Economics Student Society of Australia (ESSA).

We were wondering what the latest guidance was on speaking publicly about the Independent review of workplace culture at the Productivity Commission (the Review) should it come up in questions.

Many thanks,

Productivity Commission Wurundjeri, Woi-wurrung Country Level 8, 2MQ, 697 Collins Street, Docklands VIC 3008



From:Friday, 3 February 2023 10:47 AMSent:Friday, 3 February 2023 10:47 AMTo:; Aaron MarquesCc:Jane HolmesSubject:RE: Carfi support for PC staff - culture-related matters [SEC=OFFICIAL]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning

Thank you for letting us know. We will be prepared for any extra calls that come through today, and will keep an eye on the Reach Out inbox.

Kind Regards,



Melbourne | Sydney | Canberra | Brisbane

T 1300 737 403 F 1300 456 459 W www.carfi.net.au

I would like to acknowledge the Traditional Owners of the lands that I travel, and pay my respects to their Elders, past and present.

From:	>
Sent: Friday, 3 February 2023 10:35 AM	
To:	Aaron Marques <aaron.m@carfi.net.au></aaron.m@carfi.net.au>
Cc: Jane Holmes	
Subject: Carfi support for PC staff - culture-	related matters [SEC=OFFICIAL]

OFFICIAL

Hi Aaron and Carfi team

As flagged in my earlier voice message to Aaron, there has been some <u>media coverage</u> on the Commission's culture, with an independent review underway. We have reminded staff of Carfi support for this particular matter, if required, as I know that the team may have provided previous support to staff on related matters.

If you have any queries, please let me know.

Regards

 Productivity Commission

 Wurundjeri, Woi-wurrung Country

 Level 8, 2MQ, 697 Collins Street, Docklands VIC 3008

 p.



Work days: I work flexibly, and may choose to send emails outside standard business hours. If so, I do not expect you to read or reply outside your standard hours.

The Productivity Commission acknowledges the Traditional Owners of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to their Cultures, Country and Elders past and present.

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From:	Jane Holmes	
Sent:	Tuesday, 14 February 2023 10:38 AM	
То:	;	
Subject:	Senate Estimates [SEC=OFFICIAL:Sensitive]	
Attachments:	Discrimination and Harassment over time.pdf	

OFFICIAL:Sensitive



Could you please send me some information for a back-pocket brief that Michael can speak to at Senate Estimates, if asked, on all of the processes/documents/evidence we have relating to workplace behaviour?

For example:

- Any suggestion of harassment and/or bullying is investigated.
- We have not had any complaints of sexual harassment or sexism.
- Census results show we have low comparative rates of bullying and harassment (refer attached slide).
- We have X% female SES.
- We reviewed our workplace behaviour policy in 2021.
- Staff have attended x training.
- We have an anonymous complaint form.
- Our exit surveys do not indicate that we have any issues with sexual harassment or sexism.

Please send me this asap today.

Regards Jane

Jane Holmes Assistant Commissioner | Corporate Group

Productivity Commission

Wurundjeri, Woi-wurrung Country Level 8, 2MQ, 697 Collins Street, Docklands VIC 3008



Marianna Olding

Marianna Olding		
From: Sent: To: Subject:	Wednesday, 15 February 2023 12:19 PM mentioned you in "Workplace behaviour _ Harrassment - back pocket brief".	
W	Workplace behaviour _ Harrassment - back pocket brief.docx	
	@	
	mentioned you	
	can you please see what we can quickly include here re other classifications? Maybe attach last year's annual report data that shows gender across classifications?	
	 We have not had any complaints of sexual harassment or sexism. Census results show we have low comparative rates of bullying and harassment (refer attached slide). As at 14 February, we have 74% female SES (including A/g SES). 14 Female, 5 male We offer regular training on reviewed our workplace behaviour policy in 2021. In particular, training sessions on the new complaints handling process were delivered to managers and contact officer Go to comment 	
	Privacy Statement	
	Envice Statement	

From:	
Sent:	Tuesday, 21 February 2023 10:07 AM
To:	Jane Holmes
Subject: Attachments:	Productivity Commission – update on review for former employees [SEC=OFFICIAL:Sensitive] Information Sheet for PC employees 230220.pdf

OFFICIAL:Sensitive

Drafted as below – thought we should perhaps include an "opt-out" option. Have also added a new tab with copy-and-paste friendly BCC distro list to:

Good morning all

Further to the initial advice below, I am writing to update on the independent review examining allegations of sexism and sexual harassment at the Commission in recent years.

Opportunity to participate:

The reviewer, **and the set of the**

has provided the **attached** information sheet with further details on the process, including contact details. If you wish to wish to participate in this review, please reach out to by close of business, next **Monday 27 February 2023.**

Further updates and wellbeing support:

Our new Head of Office, Lisa Studdert, is providing current staff with updates and information as it comes to hand. Where appropriate and relevant, or I may also forward such updates to former staff. In doing so, we are mindful of individual's preferences when it comes to communication on such matters. If you no longer wish to receive such updates, please email and we can remove you from our mailing list.

We understand that processes such as this review can be challenging for some, and remind you of the wellbeing support available (as per details below).

Regards Jane

Jane Holmes | Assistant Commissioner | Corporate Group | p. Schedule a meeting | Chat on Teams

From:

Sent: Friday, 10 February 2023 1:38 PM

Cc: Jane Holmes

Subject: Productivity Commission – offer of wellbeing support for former employees [SEC=OFFICIAL:Sensitive]

OFFICIAL:Sensitive

Good afternoon

You are receiving this email as a former employee of the Productivity Commission.

Last week, the Treasurer advised the Commission's Chair of an independent review, being conducted by an experienced external consultant, in response to some allegations of sexual harassment and sexism. You may already be aware of this review, through some subsequent media interest. The Government, Treasurer and the Commission recognise the importance of a robust and independent review of such matters – and the Commission will continue to fully cooperate with the review as it proceeds.

At the Commission, we have worked to create and maintain a culture that is inclusive, respectful and professional. Wellbeing is a priority – and we understand that processes such as this review may bring mixed emotions for individuals. As such, we extend an offer of professional support to former employees at this time.

Should news of this review impact any former Commission employees, individuals can access up to four free and confidential wellbeing support sessions, by contacting Carfi on 1300 737 403 or via email to

For any other related assistance or support, please reach out to Jane Holmes or or or I – noting that we respect the confidentiality requirements of the review and will be unable to discuss any specific matters with individuals.

Regards

Productivity Commission Wurundjeri, Woi-wurrung Country

Level 8, 2MQ, 697 Collins Street, Docklands VIC 3008



From:		
Sent:	Friday, 24 February 2023 8:58 AM	
To:		
Subject:	FW: Productivity Commission update [SEC=OFFICIAL]	
Attachments:	From Head of Office [SEC=OFFICIAL]; Our new Employee Assistance Program (EAP) provider	
	[SEC=OFFICIAL]; Employee Assistance Program (EAP) sharepoint page info.pdf	

OFFICIAL

Hi		thanks for providing you	personal email	- and we'll add you t	o the list for future updates.
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t

Schedule a meeting | Chat on Teams | Work days: I work flexibly, and may choose to send emails outside standard business hours. If so, I do not expect you to read or reply outside your standard hours.

From: Sent: Wednesday, 22 February 2023 10:26 AM Cc: Human Resources ; Jane Holmes <</td> Subject: Productivity Commission update [SEC=OFFICIAL]

OFFICIAL

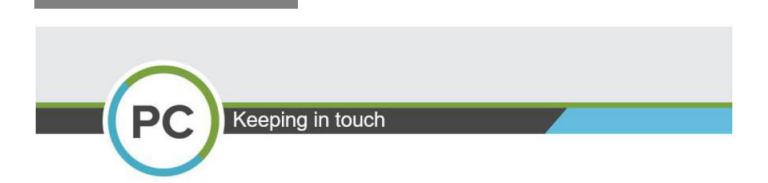
Good morning

Hope you are keeping well!

You are receiving this email as an employee of the Productivity Commission who is currently recorded in Aurion as being on long-term leave. Although some staff retain access to their PC emails on leave, we don't expect everyone will check emails, so have set up a distribution list to send important updates to personal email addresses shared for this purpose.

This is to provide an update on a couple of matters.

wish to participate in this review, and has asked that interested staff contact her by close of business Monday 27 February. Please see attached email from our new Head of Office, Dr Lisa Studdert, which provides further details. At the Commission, we have worked to create and maintain a culture that is inclusive, respectful and professional. Wellbeing is a priority – and we understand that processes such as this review may bring mixed emotions for individuals. As such, we extend an offer of professional support to all employees at this time. Should		
Productivity Commission Productivity Commission Productivity Commission Wurundjeri, Woi-wurrung Country Level 8, 2M0, 697 Collins Street, Docklands VIC 3008 P-	Independent review	by an experienced external consultant, in response to some allegations of sexual harassment and sexism at the Commission. You may already be aware of this review, through some subsequent media interest. The Government, Treasurer and the Commission recognise the importance of a robust and independent review of such matters – and the Commission will continue to fully cooperate with the review
Productivity Commission Vurundjeri, Woi-wurung Country Level 8, 2MO, 697 Collins Street, Docklands VIC 3008 P		close of business Monday 27 February. Please see attached email from our new
Productivity Commission Wurundjeri, Woi-wurrung Country Level 8, 2MQ, 697 Collins Street, Docklands VIC 3008 P		inclusive, respectful and professional. Wellbeing is a priority - and we understand
Wurundjeri, Woi-wurrung Country Level 8, 2MQ, 697 Collins Street, Docklands VIC 3008 pI		(or) or I – noting that we respect the confidentiality requirements of the review and will be unable to discuss any specific
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	pc.gov.au 💟 🗗 ៣	



From:	
Sent:	Wednesday, 8 March 2023 5:44 PM
То:	
Subject:	Re: AFR

From: Sent: Sunday, 5 February 2023, 5:07 pm To: Subject: AFR

[You don't often get email from Learn why this is important at <u>https://aka.ms/LearnAboutSenderIdentification</u>]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi

Hope all is well with you and the

I still have PC in my google alerts, just out of continuing interest in the work that the Commission does. But one popped up on Friday in the AFR about a review. Hope it will not cause too much angst - I'm sure you would have provided good quality HR advice as usual.

I'm in the city every now and then to meet with colleagues at who d work for us. Good to catch up for a coffee some time.

who do some

Cheers,

From:	
Sent:	Thursday, 9 March 2023 5:54 PM
To:	
Subject:	FW: Productivity Commission - information to assist your review [SEC=OFFICIAL:Sensitive]
Attachments:	Overview of documents provided.pdf

OFFICIAL:Sensitive

FY1... From Sent: Thursday, 9 March 2023 5:41 PM To: 'admin@intersection.work> Cc: Lisa Studdert >; Jane Holmes < >; Michael Brennan >

Subject: Productivity Commission - information to assist your review [SEC=OFFICIAL:Sensitive]

OFFICIAL:Sensitive

Hi Natasha

Following your meeting with Lisa, Jane and I on Monday afternoon, we're pleased to be able to provide you with background information as requested (including policies, training and comms) to assist your review.

Background information:

We've created a secure folder which we will give you access to – this contains a range of resources that we hope will assist your review, grouped by category in separate folders. A summary document is also included, with details of all documents provided and some comments reflecting background information or context where we felt it may be helpful.

You will shortly receive a separate email, to enable your access to this folder.

If you have any difficulties accessing this information, or any questions on the documents provided, please let me know.

Details on specific matters:

In terms of the specific matters that you asked us about, we suggest that you also speak with , who conducted a preliminary inquiry (under the APS Code of Conduct framework) on one matter and was also involved in the handling of several matters arising in . would be happy to speak with you, and can be contacted on or via email at

If you would like to request access to any other records related to the handling of particular matters after your discussion with **sector**, please advise me via return email, and I will gather any relevant information that we are able to provide.

Thanks for the opportunity for our initial discussion the other day, and please don't hesitate to reach out if we can further assist.

Productivity Commission

Wurundjeri, Woi-wurrung Country Level 8, 2MQ, 697 Collins Street, Docklands VIC 3008



From:	
Sent:	Thursday, 9 March 2023 5:44 PM
To:	Michael Brennan
Cc:	Jane Holmes
Subject:	FW: Productivity Commission - information to assist your review [SEC=OFFICIAL:Sensitive]
Attachments:	Overview of documents provided.pdf

OFFICIAL:Sensitive

Hi Michael

The attached document shows the info we'll be providing Natasha, and Jane or I would be happy to further discuss if you have any queries.

From:	
Sent: Thursday, 9 March 2023 5:41 PM	
To: 'admin@intersection.work' <admin@intersection.work></admin@intersection.work>	
	el Brennan
	bronnan
Subject: Productivity Commission - information to assist your review [SEC=OFFICIAL:Sensitive]	

OFFICIAL:Sensitive

Hi Natasha

Following your meeting with Lisa, Jane and I on Monday afternoon, we're pleased to be able to provide you with background information as requested (including policies, training and comms) to assist your review.

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Regards

Productivity Commission Wurundjeri, Woi-wurrung Country Level 8, 2MQ, 697 Collins Street, Docklands VIC 3008 p.



	#001-098	
PC Outcomes Productivity Commission		
	on Consultative Committee (PCCC) sday 28 February 2023	
Attendees:		
Management representatives: Jane Holmes (Chair) Lisa Studdert 		
;		
Apologies: Rosalyn Bell		
The Chair advised that an out of session meeting was held with the organiser and delegates on 23 February 2023 to discuss the independent review process into allegations of sexual harassment and sexism at the Commission. This discussion was to ensure that epresentatives have the right support and information, and consistency in approach, should members contact them about the review, and was a constructive discussion.		





001-105





Workplace behaviour - update on independent review (Jane):

We acknowledge the announcement of an independent review, commissioned by Treasury, following a report of allegations regarding sexual harassment and sexism at the Commission. The review is being conducted by Ms Natasha de Silva of Intersection consulting.

Confidentiality aspects of an independent and external review may limit what can be discussed at today's meeting.

At this stage, we do not have any detail on the allegations subject of the review, and all staff were advised of the opportunity to participate in the review. We have also contacted former staff and those on leave to share this information.

The Chair and Head of Office have shared all available information on the independent review in all-staff emails, This includes advice based on some specific questions about the review, which Lisa put to Ms de Silva in response to staff queries on the process, and staff concerns on privacy aspects.

Managers, PCCC representatives and union delegates have been provided with information about the review, should they be approached by staff with questions.

- The PCCC was included as a contact for staff, given its role as a consultative body. As per the
 <u>PCCC terms of reference</u>, one of the key functions of the PCCC is to provide a conduit for
 employees to raise their concerns on various issues pertaining to the workplace.
- And last week, Lisa, and I met with our organiser and delegates to discuss how the CPSU can support its members and delegates at this time.
- At this stage, Ms de Silva has requested direct contact from staff so PCCC and union representatives are not expected (or encouraged) to collate information related to individuals for the purposes of the review.
- If staff would like to know more about the review, or contribute any information for the review, they should be directed to Ms de Silva using the contact details provided by Lisa in her email.
- Should staff reps identify concerns for an individual's wellbeing during any discussions on the review, you can encourage them to speak to their supervisors/managers or HR if they need support.
- A reminder that for those who seek confidential, professional support through Carfi or Employee Assistance Program (EAP) is also on offer.

We take all matters of workplace behaviour seriously, and are committed to addressing issues as they arise. There are a range of informal and formal actions available under our policy and practice, and the wellbeing of staff is front of mind when addressing any concerns.

We will continue to keep all staff informed where we can, and will fully participate in the review.



- The Commission was advised that an independent review will be undertaken, into claims of sexual harassment and sexism at the Commission.
- The review will be undertaken by an experienced consultant and comes as a result of allegations made to the Treasurer and Minister for Finance.
- The Commission will of course cooperate fully with the investigation as it proceeds.
- The Commission is committed to ensuring a safe and respectful workplace for all, and to addressing issues as they arise.
- External review mechanisms are an important part of the APS' ethical framework.
- All complaints, including anonymous complaints, are taken seriously.
- Please refer to the Workplace Behaviour Policy and complaints procedures for further information.
- Talk to manager if any queries.

Media and Social Media:

Only the Chair, Head of Office and Commissioners are authorised to speak on the record to media. All media queries should be directed to the Media, Publications and Web (MPW) team to coordinate. For more information, please refer to the <u>Media Handling Policy</u>.

As members of the Australian Public Service (APS), we have certain responsibilities. These are included in:

agency policiDraft email (to SES & Supervisors)

Hi everyone

Noting the announcement on Friday that an independent review is being undertaken into claims of sexual harassment and sexism at the Commission, we recognise that supervisors and managers may be approached by staff if they have questions or concerns.

Attached are some talking points which may be useful in navigating the conversation and addressing concerns.

Yesterday, HR acknowledged the independent review in the HR induction with the Graduates and emphasised that the allegations are being taken seriously, and that they are encouraged to speak to their supervisors/managers or HR if they have queries or concerns. HR have also checked in with the Graduates' buddy's to provide them with a buddy guideline, and in recognising that staff wellbeing is a shared responsibility, that they can encourage new starters to speak to their supervisors/managers or HR if they need support.

Please reach out if you have questions.

Kind regards Your HR Team



Workplace behaviour at the Commission

Key policies and procedures

- Our **Workplace Behaviour Policy**, as well as the APS Values and Code of Conduct framework provide the reference point for acceptable workplace behaviour.
 - Our workplace behaviour policy places a positive obligation on all staff to support and maintain a respectful, harassment-free workplace, including by reporting and responding to any instances of unacceptable behaviour observed.
 - It sets out the 'continuum' of workplace behaviour which ranges from consistently respectful conduct to disrespectful behaviour to harassment or bullying ...
 - ...and also includes clear examples of behaviours, and legal definitions of key concepts [such as harassment, bullying, discrimination and victimisation].
 - As noted in the Foreword: This policy places a positive expectation on each of us in terms of how we act towards each other – that we will always behave respectfully and courteously in every interaction – no matter the situation, and certainly no matter the role, level or personal characteristics of the people we are working with.
- A full **review** of our Workplace Behaviour Policy and complaints handling process was conducted in late 2020 early 2021.
 - This review included extensive staff consultation and engagement, with a number of 'drop in' sessions held to raise awareness and seek feedback on a range of policy elements and procedural steps.
 - In undertaking this review, we also considered the findings of Respect@Work¹, and adopted the recommendation to provide an anonymous reporting channel as an important tool to encourage employees to raise concerns and facilitate early identification of sexual harassment and intervention by employers.
 - As of 15 February 2023, no anonymous complaints have been lodged via our Anonymous Complaint form.
 - And there are **no formal complaints of sexual harassment or sexism in recorded on our Central Workplace Behaviour Register**.
- We offer **regular training** on the expected standards of workplace behaviour including:
 - **Biannual formal training** to support a professional and positive workplace culture [most recently run by Respect at Work in 2022, and WorkLogic in 2020]
 - All staff and Commissioners are required to attend a session, and managers are strongly encouraged to attend a separate manager 'add on' session.
 - [In 2022, 132 staff attended the general session and 46 staff attended the manager add on].

¹ The Australian Human Rights Commission's (AHRC) report of the National Inquiry into Sexual Harassment in Australian Workplaces 2020

- Key aspects of this training includes the Commission's expected behaviours, the APS Values, Employment Principles and Code of Conduct, and core workplace legal requirements such as bullying, harassment (including sexual harassment, equal opportunity and anti-discrimination requirements)
- **Induction and onboarding requirements** which include completing APS behaviour/integrity modules, and attending training sessions delivered by HR that covers the APS framework and the Commission's workplace behaviour policy.
- Specific training for managers and Contact Officers in complaints handling [last delivered in late 2021].
- And as an APS agency, we have a range of other policies and strategies to promote ethical behaviour, manage concerns and support staff wellbeing [such as the APS Code of Conduct and PID policies, WHS policies/wellbeing support].

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Complaints handling

- Any complaint raised of harassment and/or bullying is investigated.
 - We are committed to considering and addressing complaints promptly and using the most reasonable and practical avenues to support all parties.
 - There are a range of ways staff can share any concerns, including via their manager, another manager or senior manager, our anonymous online complaint form, HR or their contact officer.
 - Our policy and practice provides for a range of ways to resolve issues including options for local/early intervention, initial review, or a formal process for resolution.
- Supporting the wellbeing of all parties to a complaint is a primary focus in addressing any concerns raised.
 - This reflects the complexities and sensitivities of such matters, including confidentiality/ privacy and procedural fairness considerations for all parties including the potential impact on others in the workplace.
 - The use and disclosure of complaint information is strictly limited, within the requirements of any resolution processes and all parties are advised of these confidentiality requirements.
 - Within the confidentiality parameters, individuals are provided with some information to reassure them that we have taken appropriate action to address issues impacting them.
 - Our policy and practice emphasises the importance of confidentiality and privacy in such matters. This is not to say that matters can't be discussed, but the use and disclosure of complaint information is limited, within the requirements of any resolution processes. This requirement to maintain confidentiality extends to all parties (including complainants, respondents and others) before, during and after the complaint resolution process.
 - Where appropriate, individuals are provided with assurances that measures have been taken to address issues impacting them.
 - Where an individual has not made a direct complaint about their own workplace treatment, and it is not appropriate to continue to engage on discussions re matters related to other staff.
 - Individuals are also made aware of avenues for review if they are dissatisfied with the Commission's handling of matters relating directly to them.

- Over recent years, the Commission has addressed staff concerns about workplace behaviour as they arise.
 - Any action is taken in a proportionate and appropriate way, supporting staff wellbeing and following principles of procedural fairness/natural justice.
 - Without breaching confidentiality aspects, actions taken to address concerns have included counselling, mediation, broader team reviews, and preliminary inquiries under the APS Code of Conduct framework.
 - NOTE: there have been no formal findings (such as a breach of the APS Code of Conduct) related to sexual harassment / workplace behaviour
 - The Commission has confidence that all matters formally raised have been satisfactorily dealt with.

Our ways of working

- Over recent years, the Commission has implemented a range of activities to support staff and further embed a positive workplace culture – including to clearly articulate the expectations of workplace behaviour and foster an environment where people feel safe and supported should they need to raise concerns.
- Our **performance capability framework** emphasises the expected behaviours of all staff [which are assessed through six-monthly formal feedback sessions].
 - These are: Takes Responsibility, Acts with Integrity, Respectful, Collaborative, Open Minded.
- Our position descriptions include positive obligations/role modelling behaviours as a requirement of all staff.
 - This includes detailing the Commission's and APS values and our commitment to creating a culturally safe workplace where individuals feel respected and valued.
 - SES position descriptions specify additional elements as responsibilities/duties:
 - Fosters a positive workplace culture through promoting safe and inclusive work practices, and supporting effective performance.
 - Promotes the APS Values, APS Employment Principles and APS Code of Conduct, ensuring the principles of access, equity and diversity, staff consultation, work health and safety, are applied within the workplace.
- Our **diversity and inclusion practices** include having a Workplace Diversity and Inclusion (D&I) Strategy, SES D&I Champions, ongoing L&D initiatives, staff networks, and continued engagement with staff on initiatives that aim to foster a positive and inclusive workplace culture.
 - We have a high representation of females in senior roles at the Commission.
 - In particular, at the SES level. As at 14 February 2023, 74% of our SES (including acting) are female with 14 females and 5 males occupying SES roles.
 - As at 31 January 2023, 58% of all staff are female and 42% are male.
 - At the EL 2 level, 49% are female and 51% are male.
 - At the EL 1 level, 65% are female and 35% are male.
 - At the APS 6 level, 50% are female and 50% are male.

- We **regularly seek and act on feedback from staff**, including through active monitoring of exit survey responses, and seeking views and ideas on themes and issues arising from annual APS Census responses.
 - Staff feedback received through these means does not indicate a systemic cultural issue of bullying, sexual harassment or discrimination.
 - And our Census results over time show that we consistently have low comparative rates of bullying and harassment as compared to the APS-wide results – although we continue to work towards reducing this rate.
 - [From 2022 Census results email to staff: The figures on bullying and harassment, although low and not rising, are still above zero and therefore too high].

Excerpt from Senate Estimates discussion – re specific complaints:

Mr Brennan: I'm not sure what it is that has prompted this investigation. All I can comment on is what we know in terms of complaints that have come to us over the years. I'm aware, over the four years that I've been the chair of the Productivity Commission, of a very small number of complaints that have been made, not necessarily relating to sexual harassment per se. We're talking two to three in number.

Senator BARBARA POCOCK: What actions were taken within the commission under your leadership to address these recent complaints?

Mr Brennan: It's a bit difficult for me to canvass that here, given that there is this investigation and this process underway. I think, at least for now, that is the appropriate channel through which we need to focus these things. Suffice to say that, whenever we have received a complaint or any sort of allegation, we have investigated it and appropriate actions have been taken, but that can take a range of forms.

Senator BARBARA POCOCK: Was any action taken following the speech by the commission's communications director in 2021 calling out the cover-up culture that protected perpetrators within the organisation.

Mr Brennan: Again, I'd like to respect the process that's underway. No doubt these are issues that are going to be canvassed in the course of that investigation, and I think it's appropriate that we focus our responses through that.

Senator BARBARA POCOCK: This question is not about any complaint or any employee; it's about whether you took action after a public communication by your communications director in 2021. Did you do anything after that public speech?

Mr Brennan: We've done a range of things on an ongoing basis in relation to promoting a positive culture within the commission, dealing with complaints and concerns as they've arisen. I'll say yes, but I am uncomfortable about going into the detail of specific action that we've taken in this forum, when we've also got an investigation underway.

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- Happy to provide an update on the Commissions **work program**, with a number of inquiries now complete and several new terms of reference landing on our desk.
 - We have three new public inquiries philanthropy, early childhood education and care, and the future drought fund.
 - \circ $\;$ Work continues on Carer's Leave and the Closing the Gap review.
 - In December and January, we completed our reports to Government on Australia's Maritime Logistics System, Aboriginal and Torres Strait Islander Visual Arts and Crafts, and the National Schools Reform Agreement.
 - Last week we handed our 100th report to Government. This latest report, the 5-year Productivity Inquiry, reviewed Australia's productivity performance and recommends an actionable roadmap to assist governments to make productivity-enhancing reforms.
 - Commission staff celebrated this significant milestone across both our Canberra and Melbourne offices with a joint morning tea and cake for all!

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• As you all know, Treasury has commissioned an **independent review** into the Commission regarding allegations of sexual harassment and sexism at the Commission.

- Friday 3 February, the Commission, and the Australian public woke to the news in the AFR article.
 - At 9:22am, Michael sent an all-staff email alerting staff to the article and what we had learned the previous afternoon and provided a link to confidential support through our EAP providers.

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We are confident in our policies, procedures and processes and take every concern and/or complaint seriously. Furthermore:

- Any suggestion of harassment and/or bullying is investigated.
- \circ $\;$ We have not had any complaints of sexual harassment or sexism.
- Census results show we have low comparative rates of bullying and harassment (compared to the APS).
- o 76% female SES.
- We reviewed our workplace behaviour policy in 2021.
- o Staff have attended training on workplace bullying and harassment.
- $_{\odot}$ $\,$ We have an anonymous complaint form (this has not been used).
- o Our exit surveys do not indicate that we have issues with sexual harassment or sexism.



Monday 15 February 2023

Audit and Risk Committee (ARC) Minutes

Attendees

Lisa Studdert, Head of Office (HoO), PC Jane Holmes, Assistant Commissioner and CFO, PC

Apologies:

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Dr Studdert provided the Committee with a high-level overview of the Treasurycommissioned independent review into allegations of sexual harassment and sexism at the Commission. The Committee requested a copy of the Commissions Workplace Behaviour Policy and procedures and thanked Dr Studdert for the update.

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