

From: [Philip Reed](#)
To: michelle.coffill@apsc.gov.au
Cc: ExecRemStatOffices@apsc.gov.au
Subject: APSC Executive Remuneration proposal form - National Anti-Corruption Commission
Date: Tuesday, 29 October 2024 10:41:00 AM
Attachments: [APSC Executive Remuneration proposal form - 2022 - signed CEO.pdf](#)

Dear Michelle

Further to our discussion this morning, I have attached to this email an APS Remuneration proposal form seeking approval from the Australian Public Service Commissioner for an SES employee remuneration package valued in excess of the notional amount prescribed in the *APS Executive Remuneration Management Policy*.

The completed form contains details of the requirement to appoint an eminent person as a temporary SES employee, under the *Public Service Act 1999*, time limited to 6 months, to enable the NACC Commissioner to delegate to them, under section 276 of the *National Anti-Corruption Act 2022*, the task of independently reconsidering the Robodebt Royal Commission referrals.

Please note that the maximum possible amount of the engagement has increased from the figure mentioned over the telephone, owing to an error in the initial calculation.

I am happy to provide any further information that might assist in the consideration of this proposal. I would also appreciate being kept informed of the progress of the proposal by the APSC.

Regards, Philip

Philip Reed
CEO
NACC

Sections 47F and
47E(c)

APS Executive Remuneration proposal form

This form is to be completed to obtain approval from the Australian Public Service Commissioner before offering an SES or non-SES employee a remuneration package valued in excess of the notional amount prescribed in the *APS Executive Remuneration Management Policy*. Agency heads may need to provide documentation, in addition to the completed form, to support their proposal. For instance, where market forces are a factor in justifying the level of remuneration, it will be necessary to provide details of the market data relied on and any other relevant evidence supporting the proposal.

'Benefits' means benefits, other than cash and the employer's superannuation contribution, provided to an employee at the Commonwealth's expense, and includes any Commonwealth provided vehicle that the employee elects to receive and the value of parking.

'Bonuses' include performance pay and any bonuses. The value to be declared is the maximum amount that may be paid.

'Employer's superannuation contribution' means payments made by the Commonwealth in respect of the employee to:

- (a) a Commonwealth defined benefit scheme (including the Commonwealth Superannuation Scheme or the Public Sector Superannuation Scheme); or
- (b) another superannuation fund.

For the purposes of the defined benefit schemes, a notional value calculated as 15.4% of superannuation salary is to be used as the value of the employer's superannuation contribution. For accumulation plan schemes, a notional value calculated as 15.4% of salary is to be used as the value of the employer's superannuation contribution.

'Facilities provided as business support' are those communications, information technology and other office facilities provided to the employee that are necessary for the efficient conduct of the Commonwealth's business. Incidental private use may be included. The facilities also include airline lounge memberships.

'Total Remuneration' represents the aggregate value, calculated as the total cost to the employer (including FBT) and expressed as an annual amount, of:

- salary, allowances or lump sum payments (including payments in lieu of motor vehicle benefits, however paid);
- the employer's superannuation contribution;
- performance pay and bonuses; and
- benefits;

but does not include:

- facilities provided as business support;
- removal costs, accommodation allowances and reunion airfares; or
- travel allowances and expenditure.

Declaration

Department/Agency _____ National Anti-Corruption Commission _____
 Employee's (or Applicant's) Name _____ **Section 47F** _____
 Classification (*SES Band 3; Medical Officer Class 6, etc*) _____ SES Band 3 _____
 Role Title (*Deputy Secretary, Chief Information Officer, etc*) _____ NACC Independent Reconsideration Delegate _____

Proposed Base Salary	Hourly rate of s 47G . Total daily rate of maximum s 47G per day.
Allowances (<i>include all payable</i>)	\$ _____ (<i>description</i>) \$ _____ (<i>description</i>)
Lump Sum Payments (<i>include all payable</i>)	\$ _____ (<i>description</i>) \$ _____ (<i>description</i>)
Employer's Superannuation Contribution (<i>insert maximum potential value</i>)	Section 47G
Performance Pay and Bonuses (<i>insert maximum potential value</i>)	\$ _____ (<i>description</i>)
Vehicle	\$ _____
Parking	\$ _____
Other Benefits (<i>include applicable FBT tax</i>)	\$ _____ (<i>description</i>)
Proposed Total Remuneration	Section 47G (maximum possible amount of Section 47G for the duration of the engagement) Please note the amounts listed above are hourly rates and therefore no leave entitlements will be paid. The figure cited above is calculated as if the employee were working a full-time week for the duration of the 6 month engagement. As the employee is a working barrister, the expectation is that the employee will work fewer than 5 days per week on the proposed engagement.

Notes:

- For items with varying values, e.g. superannuation contribution and bonuses, include the maximum potential value.
- Where market forces are a factor in justifying the level of remuneration, provide details of the market data relied on.

Submissions, and where relevant, supporting documentation, are to be signed by the Agency Head and forwarded to the Commissioner via ExecRemStatOffices@apsc.gov.au

- Please provide (on a separate sheet) details of all other benefits (including FBT) included in the remuneration package but not included in TR above, such as the annualised value of accommodation and relocation assistance.

Agency Head

I certify that the above information is true and complete and in accordance with the APS Executive Remuneration Management Policy and instructions issued by the Australian Public Service Commissioner.

Sections 47F and
47E(c)

Signature:

Date: 29/10/2024

Name: Philip Reed

Background

On 7 July 2023, the Robodebt Royal Commission (RRC) made six referrals (the RRC Referrals) to the National Anti-Corruption Commission (NACC). Around that time, the Commissioner of the NACC (the Commissioner) identified and declared that one of the six persons referred was a former colleague, Sections 47F and 47E(c) and occasionally saw subsequently at official functions. For more abundant caution, the Commissioner declared a perceived conflict of interest and delegated decision-making on all six RRC Referrals to a Deputy Commissioner. Although not the decision-maker, the Commissioner continued to monitor the progress of the matters and contributed to the process including by formulating a request for legal advice and contributing his views on various issues from time to time.

On 6 June 2024, the NACC announced its decision to take no further action in relation to the RRC referrals. On 13 June 2024, the Inspector of the NACC (Inspector) began an agency complaint investigation into that decision. Under s 184 of the *National Anti-Corruption Commission Act 2022 (Cth)* (the Act), the Inspector may investigate complaints of 'officer misconduct', including conduct by staff members of the NACC. The Commissioner is taken, under the Act, to be a staff member of the NACC.

On 3 September 2024, the Inspector foreshadowed her intention to find that the Commissioner engaged in 'officer misconduct' by engaging in conduct which though not unlawful involved a mistake of law or fact, being a misapprehension as to the extent to which he was required to be isolated from the process to avoid the decision being affected by "apprehended bias", and to formally recommend that the NACC appoint an appropriate delegate to reconsider the RRC Referrals. The Inspector found that the delegation arrangements that were put in place (including that the delegated Deputy Commissioner was an experienced public servant with a background in independent decision-making, and that they were a statutory appointment that can only be terminated following resolution of both chambers of the Parliament) were not sufficient to avoid the possibility that a lay observer might form the view that the decision-maker might have been influenced by the Commissioner's views, which in turn might have been influenced by his earlier association with the subject of one of the referrals.

Delegation to an existing Deputy Commissioner not practically possible

In light of the Inspector's proposed findings, the Commission decided to engage an eminent person to independently reconsider whether to investigate the RRC Referrals. The proposed engagement is only to reconsider whether and if so how to deal with the referrals. If the decision is to investigate any or all of the referrals, the engagement does not extend to conducting the investigation.

The power to consider and reconsider a referral may be delegated under the Act to a Deputy Commissioner or a staff member of the NACC at SES or EL2 levels. Having regard to the nature and importance of the RRC Referrals, it would be inappropriate to delegate reconsideration to any current staff member of the NACC employed below the Deputy Commissioner level. As each of the current Deputy Commissioners is aware of the Commissioner's views (either because they participated in the original decision-making process or were required to respond to some aspect of the Inspector's report on her investigation, which extracted the

Commissioner's views on the referral) then a decision by any of them would be subject to the same objections as the decision by the original delegated Deputy Commissioner.

It is therefore necessary to source an appropriate person to reconsider the referrals externally. That person needs to be of sufficient standing to be seen to be independent and authoritative.

Although the NACC can engage external consultants, the decision-making function cannot be delegated to consultants and as a result the appropriate person will need to be engaged as an APS employee.

Need to engage an eminent external person as an SES employee

It is necessary that the person who reconsiders the Robodebt Referrals be – and be seen to be – at least as qualified as any of the Deputy Commissioners to whom the task could be delegated.

Section 47C



Section 47C



It is unclear at this stage exactly how much time will be needed for this engagement. As Section 47F is an independent barrister in private practice, it is not anticipated that § 47E would work a regular five day working week. To impose a deadline before the engagement could be seen to constrain its independence. Having said that, at this very early stage it is unlikely, given the material available and the nature of the task, that the engagement would exceed 6 months.

Subject to the Executive Remuneration approval by the APSC, the NACC is minded to engage Section 47F .

Whilst the remuneration sought is high, the circumstances are exceptional. The RRC Referrals are matters of high public interest and controversy that came to the Commission in its first few days of operation. The engagement of Section 47F or someone like § 47E is necessary having regard to the public importance of the decision, and to address the Inspector's Report. The cost would not be materially different if someone of equivalent status were engaged as a consultant.

From: [Philip Reed](#)
To: [Coffill, Michelle](#)
Subject: RE: APSC Executive Remuneration proposal form - National Anti-Corruption Commission [SEC=OFFICIAL:Sensitive]
Date: Tuesday, 29 October 2024 10:52:00 AM

Hi Michelle – noted thanks. Regards, Philip

From: Coffill, Michelle <Michelle.Coffill@apsc.gov.au>
Sent: Tuesday, October 29, 2024 10:48 AM
To: Philip Reed Sections 47F and 47E(c) @nacc.gov.au>
Cc: Executive Remuneration Statutory Offices <ExecRemStatOffices@apsc.gov.au>
Subject: RE: APSC Executive Remuneration proposal form - National Anti-Corruption Commission [SEC=OFFICIAL:Sensitive]

OFFICIAL:Sensitive

OFFICIAL: Sensitive

Dear Philip,

Confirming receipt of the Executive Remuneration proposal form.

I'll keep you updated on the progress of the matter.

Kind regards,

Michelle

Michelle Coffill OAM

A/g Assistant Commissioner | Executive Remuneration and Statutory Offices Branch
A/g Secretary | Remuneration Tribunal and Defence Force Remuneration Tribunal

Australian Public Service Commission

t: **02 6202 3556** e: ExecRemStatOffices@apsc.gov.au w: www.apsc.gov.au
Level 2, E Block, Treasury Building, King Edward Terrace, PARKES ACT 2600
GPO Box 3176 CANBERRA ACT 2601

Remuneration Tribunal Secretariat

t: **02 6202 3930** e: Enquiry@RemTribunal.gov.au w: www.remtribunal.gov.au
GPO Box 419, Canberra ACT 2601

Defence Force Remuneration Tribunal Secretariat

t: **02 6202 3784** e: dfrt@dfrt.gov.au w: www.dfrt.gov.au
GPO Box 2761, Canberra ACT 2601

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From: Philip Reed Sections 47F and 47E(c) @nacc.gov.au>

Sent: Tuesday, 29 October 2024 10:41 AM

To: Coffill, Michelle <Michelle.Coffill@apsc.gov.au>

Cc: Executive Remuneration Statutory Offices <ExecRemStatOffices@apsc.gov.au>

Subject: APSC Executive Remuneration proposal form - National Anti-Corruption Commission
[SEC=OFFICIAL:Sensitive]

OFFICIAL:Sensitive

Dear Michelle

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Regards, Philip

Philip Reed

CEO

NACC

Sections 47F and
47E(c)

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have received this message in error, please notify the sender immediately by return email informing them of the mistake and delete all copies of the message from your computer system.

From: [Philip Reed](#)
To: [Coffill, Michelle](#)
Subject: RE: Executive remuneration matter - paused [SEC=OFFICIAL]
Date: Thursday, 31 October 2024 6:02:00 PM

Hi Michelle – excellent and thank you for your assistance to date. Much appreciated. We will be in contact again no doubt. Regards, Philip

From: Coffill, Michelle <Michelle.Coffill@apsc.gov.au>
Sent: Thursday, October 31, 2024 6:00 PM
To: Philip Reed Sections 47F and 47E(c) @nacc.gov.au>
Subject: RE: Executive remuneration matter - paused [SEC=OFFICIAL]

OFFICIAL

OFFICIAL

Hi Philip,

Apologies for missing your call earlier.

Noting your advice of the need to withdraw the executive remuneration proposal that was put forward this week, I confirm no further action will be taken by the Commissioner on the request.

Kind regards,

Michelle

Michelle Coffill OAM

A/g Assistant Commissioner | Executive Remuneration and Statutory Offices Branch
A/g Secretary | Remuneration Tribunal and Defence Force Remuneration Tribunal

Australian Public Service Commission

t: 02 6202 3556 e: ExecRemStatOffices@apsc.gov.au w: www.apsc.gov.au
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Defence Force Remuneration Tribunal Secretariat

t: 02 6202 3784 e: dfrt@dfrt.gov.au w: www.dfrt.gov.au
GPO Box 2761, Canberra ACT 2601

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From: Philip Reed Sections 47F and 47E(c) @nacc.gov.au>

Sent: Thursday, 31 October 2024 9:24 AM
To: Coffill, Michelle <Michelle.Coffill@apsc.gov.au>
Subject: RE: Executive remuneration matter - paused [SEC=OFFICIAL]

OFFICIAL

Hi Michelle – thank you. Regards, Philip

From: Coffill, Michelle <Michelle.Coffill@apsc.gov.au>
Sent: Thursday, October 31, 2024 9:20 AM
To: Philip Reed Sections 47F and 47E(c) <Philip.Reed@nacc.gov.au>
Subject: Executive remuneration matter - paused [SEC=OFFICIAL]

OFFICIAL

OFFICIAL

Dear Philip,

Confirming consideration of the executive remuneration matter has been paused pending further advice from you.

Kind regards,

Michelle

Michelle Coffill OAM

A/g Assistant Commissioner | Executive Remuneration and Statutory Offices Branch
A/g Secretary | Remuneration Tribunal and Defence Force Remuneration Tribunal

Australian Public Service Commission

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From: [McIntyre, Melanie](#)
To: [Philip Reed](#)
Cc: [de Brouwer, Gordon](#); [Talbot, Jo](#)
Subject: FW: Confidential - Sensitive matter to discuss with you about a proposed engagement of a temporary SES officer for a specific purpose [SEC=OFFICIAL:Sensitive]
Date: Monday, 21 October 2024 4:24:00 PM
Sensitivity: Confidential

OFFICIAL:Sensitive

OFFICIAL: Sensitive

Dear Philip

Thank you for the discussion earlier today.

Three points by way of guidance/ procedural matters in the remit of the APSC to consider for the proposed engagement of a temporary SES officer.

1. Section 27 of the *Australian Public Service Commissioner's Directions 2022*
2. Engagement as an SES officer means that all the relevant terms of APS employment will apply to the individual, including the Code of Conduct under the Public Service Act
3. Approval under the Executive Remuneration Management policy

Section 27 of the Directions

This section allows an Agency Head to engage a person to perform duties as a non-ongoing APS employee for a specified term or the duration of a specified task, and the period of employment is less than 12 months. In limited circumstances under subsection 27(2), an engagement may be extended for a total period of engagement (including any extension) not exceeding 18 months.

All the relevant elements of the section must apply to the factual situation; and well documented, appropriate records kept relating to the application of the section to the proposed engagement.

One question the APSC receives relates to compliance with subsection 27(3):

(3) The Agency Head must ensure as far as practicable that such a vacancy is brought to the notice of the community in a way that gives eligible members of the community a reasonable opportunity to apply for it.

Example: A vacancy may be brought to the notice of the community by being advertised or access being provided to non-ongoing APS employment registers.

If the NACC has an existing non-ongoing APS employment register, this may evidence compliance with this subsection.

Otherwise, if relevant/ appropriate we recommend considering and documenting why it may not be 'practicable' to bring the vacancy to the notice of the community – for example, perhaps because of the very restricted number of people who may meet the *work-related qualities genuinely required to perform the relevant duties* (refer subsection 27(4) Directions); or the urgency with which the appointment needs to be made.

On a preliminary basis, other relevant provisions for the reliance on section 27 of the Directions are: Sections 23 and 26 of the Directions; section 12 of the *Public Service Regulations 2023*; and

section 22 of the *Public Service Act 1999*.

SES officers are APS employees

A person engaged as an SES officer under the Public Service Act is an APS employee, subject to all the requirements of that employment, including, for example, compliance with the Code of Conduct at section 13 of the Act.

- This includes provisions relating to management of conflicts of interest (subsection 13(7) of the Act) and behaving at all times in way that upholds the APS Values and APS Employment Principles (section 13(11) of the Act).

These and other matters relevant to APS employment will be appropriate to draw out in any offer of employment.

This includes compliance with applicable approvals for 'outside' employment, if it is intended to make a part-time offer of employment and the eminent person intends to take on other work concurrently with APS employment. Depending on what you are engaging them to do, it may not be compatible with other work – I noticed there are restrictions on outside employment without approval on the CEO, Commissioner and Inspector roles under the NACC Act.

Executive Remuneration Management policy

This is a government policy that may apply, depending on the proposed quantum for engagement of the SES officer.

If the policy applies to the proposed engagement, approval should be sought from the Commissioner before an offer of employment is made.

Details, including relevant forms are available here:

<https://www.apsc.gov.au/publication/executive-remuneration-management-policy>

The relevant contact person for progressing an application for approval is: Michelle Coffill – details as follows:

Michelle Coffill OAM

A/g Assistant Commissioner | Executive Remuneration and Statutory Offices Branch
A/g Secretary | Remuneration Tribunal and Defence Force Remuneration Tribunal

Australian Public Service Commission

t: **02 6202 3556** e: ExecRemStatOffices@apsc.gov.au w: www.apsc.gov.au
Level 2, E Block, Treasury Building, King Edward Terrace, PARKES ACT 2600
GPO Box 3176 CANBERRA ACT 2601

Please let me know if you have any further questions or wish to discuss.

Kind regards

Melanie

Melanie McIntyre (she/her)

General Counsel

Australian Public Service Commission

Level 4, B Block, Treasury Building, Parkes Place West, PARKES ACT 2600
GPO Box 3176 CANBERRA ACT 2601

t: [redacted] m: [redacted] w: www.apsc.gov.au

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From: de Brouwer, Gordon <Gordon.deBrouwer@apsc.gov.au>

Sent: Thursday, October 17, 2024 5:21 AM

To: Philip Reed <[\[redacted\]@nacc.gov.au](mailto:[redacted]@nacc.gov.au)>

Cc: Talbot, Jo <Jo.Talbot@apsc.gov.au>

Subject: Re: Confidential - Sensitive matter to discuss with you about a proposed engagement of a temporary SES officer for a specific purpose
[SEC=OFFICIAL:Sensitive]

OFFICIAL:Sensitive

Philip

Thank you for raising the matter. I am aware of the issue, and we can work out a way. I am currently in NZ at meetings. I have copied in Jo Talbot, First Assistant Commissioner. Jo oversees SES issues. Can I suggest you speak with her in the first instance on a solution?

Thanks

Gordon

Sent from my iPhone

On 16 Oct 2024, at 8:30 pm, Philip Reed

<[\[redacted\]@nacc.gov.au](mailto:[redacted]@nacc.gov.au)> wrote:

OFFICIAL:Sensitive

Hi Gordon – The Commissioner has asked me to contact you to alert you to an issue we are currently grappling with, in conjunction with the Australian Government Solicitor, about how to appoint an

eminent barrister to undertake the reconsideration of a recent Commission decision which requires the Commissioner to delegate his powers to that individual.

The Commissioner's powers of delegation, under s 276 of our Act, are limited to Deputy Commissioners, SES or acting SES and EL2s or acting EL2s. Section 42

This raises a series of challenging issues for the Commission but potentially also for the APSC given the APS Executive Remuneration Management Policy.

It would be good, if it were possible, to have a short discussion with you about why this proposal is being considered and to also gauge your views on it.

If you were able to find the time tomorrow for such a discussion, it would be greatly appreciated.

Regards, Philip

Philip Reed
CEO
NACC

Sections 47F and 47E(c)

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From: [Philip Reed](#)
To: [Paul Brereton](#); [Sections 47F and 47E\(c\)](#)
Cc: [Nicole Rose](#)
Subject: FW: Confidential - Sensitive matter to discuss with you about a proposed engagement of a temporary SES officer for a specific purpose [SEC=OFFICIAL:Sensitive]
Date: Monday, 21 October 2024 5:33:00 PM
Attachments: [Secondary Employment Policy - signed.pdf](#)
Sensitivity: Confidential

Section 47C



Section 47C



Regards, Philip

From: McIntyre, Melanie <Melanie.McIntyre@apsc.gov.au>
Sent: Monday, October 21, 2024 4:23 PM
To: Philip Reed [Sections 47F and 47E\(c\)](#) @nacc.gov.au>
Cc: de Brouwer, Gordon <Gordon.deBrouwer@apsc.gov.au>; Talbot, Jo <Jo.Talbot@apsc.gov.au>
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OFFICIAL:Sensitive

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Otherwise, if relevant/ appropriate we recommend considering and documenting why it may not be 'practicable' to bring the vacancy to the notice of the community – for example, perhaps because of the very restricted number of people who may meet the *work-related qualities genuinely required to perform the relevant duties* (refer subsection 27(4) Directions); or the urgency with which the appointment needs to be made.

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Executive Remuneration Management policy

This is a government policy that may apply, depending on the proposed quantum for engagement of the SES officer.

If the policy applies to the proposed engagement, approval should be sought from the Commissioner before an offer of employment is made.

Details, including relevant forms are available here:

<https://www.apsc.gov.au/publication/executive-remuneration-management-policy>

The relevant contact person for progressing an application for approval is: Michelle Coffill – details as follows:

Michelle Coffill OAM

A/g Assistant Commissioner | Executive Remuneration and Statutory Offices Branch
A/g Secretary | Remuneration Tribunal and Defence Force Remuneration Tribunal

Australian Public Service Commission

t: **02 6202 3556** e: ExecRemStatOffices@apsc.gov.au w: www.apsc.gov.au
Level 2, E Block, Treasury Building, King Edward Terrace, PARKES ACT 2600
GPO Box 3176 CANBERRA ACT 2601

Please let me know if you have any further questions or wish to discuss.

Kind regards

Melanie

Melanie McIntyre (she/her)

General Counsel

Australian Public Service Commission

Level 4, B Block, Treasury Building, Parkes Place West, PARKES ACT 2600
GPO Box 3176 CANBERRA ACT 2601

t: **Section 47F** m: **Section 47F** w: www.apsc.gov.au

The APSC supports flexible working arrangements. If you receive an email from me outside of regular business hours, I am sending it at a time that suits me. I am not expecting you to read or reply until regular business hours.



From: de Brouwer, Gordon <Gordon.deBrouwer@apsc.gov.au>

Sent: Thursday, October 17, 2024 5:21 AM

To: Philip Reed <[Sections 47F and 47F\(c\)@nacc.gov.au](mailto:Sections 47F and 47F(c)@nacc.gov.au)>

Cc: Talbot, Jo <Jo.Talbot@apsc.gov.au>

Subject: Re: Confidential - Sensitive matter to discuss with you about a proposed engagement of a temporary SES officer for a specific purpose
[SEC=OFFICIAL:Sensitive]

OFFICIAL:Sensitive

Philip

Thank you for raising the matter. I am aware of the issue, and we can work out a

way. I am currently in NZ at meetings. I have copied in Jo Talbot, First Assistant Commissioner. Jo oversees SES issues. Can I suggest you speak with her in the first instance on a solution?

Thanks

Gordon

Sent from my iPhone

On 16 Oct 2024, at 8:30 pm, Philip Reed

Sections 47F and 47E(c) Philip.Reed@nacc.gov.au wrote:

OFFICIAL:Sensitive

Hi Gordon – The Commissioner has asked me to contact you to alert you to an issue we are currently grappling with, in conjunction with the Australian Government Solicitor, about how to appoint an eminent barrister to undertake the reconsideration of a recent Commission decision which requires the Commissioner to delegate his powers to that individual.

The Commissioner's powers of delegation, under s 276 of our Act, are limited to Deputy Commissioners, SES or acting SES and EL2s or acting EL2s. Section 42

This raises a series of challenging issues for the Commission but potentially also for the APSC given the APS Executive Remuneration Management Policy.

It would be good, if it were possible, to have a short discussion with you about why this proposal is being considered and to also gauge your views on it.

If you were able to find the time tomorrow for such a discussion, it would be greatly appreciated.

Regards, Philip

Philip Reed

CEO
NACC

Sections 47F and
47E(c)

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—
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Australian Government

National Anti-Corruption Commission

Secondary Employment Policy

Issued 6 July 2023

File Ref 23#31348DOC

1. Purpose

- 1.1 This policy sets out the expectations of the National Anti-Corruption Commission (NACC) and your responsibilities as a NACC employee in relation to secondary employment, also known as outside employment.

2. Legislative/Policy Basis

- 2.1 This policy is authorised under the *Public Service Act 1999* and the *Public Governance, Performance and Accountability Act 2013*.
- 2.2 Staff considering engaging in secondary employment should also read the NACC's Integrity Policy, Integrity Risk Reporting and Management documents, and Private Interest Declarations policy.

3. Background

- 3.1 It is possible that some forms of secondary employment may present a perceived, potential or actual conflict of interest with your official duties as a NACC employee. Some types of employment also have the potential to interfere with the ability of NACC employees to efficiently and effectively perform their duties.
- 3.2 The NACC therefore requires all employees to disclose the nature of any secondary employment to the NACC for consideration, prior to accepting or commencing that secondary employment.

4. What is covered by the term 'secondary employment'?

- 4.1 Secondary employment includes, but is not limited to, any of the following:
- paid work of any kind, with another employer;
 - unpaid work of any structured kind (such as committee or volunteer work);
 - working for another employer while on leave from the NACC (including long service, maternity or miscellaneous leave, whether with or without pay);
 - any activity that may be perceived as a conflict of interest.

Section 47F



5. Policy

- 5.1 Generally, staff members should not engage in secondary employment if it:
- could create a perceived or actual conflict of interest;
 - is likely to affect their ability to perform their official NACC duties;
 - cannot be performed wholly in private time; or
 - may reflect adversely on the NACC, the Australian Public Service or the Australian Government.
- 5.2 Prior to commencing any form of secondary employment, you must disclose your intent to engage in the employment, so that any risks can be assessed, and if required specific direction given on how to manage any actual, potential or perceived conflict of interest. Failure to comply with this, or any, direction by the NACC may be construed as a breach of the APS Code of Conduct.
- 5.3 Ongoing secondary employment in connection with an entity or business that may meet the definitions set out in the NACC Private Interest Declarations policy must be declared as required by that policy.
- 5.4 The APS Code of Conduct applies to out-of-hours conduct in certain circumstances, which may mean you are expected to comply with the Code of Conduct while engaged in secondary employment.

6. Application process

- 6.1 Applications for secondary employment must be lodged using the *Notification of Secondary Employment* form available on the NACC intranet.
- 6.2 The requirement for staff to declare secondary employment should be discussed with candidates prior to formal offer so potential staff can make an informed decision on the offer. Where the candidate has a form of secondary employment outside their regular role (i.e. the position they are transferring from to the NACC), the pre-existing secondary employment should be disclosed as part of their engagement and no later than onboarding.

7. Review and revocation of approval

- 7.1 Your secondary employment arrangements, and the NACC's approval of the arrangements, can be reviewed and/or revoked at any time if it is considered that the risks associated with the secondary employment arrangements are not being managed appropriately, or if any circumstances or risks have changed.
- 7.2 You must inform your manager of any change in the nature or circumstances of your approved secondary employment arrangements, and these must be reported in line with the NACC's Integrity Risk Reporting and Management policy.
- 7.3 If you are unhappy with a decision made in accordance with this policy, you may seek a review by emailing the HR Assist inbox.

8. Review or variation of this policy

- 8.1 This policy will be reviewed as necessary to ensure consistency with legislation, government policy, organisational changes within the NACC and/or changes in the working environment. It may also be reviewed at the request of employees.

9. Approval

Section 47F



Philip Reed
Chief Executive Officer

July 2023

From: [Philip Reed](#)
To: [McIntyre, Melanie](#)
Cc: [Talbot, Jo](#)
Subject: Re: Confidential - Sensitive matter to discuss with you about a proposed engagement of a temporary SES officer for a specific purpose [SEC=OFFICIAL:Sensitive]
Date: Wednesday, 23 October 2024 6:37:17 PM
Sensitivity: Confidential

Section 47C



Get [Outlook for iOS](#)

From: McIntyre, Melanie <Melanie.McIntyre@apsc.gov.au>
Sent: Wednesday, October 23, 2024 6:16:02 PM
To: Philip Reed Sections 47F and 47E(c) @nacc.gov.au>
Cc: Talbot, Jo <Jo.Talbot@apsc.gov.au>
Subject: RE: Confidential - Sensitive matter to discuss with you about a proposed engagement of a temporary SES officer for a specific purpose [SEC=OFFICIAL:Sensitive]

OFFICIAL:Sensitive

OFFICIAL: Sensitive

Hi Philip

Thank you – I wanted to let you know that I will be at a conference tomorrow but will be able to duck out to answer questions.

Also – another matter for consideration by the NACC is the impact of hiring an additional SES staff member on your approved no of SES for the entity (referred to as the SES cohort). Additional approval may be required. Here is some initial information on our website: [SES cohort | Australian Public Service Commission](#)

Kind regards
Melanie.

From: Philip Reed Sections 47F and 47E(c) @nacc.gov.au>
Sent: Monday, 21 October 2024 5:19 PM
To: McIntyre, Melanie <Melanie.McIntyre@apsc.gov.au>
Subject: RE: Confidential - Sensitive matter to discuss with you about a proposed engagement of a temporary SES officer for a specific purpose [SEC=OFFICIAL:Sensitive]
Sensitivity: Confidential

OFFICIAL:Sensitive

Hi Melanie – thank you for the opportunity to discuss this proposed engagement issue with you today and your helpful email in reply.

I have read through points you have raised and will pass them on to others within the Commission.

I am likely to come back to you with some questions in coming days. I also note the contact details for Michelle Coffill in relation to any approval being put forward for the Commissioner's consideration.

Regards, Philip

From: McIntyre, Melanie <Melanie.McIntyre@apsc.gov.au>

Sent: Monday, October 21, 2024 4:23 PM

To: Philip Reed Sections 47F and 47E(c) <Philip.Reed@nacc.gov.au>

Cc: de Brouwer, Gordon <Gordon.deBrouwer@apsc.gov.au>; Talbot, Jo <Jo.Talbot@apsc.gov.au>

Subject: FW: Confidential - Sensitive matter to discuss with you about a proposed engagement of a temporary SES officer for a specific purpose [SEC=OFFICIAL:Sensitive]

Sensitivity: Confidential

OFFICIAL:Sensitive

OFFICIAL: Sensitive

Dear Philip

Thank you for the discussion earlier today.

Three points by way of guidance/ procedural matters in the remit of the APSC to consider for the proposed engagement of a temporary SES officer.

1. Section 27 of the *Australian Public Service Commissioner's Directions 2022*
2. Engagement as an SES officer means that all the relevant terms of APS employment will apply to the individual, including the Code of Conduct under the Public Service Act
3. Approval under the Executive Remuneration Management policy

Section 27 of the Directions

This section allows an Agency Head to engage a person to perform duties as a non-ongoing APS employee for a specified term or the duration of a specified task, and the period of employment is less than 12 months. In limited circumstances under subsection 27(2), an engagement may be extended for a total period of engagement (including any extension) not exceeding 18 months.

All the relevant elements of the section must apply to the factual situation; and well documented, appropriate records kept relating to the application of the section to the proposed engagement.

One question the APSC receives relates to compliance with subsection 27(3):

(3) The Agency Head must ensure as far as practicable that such a vacancy is brought to the notice of the community in a way that gives eligible members of the community a reasonable opportunity to apply for it.

Example: A vacancy may be brought to the notice of the community by being advertised or access being provided to non-ongoing APS employment registers.

If the NACC has an existing non-ongoing APS employment register, this may evidence compliance with this subsection.

Otherwise, if relevant/ appropriate we recommend considering and documenting why it may not be 'practicable' to bring the vacancy to the notice of the community – for example, perhaps because of the very restricted number of people who may meet the *work-related qualities genuinely required to perform the relevant duties* (refer subsection 27(4) Directions); or the urgency with which the appointment needs to be made.

On a preliminary basis, other relevant provisions for the reliance on section 27 of the Directions are: Sections 23 and 26 of the Directions; section 12 of the *Public Service Regulations 2023*; and section 22 of the *Public Service Act 1999*.

SES officers are APS employees

A person engaged as an SES officer under the Public Service Act is an APS employee, subject to all the requirements of that employment, including, for example, compliance with the Code of Conduct at section 13 of the Act.

- This includes provisions relating to management of conflicts of interest (subsection 13(7) of the Act) and behaving at all times in way that upholds the APS Values and APS Employment Principles (section 13(11) of the Act).

These and other matters relevant to APS employment will be appropriate to draw out in any offer of employment.

This includes compliance with applicable approvals for 'outside' employment, if it is intended to make a part-time offer of employment and the eminent person intends to take on other work concurrently with APS employment. Depending on what you are engaging them to do, it may not be compatible with other work – I noticed there are restrictions on outside employment without approval on the CEO, Commissioner and Inspector roles under the NACC Act.

Executive Remuneration Management policy

This is a government policy that may apply, depending on the proposed quantum for engagement of the SES officer.

If the policy applies to the proposed engagement, approval should be sought from the Commissioner before an offer of employment is made.

Details, including relevant forms are available here:

<https://www.apsc.gov.au/publication/executive-remuneration-management-policy>

The relevant contact person for progressing an application for approval is: Michelle Coffill – details as follows:

Michelle Coffill OAM

A/g Assistant Commissioner | Executive Remuneration and Statutory Offices Branch
A/g Secretary | Remuneration Tribunal and Defence Force Remuneration Tribunal

Australian Public Service Commission

t: **02 6202 3556** e: ExecRemStatOffices@apsc.gov.au w: www.apsc.gov.au
Level 2, E Block, Treasury Building, King Edward Terrace, PARKES ACT 2600
GPO Box 3176 CANBERRA ACT 2601

Please let me know if you have any further questions or wish to discuss.

Kind regards
Melanie

Melanie McIntyre (she/her)

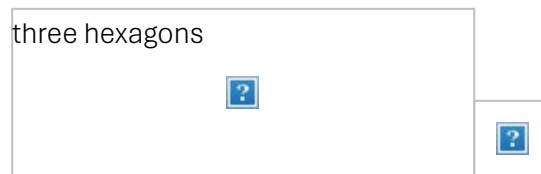
General Counsel

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Sent: Thursday, October 17, 2024 5:21 AM

To: Philip Reed <[Sections.47F.and.47F\(c\).@nacc.gov.au](mailto:Sections.47F.and.47F(c).@nacc.gov.au)>

Cc: Talbot, Jo <Jo.Talbot@apsc.gov.au>

Subject: Re: Confidential - Sensitive matter to discuss with you about a proposed engagement of a temporary SES officer for a specific purpose
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Gordon

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This raises a series of challenging issues for the Commission but potentially also for the APSC given the APS Executive Remuneration Management Policy.

It would be good, if it were possible, to have a short discussion with you about why this proposal is being considered and to also gauge your views on it.

If you were able to find the time tomorrow for such a discussion, it would be greatly appreciated.

Regards, Philip

Philip Reed
CEO
NACC

Sections 47F and
47E(c)

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From: Commissioner
Sent: Monday, 28 October 2024 10:16 AM
To: Section 47F
Cc: NACC - Legal
Subject: Correspondence from the National Anti-Corruption Commission
Attachments: 20241028 DC Rose to Sections 46(b), 47F, 47E(c).pdf

Dear Section 47F,

Please find attached correspondence from the National Anti-Corruption Deputy Commissioner, Nicole Rose PSM.

Yours sincerely,

Sections 47F & s
47E(c)

Sections 47F and 47E(c)

Sections 47F and 47E(c)

Sections 47F and 47E(c)

M. Sections 47F and 47E(c)

E. Sections 47F and 47E(c) [@nacc.gov.au](mailto:)



nacc.gov.au



National Anti-Corruption Commission

Deputy Commissioner

Ref: 24/667

28 October 2024

Sections 46(b), 47F, 47E(d)

Section 47F

Section 47F

Section 47F

BY EMAIL: Section 47F

Dear Sections 46(b), 47F, 47E(d),**Decision to Reconsider the Referrals from the Robodebt Royal Commission into the Robodebt Scheme**

I am writing regarding the referral made by the Robodebt Royal Commission (the RRC) to the National Anti-Corruption Commission (the Commission) concerning you, and the Commission's letter dated 22 April 2024, informing you of the decision to take no further action.

On 13 June 2024, the Inspector of the National Anti-Corruption Commission (the Inspector) indicated her intention to inquire into Commission's decision, which she dealt with as an agency complaint investigation.

During her investigation, the Inspector provided a report from a reputable retired judge, which identified a mistake of law or fact relating to the Commissioner's management of a perceived conflict of interest during the course of the consideration of those referrals.

The mistake identified by the retired judge goes to the validity of the decision-making process. Given the need to ensure there is public confidence in the process, and that substantially the same reasons were relied on to support the decision in relation to each referral, the Commission has decided that the original decision should be reconsidered, by an eminent independent person. The Commission is currently making arrangements for the engagement of an appropriate person to undertake this task as a priority.

The Commission will be in contact with further information when those arrangements have been made.

I understand the information in this letter may cause you distress or worry. Should you require support, you can access free, independent and confidential counselling sessions with Converge International (a Mental Health provider of confidential services like EAP and witness support).

GPO Box 605
CANBERRA ACT 2601
ABN 47 446 409 542

nacc.gov.au

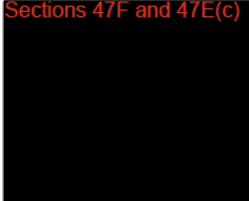
To sign up for counselling sessions, please follow the instructions set out in the Service Description below.

A Witness Liaison Officer is also available to assist you and to answer any questions you may have about the process. Their contact details are also provided below.

In the meantime, should you have any other questions, please do not hesitate to contact

Sections 47F and 47E(c), on **Sections 47F and 47E(c)** or **Sections 47F and 47E(c)**.

Yours sincerely,

Sections 47F and 47E(c)


Nicole Rose PSM
Deputy Commissioner

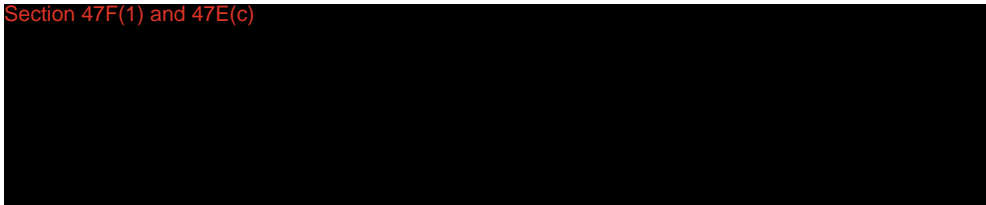
Service Description - Witness Support

Witness Liaison Officer

The National Anti-Corruption Commission's (the Commission) Witness Liaison Officer can help answer any questions you may have about the reconsideration process and to connect you with counselling support. You can contact your Witness Liaison Officer (WLO) on the details below. In addition to being able to contact Converge International yourself, as described below, the WLO can also make a referral to Converge on your behalf if requested.

The details of your WLO are as follows:

Section 47F(1) and 47E(c)

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Service Overview

Section 47G

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How Do I Book in?

Section 47G



Who are the Consultants?


Converge International has a small, dedicated team of senior consultants who are experienced in supporting people who are involved in processes like you are facing. The senior consultants are independent of the Commission.

Number of Sessions

Section 47G



Questions?

For any questions about the service, please reach out to the WLO, or the Consulting team at Converge ([Section 47G](#) ).

From: Commissioner
Sent: Monday, 28 October 2024 10:16 AM
To: Section 47F
Cc: NACC - s 47F & s 47E(c)
Subject: Correspondence from the National Anti-Corruption Commission
Attachments: 20241028 DC Rose to Sections 46(b), 47F, 47E(c).pdf

Dear Section 47F,

Please find attached correspondence from the National Anti-Corruption Deputy Commissioner, Nicole Rose PSM.

Yours sincerely,

s 47F & s 47E(c)

Sections 47F and 47E(c)

Sections 47F and 47E(c)

Sections 47F and 47E(c)

M. Sections 47F and 47E(c)

E. Sections 47F and 47E(c) [@nacc.gov.au](mailto:)



nacc.gov.au



National Anti-Corruption Commission

Deputy Commissioner

Ref: 24/667

28 October 2024

Sections 46(b), 47F, 47E(d)

Section 47F

Section 47F

Section 47F

BY EMAIL: Section 47F ; Section 47F

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GPO Box 605
CANBERRA ACT 2601
ABN 47 446 409 542

nacc.gov.au

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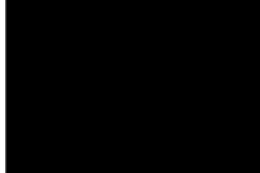
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In the meantime, should you have any other questions, please do not hesitate to contact

Sections 47F and 47E(c), on **Sections 47F and 47E(c)** or **Sections 47F and 47E(c)**.

Yours sincerely,

Sections 47F and 47E(c)



Nicole Rose PSM
Deputy Commissioner

Service Description - Witness Support

Witness Liaison Officer

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A large black rectangular redaction box covering the details of the Witness Liaison Officer.

Service Overview

Section 47G

A large black rectangular redaction box covering the entire Service Overview section.

How Do I Book in?

Section 47G



If you need after-hours or urgent support, please call Converge International on 1300 687 327 and select option 2 (available 24/7). In an emergency call 000. You can also call Lifeline on 13 11 14 for 24/7 crisis support.

Who are the Consultants?

Converge International has a small, dedicated team of senior consultants who are experienced in supporting people who are involved in processes like you are facing. The senior consultants are independent of the Commission.

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Section 47G



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Sent: Monday, 28 October 2024 10:17 AM
To: Section 47F
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Cc: NACC - s 47F & s 47E(c)
Subject: Correspondence from the National Anti-Corruption Commission
Attachments: 20241028 DC Rose to Sections 46(b), 47F, 47E(d).pdf

Dear Section 47F,

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Yours sincerely,

s 47F & s 47E(c)

Sections 47F and 47E(c)

Sections 47F and 47E(c)

Sections 47F and 47E(c)

M. Sections 47F and 47E(c)

E. Sections 47F and 47E(c) [@nacc.gov.au](mailto:)



nacc.gov.au

From: Commissioner
Sent: Tuesday, 29 October 2024 3:27 PM
To: Section 47F
Section 47F
Cc: NACC - s 47F & s 47E(c)
Subject: FW: Correspondence from the National Anti-Corruption Commission
Attachments: 20241028 DC Rose to Sections 46(b), 47F, 47E(d).pdf

Dear Section 47F

Can you please confirm that the attached correspondence has been provided to Sections 46(b), 47F, 47E(d) ?

Yours sincerely,

s 47F & s 47E(c)

Sections 47F and 47E(c)
Sections 47F and 47E(c)

M. Sections 47F and 47E(c)
E. Sections 47F and 47E(c) @nacc.gov.au

From: Commissioner <Sections 47F and 47E(c) @nacc.gov.au>
Sent: Monday, October 28, 2024 10:17 AM
To: Section 47F
Cc: NACC - Sections 47F and 47E(c) @nacc.gov.au
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Please find attached correspondence from the National Anti-Corruption Deputy Commissioner, Nicole Rose PSM.

Yours sincerely,

s 47F & s 47E(c)

Sections 47F and 47E(c)
Sections 47F and 47E(c)
Sections 47F and 47E(c)

M. Sections 47F and 47E(c)
E. Sections 47F and 47E(c) @nacc.gov.au



nacc.gov.au



National Anti-Corruption Commission

Deputy Commissioner

Ref: 24/667

28 October 2024

Sections 46(b), 47F, 47E(d)

Section 47F

Section 47F

Section 47F

BY EMAIL: Section 47F

Section 47F

Dear Sections 46(b), 47F, 47E(d),

Decision to Reconsider the Referrals from the Robodebt Royal Commission into the Robodebt Scheme

I am writing regarding the referral made by the Robodebt Royal Commission (the RRC) to the National Anti-Corruption Commission (the Commission) concerning you, and the Commission's letter dated 22 April 2024, informing you of the decision to take no further action.

On 13 June 2024, the Inspector of the National Anti-Corruption Commission (the Inspector) indicated her intention to inquire into Commission's decision, which she dealt with as an agency complaint investigation.

During her investigation, the Inspector provided a report from a reputable retired judge, which identified a mistake of law or fact relating to the Commissioner's management of a perceived conflict of interest during the course of the consideration of those referrals.

The mistake identified by the retired judge goes to the validity of the decision-making process. Given the need to ensure there is public confidence in the process, and that substantially the same reasons were relied on to support the decision in relation to each referral, the Commission has decided that the original decision should be reconsidered, by an eminent independent person. The Commission is currently making arrangements for the engagement of an appropriate person to undertake this task as a priority.

The Commission will be in contact with further information when those arrangements have been made.

I understand the information in this letter may cause you distress or worry. Should you require support, you can access free, independent and confidential counselling sessions with Converge International (a Mental Health provider of confidential services like EAP and witness support).

To sign up for counselling sessions, please follow the instructions set out in the Service Description below.

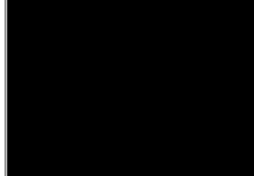
A Witness Liaison Officer is also available to assist you and to answer any questions you may have about the process. Their contact details are also provided below.

In the meantime, should you have any other questions, please do not hesitate to contact

Sections 47F and 47E(c), on **Sections 47F and 47E(c)** or **Sections 47F and 47E(c)**.

Yours sincerely,

Sections 47F and 47E(c)



Nicole Rose PSM
Deputy Commissioner

Service Description - Witness Support

Witness Liaison Officer

The National Anti-Corruption Commission's (the Commission) Witness Liaison Officer can help answer any questions you may have about the reconsideration process and to connect you with counselling support. You can contact your Witness Liaison Officer (WLO) on the details below. In addition to being able to contact Converge International yourself, as described below, the WLO can also make a referral to Converge on your behalf if requested.

The details of your WLO are as follows:

Sections 47F and 47E(c)

A large black rectangular redaction box covering the details of the Witness Liaison Officer.

Service Overview

Section 47G

A large black rectangular redaction box covering the entire Service Overview section.

How Do I Book in?

Section 47G



Who are the Consultants?


Converge International has a small, dedicated team of senior consultants who are experienced in supporting people who are involved in processes like you are facing. The senior consultants are independent of the Commission.

Number of Sessions

Section 47G



Questions?

For any questions about the service, please reach out to the WLO, or the Consulting team at Converge (Section 47G ).

From: Commissioner
Sent: Monday, 28 October 2024 10:18 AM
To: Section 47F
Cc: NACC - s 47F & s 47E(c)
Subject: Correspondence from the National Anti-Corruption Commission
Attachments: 20241028 DC Rose to Sections 46(b), 47F, 47E(c).pdf

Dear Section 47F,

Please find attached correspondence from the National Anti-Corruption Deputy Commissioner, Nicole Rose PSM.

Yours sincerely,

s 47F & s 47E(c)

Sections 47F and 47E(c)

Sections 47F and 47E(c)

Sections 47F and 47E(c)

M. Sections 47F and 47E(c)

E. Sections 47F and 47E(c) [@nacc.gov.au](mailto:)



nacc.gov.au



National Anti-Corruption Commission

Deputy Commissioner

Ref: 24/667

28 October 2024

Sections 46(b), 47F, 47E(d)

Section 47F

Section 47F

Section 47F

BY EMAIL: Section 47F

Dear Sections 46(b), 47F, 47E(d),

Decision to Reconsider the Referrals from the Robodebt Royal Commission into the Robodebt Scheme

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GPO Box 605
CANBERRA ACT 2601
ABN 47 446 409 542

nacc.gov.au

To sign up for counselling sessions, please follow the instructions set out in the Service Description below.

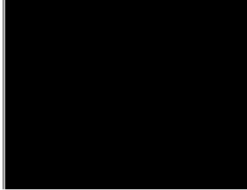
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In the meantime, should you have any other questions, please do not hesitate to contact

Sections 47F and 47E(c), on **Sections 47F and 47E(c)** or **Sections 47F and 47E(c)**.

Yours sincerely,

Sections 47F and 47E(c)



Nicole Rose PSM
Deputy Commissioner

Service Description - Witness Support

Witness Liaison Officer

The National Anti-Corruption Commission's (the Commission) Witness Liaison Officer can help answer any questions you may have about the reconsideration process and to connect you with counselling support. You can contact your Witness Liaison Officer (WLO) on the details below. In addition to being able to contact Converge International yourself, as described below, the WLO can also make a referral to Converge on your behalf if requested.

The details of your WLO are as follows:

Sections 47F and 47E(c)

A large black rectangular redaction box covering the details of the Witness Liaison Officer.

Service Overview

Section 47FG

A large black rectangular redaction box covering the entire Service Overview section.

How Do I Book in?

Section 47G



Who are the Consultants?


Converge International has a small, dedicated team of senior consultants who are experienced in supporting people who are involved in processes like you are facing. The senior consultants are independent of the Commission.

Number of Sessions

Section 47G



Questions?

For any questions about the service, please reach out to the WLO, or the Consulting team at Converge (Section 47G ).

From: Commissioner
Sent: Monday, 28 October 2024 10:19 AM
To: Section 47F
Cc: NACC - s 47F & s 47E(c)
Subject: Correspondence from the National Anti-Corruption Commission
Attachments: 20241028 DC Rose to Sections 46(b), 47F, 47E(c).pdf

Dear Section 47F,

Please find attached correspondence from the National Anti-Corruption Deputy Commissioner, Nicole Rose PSM.

Yours sincerely,

s 47F & s 47E(c)

Sections 47F and 47E(c)

Sections 47F and 47E(c)

Sections 47F and 47E(c)

M. Sections 47F and 47E(c)

E. Sections 47F and 47E(c) [@nacc.gov.au](mailto:)



nacc.gov.au



National Anti-Corruption Commission

Deputy Commissioner

Ref: 24/667

28 October 2024

Sections 46(b), 47F, 47E(d)

Section 47F

Section 47F

Section 47F

BY EMAIL: Section 47F

Dear Sections 46(b), 47F, 47E(d),**Decision to Reconsider the Referrals from the Robodebt Royal Commission into the Robodebt Scheme**

I am writing regarding the referral made by the Robodebt Royal Commission (the RRC) to the National Anti-Corruption Commission (the Commission) concerning you, and the Commission's letter dated 22 April 2024, informing you of the decision to take no further action.

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GPO Box 605
CANBERRA ACT 2601
ABN 47 446 409 542

nacc.gov.au

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A Witness Liaison Officer is also available to assist you and to answer any questions you may have about the process. Their contact details are also provided below.

In the meantime, should you have any other questions, please do not hesitate to contact

Sections 47F and 47E(c), on **Sections 47F and 47E(c)** or **Sections 47F and 47E(c)**.

Yours sincerely,

Sections 47F and 47E(c)

A large black rectangular redaction box covers the signature area.

Nicole Rose PSM
Deputy Commissioner

Service Description - Witness Support

Witness Liaison Officer

The National Anti-Corruption Commission's (the Commission) Witness Liaison Officer can help answer any questions you may have about the reconsideration process and to connect you with counselling support. You can contact your Witness Liaison Officer (WLO) on the details below. In addition to being able to contact Converge International yourself, as described below, the WLO can also make a referral to Converge on your behalf if requested.

The details of your WLO are as follows:

Sections 47F and 47E(c)

A large black rectangular redaction box covering the details of the Witness Liaison Officer.

Service Overview

Section 47G

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How Do I Book in?

Section 47G



Who are the Consultants?


Converge International has a small, dedicated team of senior consultants who are experienced in supporting people who are involved in processes like you are facing. The senior consultants are independent of the Commission.

Number of Sessions

Section 47G



Questions?

For any questions about the service, please reach out to the WLO, or the Consulting team at Converge (Section 47G ).

From: Commissioner
Sent: Monday, 28 October 2024 10:20 AM
To: Section 47F
Section 47F
Cc: NACC - § 47F & s 47E(c)
Subject: Correspondence from the National Anti-Corruption Commission
Attachments: 20241028 DC Rose to Sections 46(b), 47F, 47E(d).pdf

Dear Section 47F,

Please find attached correspondence from the National Anti-Corruption Deputy Commissioner, Nicole Rose PSM.

Yours sincerely,

§ 47F & s 47E(c)

Sections 47F and 47E(c)

Sections 47F and 47E(c)

Sections 47F and 47E(c)

M. Sections 47F and 47E(c)

E. Sections 47F and 47E(c) [@nacc.gov.au](mailto:)



nacc.gov.au



National Anti-Corruption Commission

Deputy Commissioner

Ref: 24/667

28 October 2024

Sections 46(b), 47F, 47E(d)

Section 47F

Section 47F

Section 47F

BY EMAIL: Section 47F

Section 47F

Dear Sections 46(b), 47F, 47E(d),

Decision to Reconsider the Referrals from the Robodebt Royal Commission into the Robodebt Scheme

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GPO Box 605
CANBERRA ACT 2601
ABN 47 446 409 542

nacc.gov.au

OFFICIAL

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In the meantime, should you have any other questions, please do not hesitate to contact

Sections 47F and 47E(c), on **Sections 47F and 47E(c)** or **Sections 47F and 47E(c)**.

Yours sincerely,

Sections 47F and 47E(c)

Nicole Rose PSM
Deputy Commissioner

Service Description - Witness Support

Witness Liaison Officer

The National Anti-Corruption Commission's (the Commission) Witness Liaison Officer can help answer any questions you may have about the reconsideration process and to connect you with counselling support. You can contact your Witness Liaison Officer (WLO) on the details below. In addition to being able to contact Converge International yourself, as described below, the WLO can also make a referral to Converge on your behalf if requested.

The details of your WLO are as follows:

Sections 47F and 47E(c)

A large black rectangular redaction box covering the details of the Witness Liaison Officer.

Service Overview

Section 47G

A large black rectangular redaction box covering the entire service overview section.

How Do I Book in?

Section 47G



Who are the Consultants?


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Number of Sessions

Section 47G



Questions?

For any questions about the service, please reach out to the WLO, or the Consulting team at Converge (Section 47G ).

From: Commissioner
Sent: Tuesday, 29 October 2024 3:16 PM
To: Section 47F
Cc: NACC - s 47F & s 47E(c)
Subject: RE: Correspondence from the National Anti-Corruption Commission [SEC=OFFICIAL]

Thanks Section 47F,
s 47F & s 47E(c)

Sections 47F and 47E(c)
Sections 47F and 47E(c)

M. Sections 47F and 47E(c)
E. Sections 47F and 47E(c) @nacc.gov.au

From: Section 47F
Sent: Tuesday, October 29, 2024 3:14 PM
To: Commissioner Sections 47F and 47E(c) @nacc.gov.au>
Cc: NACC - Sections 47F and 47E(c) @nacc.gov.au>
Subject: RE: Correspondence from the National Anti-Corruption Commission [SEC=OFFICIAL]

OFFICIAL

Good afternoon, acknowledging receipt and confirming this has been provided to Sections 46(b), 47F, 47E(d).

Kind regards

Section 47F

From: Commissioner Sections 47F and 47E(c) @nacc.gov.au>
Sent: Monday, 28 October 2024 9:19 AM
To: Section 47F
Cc: NACC - Sections 47F and 47E(c) @nacc.gov.au>
Subject: Correspondence from the National Anti-Corruption Commission [SEC=OFFICIAL]

OFFICIAL

Dear Section 47F,

Please find attached correspondence from the National Anti-Corruption Deputy Commissioner, Nicole Rose PSM.

Yours sincerely,

s 47F & s 47E(c)

Sections 47F and 47E(c)

Sections 47F and 47E(c)

Sections 47F and 47E(c)

M. Sections 47F and 47E(c)

E. Sections 47F and 47E(c) [@nacc.gov.au](mailto:Sections 47F and 47E(c)@nacc.gov.au)



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From: Commissioner
Sent: Tuesday, 29 October 2024 3:07 PM
To: Section 47F
Cc: NACC - s 47F & s 47E(c)
Subject: RE: Correspondence from the National Anti-Corruption Commission [MADD-M.FID3550879] [SEC=OFFICIAL]

Thanks Section 47F,
s 47F & s 47E(c)

Sections 47F and 47E(c)
Sections 47F and 47E(c)

M. Sections 47F and 47E(c)
E. Sections 47F and 47E(c) @nacc.gov.au

From: Section 47F
Sent: Tuesday, October 29, 2024 3:06 PM
To: Commissioner Sections 47F and 47E(c) @nacc.gov.au>
Cc: NACC - Sections 47F and 47E(c) @nacc.gov.au>
Subject: RE: Correspondence from the National Anti-Corruption Commission [MADD-M.FID3550879] [SEC=OFFICIAL]

OFFICIAL

Good afternoon

Confirming receipt of this correspondence and that it has been forwarded to our client, Sections 46(b), 47F, 47E(d).

Kind regards

Section 47F

Section 47F



From: Commissioner Sections 47F and 47E(c) @nacc.gov.au>
Sent: Monday, October 28, 2024 10:18 AM

To: Section 47F [REDACTED]

Section 47F [REDACTED]

Cc: NACC - Sections 47F and 47E(c) [REDACTED] @nacc.gov.au>

Subject: Correspondence from the National Anti-Corruption Commission [SEC=OFFICIAL]

OFFICIAL

Dear Section 47F [REDACTED],

Please find attached correspondence from the National Anti-Corruption Deputy Commissioner, Nicole Rose PSM.

Yours sincerely,

s 47F & s 47E(c) [REDACTED]

Sections 47F and 47E(c) [REDACTED]

Sections 47F and 47E(c) [REDACTED]

Sections 47F and 47E(c) [REDACTED]

M. Sections 47F and 47E(c) [REDACTED]

E. Sections 47F and 47E(c) [REDACTED] @nacc.gov.au



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Section 47F(1) - Personal privacy [REDACTED]

Section 47F(1) - Personal privacy [REDACTED]

Section 47F(1) - Personal privacy

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This communication and any attachments are confidential and may be privileged, intended only for use of the individual or entity named. If you are not the intended recipient, any dissemination, copying or use of the information is strictly prohibited. If you have received this transmission in error, please delete it immediately from your system and inform us by email on [Section 47F\(1\) -](#)

From: Commissioner
Sent: Tuesday, 29 October 2024 3:07 PM
To: Section 47F(1)
Cc: NACC - s 47F & s 47E(c)
Subject: RE: Correspondence from the National Anti-Corruption Commission [PA-A.142061.453166.FID1345263] [SEC=OFFICIAL]

Thanks Section 47F,
s 47F & s 47E(c)

Sections 47F and 47E(c)
Sections 47F and 47E(c)

M. Sections 47F and 47E(c)
E. Sections 47F and 47E(c) [@nacc.gov.au](mailto:>@nacc.gov.au)

From: Section 47F
Sent: Tuesday, October 29, 2024 2:54 PM
To: Commissioner Sections 47F and 47E(c) [@nacc.gov.au](mailto:>@nacc.gov.au)>
Cc: NACC - Sections 47F and 47E(c) [@nacc.gov.au](mailto:>@nacc.gov.au)>
Subject: RE: Correspondence from the National Anti-Corruption Commission [PA-A.142061.453166.FID1345263] [SEC=OFFICIAL]

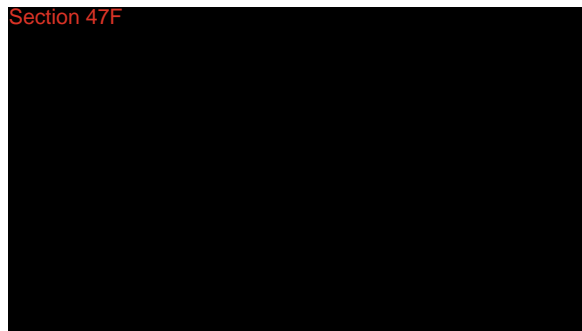
OFFICIAL

Dear Commissioner,

I acknowledge receipt of the email below and its attachment and confirm that it has been provided to s 46(b), 47F, 47E(d)
Sections 46(b), 47F, 47E(d)

Regards

Section 47F
Section 47F
Section 47F



From: Commissioner Sections 47F and 47E(c) [@nacc.gov.au](mailto:>@nacc.gov.au)>
Sent: Monday, 28 October 2024 9:46 AM
To: Section 47F

Cc: NACC - Sections 47F and 47E(c) [@nacc.gov.au](mailto:)>

Subject: Correspondence from the National Anti-Corruption Commission [SEC=OFFICIAL]

OFFICIAL

Dear Section 47F,

Please find attached correspondence from the National Anti-Corruption Deputy Commissioner, Nicole Rose PSM.

Yours sincerely,

s 47F & s 47E(c)

Sections 47F and 47E(c)

Sections 47F and 47E(c)

Sections 47F and 47E(c)

M. Sections 47F and 47E(c)

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nacc.gov.au

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