

s 22

From: Media
Sent: Monday, 21 October 2019 6:11 PM
To: 'Jack Snape'
Cc: Media
Subject: RE: Alleged incident at Treasury Ball [SEC=UNCLASSIFIED]

Hi Jack,

Please find below our response, which you can attribute to a Treasury spokesperson where appropriate.

Treasury is aware of the comment.

The matter does not relate to the Treasury Secretary, Dr Steven Kennedy.

Treasury takes seriously all comments made in relation to staff and has rigorous processes to address staffing matters as they arise. We also have support available for staff who may be impacted. Treasury does not comment on individual staffing matters.

The Secretary, Dr Steven Kennedy, will be appearing at Senate Estimates on Wednesday.

Kindest regards,

s 22

Media Unit
The Treasury, Langton Crescent, Parkes ACT 2600
Phone: +61 2 6263 2300

www.treasury.gov.au

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From: Jack Snape
Sent: Monday, 21 October 2019 4:36 PM
To: Media
Subject: Alleged incident at Treasury Ball

Hello,

I have been passed on information that an allegation of s47F [redacted] by the Treasury secretary s47F [redacted] at Treasury Ball has been made on Facebook.

Can Treasury please confirm its understanding of the allegation.
Is Treasury investigating the allegation? If not, why not?
What is the outcome of the investigation?
If it's incomplete, when will it be complete?
What has the Department done to address the welfare of the alleged victim, complainant and others affected?
Has the secretary stood down from duties while the investigation is on foot? Why/why not?
Will the secretary be appearing at estimates?

Please get back to me by COB.

Regards,
Jack

Jack Snape

s47F | @jacksongs

-

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From: Media
Sent: Wednesday, 23 October 2019 1:43 PM
To: 'Jack Snape'
Cc: Media
Subject: RE: Acting arrangements [SEC=UNCLASSIFIED]

Hi Jack,

Please find our response below:

Damien White is currently acting Deputy Secretary of the Corporate Services and Business Strategy Group.

Treasury does not comment on individual staffing matters.

You can find our latest organisational chart at <http://treasury.gov.au/the-department/about-treasury/our-organisation>

Kindest regards,

s 22

Media Unit

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Phone: +61 2 6263 2300

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From: Jack Snape
Sent: Wednesday, 23 October 2019 12:01 PM
To: Media
Subject: Acting arrangements

Hello,

There was mention of acting arrangements for Damien White at estimates of “according to the Secretary of at least a month” as dep sec of Corporate Services and Business Strategy.

Can you please confirm why Matt Flavel is no longer in the position?

Does this relate to the alleged incident at Treasury Ball?

What is this “at least a month” timetable based on?

Please get back to me by 2pm.

Regards,
Jack

Jack Snape

s47F | @jacksongs

-

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From: Media
Sent: Tuesday, 22 October 2019 7:44 PM
To: PCoorey@afr.com
Cc: Media
Subject: [SEC=UNCLASSIFIED] Re: Mark Flavell

Hi Phillip,

Please see response below, which you can attribute to a Treasury spokesperson.

Treasury takes seriously all comments made in relation to staff and has rigorous processes to address staffing matters as they arise. We also have support available for staff who may be impacted.

Treasury does not comment on individual staffing matters.

Thank you,

s 22

Sent from my iPhone

Media and Speeches Unit
The Treasury
02 6263 2300
media@treasury.gov.au

On 22 Oct 2019, at 6:17 pm, Phillip Coorey <pcoorey@afr.com> wrote:

Hi, can u please forward me your statement in response to allegations concerning Mark Flavell please.

--

Phillip Coorey
Political Editor

FINANCIAL REVIEW

T +61 2 6240 4030 M s47F
A Suite 115, Press Gallery,
Parliament House, Canberra, ACT, 2600
E pcoorey@afr.com



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From: Media
Sent: Wednesday, 23 October 2019 8:56 AM
To: 'Uhlmann, Chris'
Cc: s 22 Media
Subject: RE: Media inquiry [SEC=UNCLASSIFIED]

Hi Chris,

Please see response below, which you can attribute to a Treasury spokesperson.

Treasury takes seriously all comments made in relation to staff and has rigorous processes to address staffing matters as they arise. We also have support available for staff who may be impacted.

Treasury does not comment on individual staffing matters.

Thank you,

s 22

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From: Uhlmann, Chris
Sent: Tuesday, 22 October 2019 4:39 PM
To: Media ; s 22
Cc: s 22
Subject: Media inquiry

Hi there,

We understand there was an incident at the Treasury Charity Ball (12/10) involving Deputy Secretary Matt Flavel and s47F

- 1- Was there an incident? What was the nature of the incident?
- 2- Were any HR rules broken?
- 3- Have any members of staff raised concerns?
- 4- Has the Secretary or Treasurer or Treasurer's office been made aware of the incident or any concerns raised by staff members?

Our deadline is tomorrow afternoon.

Many thanks,

Chris Uhlmann
Political Editor Nine News

s47F

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s 22

From: Media
Sent: Wednesday, 23 October 2019 4:51 PM
To: 'Sarah Martin'
Cc: Media
Subject: RE: Enquiry re Matt Flavel allegations [SEC=UNCLASSIFIED]

Hi Sarah,

Please find our response below.

Treasury takes seriously all comments made in relation to staff and has rigorous processes to address staffing matters as they arise. We also have support available for staff who may be impacted.

Treasury does not comment on individual staffing matters.

Kindest regards,

s 22

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From: Sarah Martin
Sent: Wednesday, 23 October 2019 2:17 PM
To: Media
Subject: Enquiry re Matt Flavel allegations

Hi there,

I write with an inquiry regarding allegations made about Treasury deputy secretary Matt Flavel, some of which have been made publicly.

Among the allegations that have been put to me are that Mr Flavel he has s47F

s47F s47F

s47F

I am told these allegations are well known among treasury staff, and complaints have been made.

Can you please advise:

- When did Treasury receive complaints about Mr Flavel's behaviour?
- What action is treasury taking to investigate these allegations?
- Has any disciplinary action been taken against Mr Flavel?
- Is Mr Flavel still serving in his position?
- Does Treasury dispute any of the above allegations?

Kind regards,

Sarah Martin
Chief political correspondent

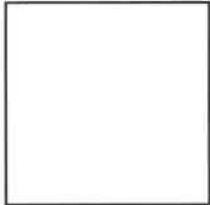
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twitter: [@msmarto](https://twitter.com/msmarto)



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From: Sarah Martin <sarah.martin@theguardian.com>
Sent: Sunday, 3 November 2019 2:38 PM
To: Media
Subject: Re: [SEC=UNCLASSIFIED] Re: Flavel and secretary's email

Thanks Shannon.
Sarah

On Sun, 3 Nov 2019 at 14:14, Media <media@treasury.gov.au> wrote:
Hi Sarah

Just confirming we've received your query and will come back to you shortly.

Thanks
Shannon

Sent from my iPhone

Media and Speeches Unit
The Treasury
02 6263 2300
media@treasury.gov.au

On 3 Nov 2019, at 1:33 pm, Sarah Martin <sarah.martin@theguardian.com> wrote:

Hi there,
I have been sent a copy of the secretary's email to Treasury staff regarding the department's investigation of allegations around Matthew Flavel's conduct.
I will be quoting from this email for a story about Flavel no longer serving in his role as deputy secretary, about which I understand my colleague Paul Karp has made some inquiries.

Please let me know if the department can provide any further information, including:
- how the investigation will be an "independent" process as referenced in the email
- how long the investigation will take
- what is the status of Mr Flavel's employment currently

Thank you - happy to chat if you would prefer. My number is s 22
Kind regards,

--

Sarah Martin
Chief political correspondent
The Guardian | Australia

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--

Sarah Martin

Chief political correspondent
The Guardian | Australia

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s 22

From: Paul Karp <paul.karp@theguardian.com>
Sent: Sunday, 27 October 2019 12:25 PM
To: Flavel, Matthew
Subject: Urgently seeking response re departure from Treasury

Hi Matt, I've seen that Treasury last week uploaded a new version of its organisational chart which shows Damien White is acting deputy secretary of the corporate services and business strategy group. You've been removed from the org chart and also no longer appear on Treasury's executive page. Could I please ask: * Are you no longer the deputy secretary of the corporate services and business strategy group and if so, why? * Have you resigned or has your employment been terminated? * Was your departure related to a conduct issue? * Have you been notified by Treasury that you are/were being investigated for s47F [redacted] at the after-party of the Treasury Ball on 12 October or any other conduct-related issue? Please message back or call me urgently: s 22 [redacted] Kind regards, Paul Karp Political reporter, Guardian Australia

--
Paul Karp
Political reporter
The Guardian | Australia

s47F [redacted]
paul.karp@theguardian.com

twitter: @Paul_Karp

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s 22

From: Flavel, Matthew
Sent: Sunday, 27 October 2019 12:33 PM
To: Kennedy, Steven
Subject: [SEC=UNCLASSIFIED] Fwd: Urgently seeking response re departure from Treasury

This was the inquiry, also sent to my work address.

MF

Begin forwarded message:

From: Paul Karp
Date: 27 October 2019 at 11:55:05 am ACDT
To: "Flavel, Matthew"
Subject: Urgently seeking response re departure from Treasury

Hi Matt, I've seen that Treasury last week uploaded a new version of its organisational chart which shows Damien White is acting deputy secretary of the corporate services and business strategy group. You've been removed from the org chart and also no longer appear on Treasury's executive page. Could I please ask: * Are you no longer the deputy secretary of the corporate services and business strategy group and if so, why? * Have you resigned or has your employment been terminated? * Was your departure related to a conduct issue? * Have you been notified by Treasury that you are/were being investigated for s47F [redacted] at the after-party of the Treasury Ball on 12 October or any other conduct-related issue? Please message back or call me urgently. s 22 [redacted] Kind regards, Paul Karp Political reporter, Guardian Australia

--

Paul Karp
Political reporter
The Guardian | Australia

s47F [redacted]
paul.karp@theguardian.com

twitter: [@Paul_Karp](https://twitter.com/Paul_Karp)

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=

s 22

From: White, Damien
Sent: Monday, 28 October 2019 9:57 AM
To: Media
Cc: England, Cristy
Subject: FW: Seeking chat about Matt Flavel [SEC=UNCLASSIFIED]

All

FYI, email from Paul Karp.

Damien

From: Paul Karp
Sent: Monday, 28 October 2019 9:24 AM
To: White, Damien
Subject: Seeking chat about Matt Flavel

Hi Damien,

First of all - congratulations on your appointment as Acting Deputy Secretary of the Corporate Services and Business Strategy Group.

Secondly, could I please ask to speak to you about the circumstances of Matt Flavel no longer being on duty in that dep sec role? Can be on background not attributable to you if you need. Please call back: s 22

Cheers,

Paul

--
Paul Karp
Political reporter
The Guardian | Australia

s47F
paul.karp@theguardian.com

twitter: @Paul_Karp

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s 22

From: Media
Sent: Monday, 28 October 2019 12:52 PM
To: 'Paul Karp'
Cc: Media
Subject: RE: Urgently seeking response on removal of Matt Flavel [SEC=UNCLASSIFIED]

Hi Paul,

You can attribute the following to a Treasury spokesperson:

Matt Flavel is not currently on duty. For privacy reasons, the Treasury does not comment on individual staffing matters.

Kindest regards,

s 22

Media Unit
The Treasury, Langton Crescent, Parkes ACT 2600
Phone: +61 2 6263 2300

www.treasury.gov.au

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From: Paul Karp
Sent: Monday, 28 October 2019 10:52 AM
To: Media
Subject: Re: Urgently seeking response on removal of Matt Flavel [SEC=UNCLASSIFIED]

Hi,

I've been told by a source that Matt Flavel is not on duty because he is the subject of a disciplinary investigation. That's what we're planning to write unless you advise us it's incorrect - please let me know ASAP.

Cheers,

Paul

On Sun, 27 Oct 2019 at 14:10, Media <media@treasury.gov.au> wrote:

Hi Paul,

Mr Matt Flavel is an employee of the Department of the Treasury, but not currently on duty. Mr Damien White is Acting Deputy Secretary, Corporate Services and Business Strategy Group.

The Treasury takes seriously all comments made in relation to staff and has rigorous processes in place to address staffing matters as they arise.

You can attribute to a Treasury spokesperson.

Thanks Paul,

s 22

Media Unit

The Treasury, Langton Crescent, Parkes ACT 2600

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From: Paul Karp <paul.karp@theguardian.com>

Sent: Sunday, 27 October 2019 11:58 AM

To: Media <media@treasury.gov.au>

Subject: Re: Urgently seeking response on removal of Matt Flavel [SEC=UNCLASSIFIED]

Hi s 22,

Thanks for the response. Could I at least ask you to clarify if Flavel is still a Treasury employee?

While I understand there are sensitivities around the case, the material you've already provided on the public record establishes that Flavel is no longer working in the capacity of dep sec so I think it's reasonable to expect a federal department to explain why. No publicly-listed company could just announce the departure of a senior executive employee without revealing - even when asked - why that person is no longer in their job. I'd like to think that the APS is committed to transparency and could *at least* say whether that senior executive is still an employee?

I know you will be motivated by the best of reasons - including fairness to Mr Flavel. But as it stands I can write an article saying "Treasury dep sec gone, department won't rule out misconduct investigation" and the inference that there is a misconduct investigation is still there.

Please reconsider the decision so we can better balance fairness to your former dep sec with the public's right to know what is going on at the most senior levels of the public service.

Kind regards,

Paul

On Sun, 27 Oct 2019 at 10:13, Media <media@treasury.gov.au> wrote:

Hi Paul, see response below, which you can attribute to a Treasury spokesperson where appropriate.

Damien White is currently Acting Deputy Secretary of the Corporate Services and Business Strategy Group.

The Treasury does not comment on individual staffing matters.

Thank you,

S 22

Media Unit

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Phone: +61 2 6263 2300

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From: Paul Karp <paul.karp@theguardian.com>
Sent: Sunday, 27 October 2019 8:00 AM
To: Media <media@treasury.gov.au>
Subject: Urgently seeking response on removal of Matt Flavel

Hi,

I've seen that Treasury last week uploaded a new version of its organisational chart which shows Damien White is acting deputy secretary of the corporate services and business strategy group.

Matt Flavel has been removed from the org chart and also no longer appears on your executive page.

Could I please ask:

- Why is Matt Flavel no longer the deputy secretary of the corporate services and business strategy group?
- Has he resigned or has his employment been terminated?
- If Flavel's employment was terminated or he has been stood down or suspended - was this for a conduct issue?
- Is or was Matt Flavel under investigation for s47F [REDACTED] at the after-party of the Treasury Ball on 12 October?
- Has Treasury received any complaint or been notified that Matt Flavel allegedly s47F [REDACTED] s47F [REDACTED] at the after-party of the ball?

Thanks for considering. Looking for a response as soon as possible please.

Kind regards,

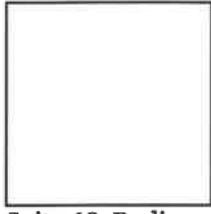
Paul Karp

--

Paul Karp
Political reporter
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Paul Karp
Political reporter
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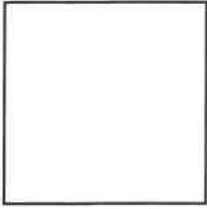
--

Paul Karp
Political reporter
The Guardian | Australia

s47F

paul.karp@theguardian.com

twitter: [@Paul_Karp](https://twitter.com/Paul_Karp)



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From: TSYNews
Sent: Friday, 1 November 2019 3:02 PM
Subject: Message from the Secretary [DLM=For-Official-Use-Only]



TSY NEWS/Secretary's message

Message from the Secretary

Dear colleagues

I am aware that over the past few weeks, a number of allegations regarding the conduct of a Treasury employee have circulated.

I am taking appropriate steps to investigate the allegations. I want to assure you that we have robust processes and procedures, including independent reviews, to deal with such matters, and these are being closely followed. With a view of protecting the privacy of those concerned, I will not be sharing confidential information.

I want to stress that my number one priority is the welfare of each and every one of you. I want all employees to feel comfortable to raise difficult matters at any time, without fear of any adverse action. I want every Treasury employee to feel safe in the knowledge that these matters will be dealt with sensitively and respectfully.

POSD is available to assist you, and I encourage you to reach out directly to Cristy England. Support is available through the Wellbeing Team or Benestar, Treasury's EAP provider. Please be assured that all such conversations will be treated in strict confidence.

Regards

Steven

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The only exception is when meeting our obligations outlined under the [Staying in Touch policy](#)

s 22

From: Media
Sent: Friday, 1 November 2019 5:20 PM
To: 'Lanai Scarr'
Cc: Media
Subject: RE: Request for The West Australian [SEC=UNCLASSIFIED]

Hi Lanai,

Please see response below which you can attribute to a Treasury spokesperson.

Treasury takes seriously all comments made in relation to staff and has rigorous processes to address staffing matters as they arise, but Treasury does not comment on individual staffing matters.

Thank you,

s 22

Media Unit

The Treasury, Langton Crescent, Parkes ACT 2600

Phone: +61 2 6263 2300

www.treasury.gov.au

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From: Lanai Scarr
Sent: Friday, 1 November 2019 3:36 PM
To: Media
Subject: Request for The West Australian

Hi,

Can the Treasury please provide a statement on why Matt Flavel has been suspended from his duties as Deputy Secretary?

How long is his suspension for?

Is Treasury investigating s47F accusations against Mr Flavel?

Were these incidents reported from the Treasury Ball when Mr Flavel was Acting Secretary?

Was HR involved and did they have to inform Phil Gaetjens while he was in the US?

Was this one of the reasons for Mr Flavel's suspension?

Is he suspended on full pay?

I will need a response no later than 7pm AEDT tonight.

Cheers,

Lanai

Lanai Scarr

Federal Political Editor



SEVEN WEST MEDIA (WA)

P s47F

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E lanai.scarr@wanews.com.au

W thewest.com.au | perthnow.com.au | 7news.com.au

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s 22

From: Lanai Scarr <lanai.scarr@wanews.com.au>
Sent: Sunday, 3 November 2019 4:59 PM
To: Treasurer Media
Subject: Fwd: Request for The West Australian

See below

Lanai Scarr
Federal Political Editor
The West Australian newspaper
s47F

From: Lanai Scarr
Sent: Sunday, November 3, 2019 4:57 pm
To: media@treasury.gov.au
Cc: s 22
Subject: Request for The West Australian
Hi,

I refer to the story published yesterday in our paper: <https://thewest.com.au/politics/federal-politics/investigation-into-deputy-secretary-of-treasury-matt-flavel-over-alleged-incident-at-last-months-treasury-ball-ng-b881370606z>

How long is this investigation expected to take?
Is Mr Flavel on paid leave while this investigation is underway?
Is the Treasurer being provided updates on the investigation?
Will the final investigation report be handed to the Treasurer?

This story is for tomorrow's paper so I will need a response by 8pm AEDT.

Cheers,
Lanai

Lanai Scarr
Federal Political Editor
The West Australian newspaper
s47F

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s 22

From: Lanai Scarr <lanai.scarr@wanews.com.au>
Sent: Sunday, 3 November 2019 5:46 PM
To: Media
Cc: Media
Subject: Re: [SEC=UNCLASSIFIED] Re: Request for The West Australian

Thank you!

Lanai Scarr
Federal Political Editor
The West Australian newspaper

s47F

From: Media
Sent: Sunday, November 3, 2019 5:08:12 PM
To: Lanai Scarr
Cc: Media
Subject: [SEC=UNCLASSIFIED] Re: Request for The West Australian
Hi Lanai - just confirming we've received your query and will come back to you shortly.

Thanks
Shannon

Sent from my iPhone

Media and Speeches Unit
The Treasury
02 6263 2300
media@treasury.gov.au

On 3 Nov 2019, at 4:57 pm, Lanai Scarr <lanai.scarr@wanews.com.au> wrote:

Hi,

I refer to the story published yesterday in our paper: <https://thewest.com.au/politics/federal-politics/investigation-into-deputy-secretary-of-treasury-matt-flavel-over-alleged-incident-at-last-months-treasury-ball-ng-b881370606z>

How long is this investigation expected to take?
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Cheers,
Lanai

Lanai Scarr
Federal Political Editor
The West Australian newspaper

s47F

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s 22

From: Media
Sent: Sunday, 3 November 2019 9:08 PM
To: England, Cristy; Rayner, Karla; s 22 White, Damien
Cc: s 22 Kenna, Shannon
Subject: FW: Request for The West Australian [SEC=UNCLASSIFIED]

FYI

I won't be answering any more questions from her tonight.

From: Media
Sent: Sunday, 3 November 2019 9:06 PM
To: 'Lanai Scarr' ; Media
Cc: s 22
Subject: RE: Request for The West Australian [SEC=UNCLASSIFIED]

Hi Lanai

If you have general questions about the processes these are a matter of public record on the Treasury website - <https://www.treasury.gov.au/the-department/recruitment-and-careers/commonwealth-of-australia-public-service-act-1999-section-153-procedures-for-determining-suspected-breaches-of-the-code-of-conduct>

As I'm sure you understand, as we don't comment on individual staffing matters we have nothing further to add at this time.

Thanks
Shannon

From: Lanai Scarr <lanai.scarr@wanews.com.au>
Sent: Sunday, 3 November 2019 8:27 PM
To: Media <media@treasury.gov.au>
Cc: s 22 @TREASURY.GOV.AU; s 22
s 22 @TREASURY.GOV.AU
Subject: RE: Request for The West Australian [SEC=UNCLASSIFIED]

Hi Shannon – that was not my question and I feel I have been very clear.

Is it standard practice for employees on leave pending an investigation to still receive their full salary while that investigation is underway.

Respectfully, your continued responses are very directly refusing to answer my specific question.

Lanai Scarr
Federal Political Editor
The West Australian newspaper
s47F

From: Media <media@treasury.gov.au>
Sent: Sunday, 3 November 2019 5:25 PM
To: Lanai Scarr <lanai.scarr@wanews.com.au>; Media <media@treasury.gov.au>
Cc: s 22 @TREASURY.GOV.AU; s 22

s 22 @TREASURY.GOV.AU>

Subject: RE: Request for The West Australian [SEC=UNCLASSIFIED]

Hi Lanai

As we have already outlined, we have rigorous processes in place to address staffing matters.

Thanks
Shannon

From: Lanai Scarr <lanai.scarr@wanews.com.au>

Sent: Sunday, 3 November 2019 7:49 PM

To: Media <media@treasury.gov.au>

Cc: s 22 @TREASURY.GOV.AU>; s 22

s 22 @TREASURY.GOV.AU>

Subject: RE: Request for The West Australian [SEC=UNCLASSIFIED]

And is salary still paid to employees while an investigation is underway as a general rule?

Lanai Scarr
Federal Political Editor
The West Australian newspaper
s47F

From: Media <media@treasury.gov.au>

Sent: Sunday, 3 November 2019 4:49 PM

To: Lanai Scarr <lanai.scarr@wanews.com.au>; Media <media@treasury.gov.au>

Cc: s 22 @TREASURY.GOV.AU>; s 22

s 22 @TREASURY.GOV.AU>

Subject: RE: Request for The West Australian [SEC=UNCLASSIFIED]

Hi Lanai

The Treasury has established processes. The time taken to complete a process depends on the individual circumstances.

Thanks
Shannon

From: Lanai Scarr <lanai.scarr@wanews.com.au>

Sent: Sunday, 3 November 2019 6:09 PM

To: Media <media@treasury.gov.au>

Cc: s 22 @TREASURY.GOV.AU>; s 22

s 22 @TREASURY.GOV.AU>

Subject: Re: Request for The West Australian [SEC=UNCLASSIFIED]

Hi Shannon,

If you are unable to comment on individual matters can you please answer the following:

What is the average length of time for Treasury HR matters?

Is it standard practice for individuals to be on paid leave during an investigation?

What is Treasury's policy on this?

Still need a response tonight pls.

Thank you.

Cheers,
Lanai

Lanai Scarr
Federal Political Editor
The West Australian newspaper

s47F

From: Media <media@treasury.gov.au>
Sent: Sunday, November 3, 2019 6:04:21 PM
To: Lanai Scarr <lanai.scarr@wanews.com.au>; Media <media@treasury.gov.au>
Cc: s 22 @TREASURY.GOV.AU; s 22 @TREASURY.GOV.AU;
Subject: RE: Request for The West Australian [SEC=UNCLASSIFIED]

Hi Lanai

As stated in our response to you on Friday, Treasury does not comment on individual staffing matters.

Happy for you to attribute this to a Treasury spokesperson.

Kind regards
Shannon

Media and Speeches Unit
The Treasury
02 6263 2300
media@treasury.gov.au

From: Lanai Scarr <lanai.scarr@wanews.com.au>
Sent: Sunday, 3 November 2019 4:58 PM
To: Media <media@treasury.gov.au>
Cc: s 22 @TREASURY.GOV.AU; s 22 @TREASURY.GOV.AU;
Subject: Request for The West Australian

Hi,

I refer to the story published yesterday in our paper: <https://thewest.com.au/politics/federal-politics/investigation-into-deputy-secretary-of-treasury-matt-flavel-over-alleged-incident-at-last-months-treasury-ball-ng-b881370606z>

How long is this investigation expected to take?
Is Mr Flavel on paid leave while this investigation is underway?
Is the Treasurer being provided updates on the investigation?
Will the final investigation report be handed to the Treasurer?

This story is for tomorrow's paper so I will need a response by 8pm AEDT.

Cheers,
Lanai

Lanai Scarr
Federal Political Editor
The West Australian newspaper
s47F

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s 22

From: Media
Sent: Sunday, 3 November 2019 3:11 PM
To: 'Sarah Martin'
Cc: Media
Subject: RE: Flavel and secretary's email [SEC=UNCLASSIFIED]

Hi Sarah

You can attribute the following response to a Treasury spokesperson:

Matt Flavel is not currently on duty. For privacy reasons, the Treasury does not comment on individual staffing matters. Treasury takes seriously all comments made in relation to staff and has rigorous processes to address staffing matters as they arise.

Kind regards
Shannon

Media and Speeches Unit
The Treasury
02 6263 2300
media@treasury.gov.au

From: Sarah Martin
Sent: Sunday, 3 November 2019 2:38 PM
To: Media
Subject: Re: [SEC=UNCLASSIFIED] Re: Flavel and secretary's email

Thanks Shannon.
Sarah

On Sun, 3 Nov 2019 at 14:14, Media <media@treasury.gov.au> wrote:

Hi Sarah

Just confirming we've received your query and will come back to you shortly.

Thanks
Shannon

Sent from my iPhone

Media and Speeches Unit
The Treasury
02 6263 2300
media@treasury.gov.au

On 3 Nov 2019, at 1:33 pm, Sarah Martin <sarah.martin@theguardian.com> wrote:

Hi there,
I have been sent a copy of the secretary's email to Treasury staff regarding the department's investigation of allegations around Matthew Flavel's conduct.

I will be quoting from this email for a story about Flavel no longer serving in his role as deputy secretary, about which I understand my colleague Paul Karp has made some inquiries.

Please let me know if the department can provide any further information, including:

- how the investigation will be an "independent" process as referenced in the email
- how long the investigation will take
- what is the status of Mr Flavel's employment currently

Thank you - happy to chat if you would prefer. My number is s 22
Kind regards,

--

Sarah Martin
Chief political correspondent
The Guardian | Australia

+61 (0) 2 6225 7093

s47F

sarah.martin@theguardian.com

twitter: [@msmarto](https://twitter.com/msmarto)

**The
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Parliament House, Canberra, ACT 2600
theguardian.com/au

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--

Sarah Martin

Chief political correspondent
The Guardian | Australia

+61 (0) 2 6225 7093

s47F

sarah.martin@theguardian.com

twitter: [@msmarto](https://twitter.com/msmarto)

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theguardian.com/au

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s 22

From: Sally Whyte <sally.whyte@canberratimes.com.au>
Sent: Monday, 4 November 2019 2:19 PM
To: Media
Subject: Re: Media Request - Matt Flavel - Canberra Times [SEC=UNCLASSIFIED]

Hi s 22

Thanks for getting back to me.

Kind regards,
Sally

On Mon, 4 Nov 2019 at 14:16, Media <media@treasury.gov.au> wrote:

Hi Sally,

You can attribute the following to a Treasury spokesperson:

Matt Flavel is an employee of the Department of the Treasury but not currently on duty. For privacy reasons, Treasury does not comment on individual staffing matters.

Treasury takes seriously all comments made in relation to staff and has rigorous processes to address staffing matters as they arise.

Kindest regards,

s 22

Media Unit

The Treasury, Langton Crescent, Parkes ACT 2600

Phone: +61 2 6263 2300

www.treasury.gov.au

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From: Media <media@treasury.gov.au>
Sent: Monday, 4 November 2019 12:40 PM
To: 'sally.whyte@canberratimes.com.au' <sally.whyte@canberratimes.com.au>
Cc: Media <media@treasury.gov.au>
Subject: RE: Media Request - Matt Flavel - Canberra Times [SEC=UNCLASSIFIED]

Hi Sally,

Just confirming we've received your enquiry and will come back to you shortly.

Kindest regards,

s 22

Media Unit

The Treasury, Langton Crescent, Parkes ACT 2600

Phone: +61 2 6263 2300

www.treasury.gov.au

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From: Sally Whyte <sally.whyte@canberratimes.com.au>

Sent: Monday, 4 November 2019 11:59 AM

To: Media <media@treasury.gov.au>

Subject: Media Request - Matt Flavel - Canberra Times

Hi there,

I have some questions regarding the employment status of Deputy Secretary Matt Flavel.

Is Mr Flavel currently employed by the Treasury Department?

Is he on leave, and if so for how long?

Has he been suspended?

Is he being investigated over an incident at the Treasury Ball?

What have staff been told about Mr Flavel's absence?

Is a social media post about Mr Flavel's conduct being investigated?

I would like to hear back as soon as possible on this one. I can be contacted on s 22 if needed.

Kind regards,

Sally

--

Sally Whyte
Political Reporter
The Canberra Times

t 02 6280 2208 m s47F
9 Pirie Street, Fyshwick, ACT 2609



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--

Sally Whyte

Political Reporter

The Canberra Times

t 02 6280 2208 m s47F

9 Pirie Street, Fyshwick, ACT 2609

The Canberra Times

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s 22

From: Media
Sent: Monday, 4 November 2019 5:17 PM
To: Kenna, Shannon; White, Damien; England, Cristy; s 22 Rayner, Karla
Cc: Media; s 22
Subject: RE: FYI: Media enquiries/coverage [SEC=UNCLASSIFIED]
Attachments: 191104 Enquiries.docx

Hi everyone,

Please see attached an updated version of this document.

Kindest regards,

s 22

s 22

Media and Speeches Unit | Communications and Parliamentary Division | Corporate Services and Business Strategy Group
The Treasury, Langton Crescent, Parkes ACT 2600

s 22

www.treasury.gov.au

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From: s 22
Sent: Monday, 4 November 2019 9:22 AM
To: Kenna, Shannon ; White, Damien ; England, Cristy ; s 22 ; Rayner, Karla
Cc: Media
Subject: FYI: Media enquiries/coverage [SEC=UNCLASSIFIED]

Morning,

See attached a document that includes all media enquiries and responses to date, and links to coverage (last page of the document).

The media team will update as required.

Thank you,

s 22

s 22

Manager | Media and Speeches Unit
The Treasury, Langton Crescent, Parkes ACT 2600

s 22

Media Enquiries

Date	Outlet	Query	Response
Monday 21 October	Jack Snape, ABC	<p>I have been passed on information that an allegation of s47F ██████████ by the Treasury secretary s47F ██████████ at Treasury Ball has been made on Facebook.</p> <p>Can Treasury please confirm its understanding of the allegation. Is Treasury investigating the allegation? If not, why not? What is the outcome of the investigation? If it's incomplete, when will it be complete? What has the Department done to address the welfare of the alleged victim, complainant and others affected? Has the secretary stood down from duties while the investigation is on foot? Why/why not? Will the secretary be appearing at estimates?</p>	<p>Treasury is aware of the comment.</p> <p>The matter does not relate to the Treasury Secretary, Dr Steven Kennedy.</p> <p>Treasury takes seriously all comments made in relation to staff and has rigorous processes to address staffing matters as they arise. We also have support available for staff who may be impacted. Treasury does not comment on individual staffing matters.</p> <p>The Secretary, Dr Steven Kennedy, will be appearing at Senate Estimates on Wednesday.</p>
Tuesday 22 October	Chris Uhlmann Nine News	<p>We understand there was an incident at the Treasury Charity Ball (12/10) involving Deputy Secretary Matt Flavel and s47F ██████████</p> <ol style="list-style-type: none"> 1- Was there an incident? What was the nature of the incident? 2- Were any HR rules broken? 3- Have any members of staff raised concerns? 4- Has the Secretary or Treasurer or Treasurer's office been made aware of the incident or any concerns raised by staff members? 	<p>Treasury takes seriously all comments made in relation to staff and has rigorous processes to address staffing matters as they arise. We also have support available for staff who may be impacted.</p> <p>Treasury does not comment on individual staffing matters.</p>
Tuesday 22 October	Phil Coorey, AFR	<p>Can u please forward me your statement in response to allegations concerning Mark Flavell please.</p>	<p>Treasury takes seriously all comments made in relation to staff and has rigorous processes to address staffing matters as they arise. We also have support available for staff who may be impacted.</p> <p>Treasury does not comment on individual staffing matters.</p>
Wednesday 23 October	Jack Snape, ABC	<p>There was mention of acting arrangements for Damien White at estimates of "according to the Secretary of at</p>	<p>Damien White is currently acting Deputy Secretary of the Corporate Services and Business Strategy Group.</p>

Date	Outlet	Query	Response
		<p>least a month” as dep sec of Corporate Services and Business Strategy.</p> <p>Can you please confirm why Matt Flavel is no longer in the position?</p> <p>Does this relate to the alleged incident at Treasury Ball?</p> <p>What is this “at least a month” timetable based on?</p>	<p>Treasury does not comment on individual staffing matters.</p> <p>You can find our latest organisational chart at http://treasury.gov.au/the-department/about-treasury/our-organisation</p>
Wednesday 23 October	Sarah Martin The Guardian	<p>I write with an inquiry regarding allegations made about Treasury deputy secretary Matt Flavel, some of which have been made publicly.</p> <p>Among the allegations that have been put to me are that Mr Flavel he has s47F [REDACTED] s47F [REDACTED]</p> <p>I am told these allegations are well known among treasury staff, and complaints have been made.</p> <p>Can you please advise:</p> <ul style="list-style-type: none"> - When did Treasury receive complaints about Mr Flavel's behaviour? - What action is treasury taking to investigate these allegations? - Has any disciplinary action been taken against Mr Flavel? - Is Mr Flavel still serving in his position? - Does Treasury dispute any of the above allegations? 	<p>Treasury takes seriously all comments made in relation to staff and has rigorous processes to address staffing matters as they arise. We also have support available for staff who may be impacted.</p> <p>Treasury does not comment on individual staffing matters.</p>

Date	Outlet	Query	Response
Sunday 27 October	Paul Karp The Guardian	<p>I've seen that Treasury last week uploaded a new version of its organisational chart which shows Damien White is acting deputy secretary of the corporate services and business strategy group.</p> <p>Matt Flavel has been removed from the org chart and also no longer appears on your executive page. Could I please ask:</p> <p>Why is Matt Flavel no longer the deputy secretary of the corporate services and business strategy group?</p> <p>Has he resigned or has his employment been terminated?</p> <p>If Flavel's employment was terminated or he has been stood down or suspended - was this for a conduct issue?</p> <p>Is or was Matt Flavel under investigation for alleged s47F [REDACTED] at the after-party of the Treasury Ball on 12 October?</p> <p>Has Treasury received any complaint or been notified that Matt Flavel allegedly s47F [REDACTED] at the after-party of the ball?</p>	<p>Damien White is currently Acting Deputy Secretary of the Corporate Services and Business Strategy Group.</p> <p>The Treasury does not comment on individual staffing matters.</p>
Sunday 27 October	Paul Karp The Guardian	<p>Thanks for the response. Could I at least ask you to clarify if Flavel is still a Treasury employee?</p> <p>While I understand there are sensitivities around the case, the material you've already provided on the public record establishes that Flavel is no longer working in the capacity of dep sec so I think it's reasonable to expect a federal department to explain why. No publicly-listed company could just announce the departure of a senior executive employee without revealing - even when asked - why that person is no longer in their job. I'd like to think that the APS is committed to transparency and could at</p>	<p>Mr Matt Flavel is an employee of the Department of the Treasury, but not currently on duty. Mr Damien White is Acting Deputy Secretary, Corporate Services and Business Strategy Group.</p> <p>The Treasury takes seriously all comments made in relation to staff and has rigorous processes in place to address staffing matters as they arise.</p>

Date	Outlet	Query	Response
		<p><i>least</i> say whether that senior executive is still an employee?</p> <p>I know you will be motivated by the best of reasons - including fairness to Mr Flavel. But as it stands I can write an article saying "Treasury dep sec gone, department won't rule out misconduct investigation" and the inference that there is a misconduct investigation is still there.</p> <p>Please reconsider the decision so we can better balance fairness to your former dep sec with the public's right to know what is going on at the most senior levels of the public service.</p>	
Monday 28 October	Paul Karp The Guardian	I've been told by a source that Matt Flavel is not on duty because he is the subject of a disciplinary investigation. That's what we're planning to write unless you advise us it's incorrect - please let me know ASAP.	Matt Flavel is not currently on duty. For privacy reasons, the Treasury does not comment on individual staffing matters.
Friday 1 November	Lanai Scarr The West Australian	<p>Can the Treasury please provide a statement on why Matt Flavel has been suspended from his duties as Deputy Secretary?</p> <p>How long is his suspension for?</p> <p>Is Treasury investigating s47F [REDACTED] against Mr Flavel?</p> <p>Were these incidents reported from the Treasury Ball when Mr Flavel was Acting Secretary?</p> <p>Was HR involved and did they have to inform Phil Gaetjens while he was in the US?</p> <p>Was this one of the reasons for Mr Flavel's suspension?</p> <p>Is he suspended on full pay?</p>	Treasury takes seriously all comments made in relation to staff and has rigorous processes to address staffing matters as they arise, but Treasury does not comment on individual staffing matters.
Sunday 3 November	Sarah Martin The Guardian	<p>I have been sent a copy of the secretary's email to Treasury staff regarding the department's investigation of allegations around Matthew Flavel's conduct.</p> <p>I will be quoting from this email for a story about Flavel no longer serving in his role as deputy secretary, about which I understand my colleague Paul Karp has made some inquiries.</p>	Matt Flavel is not currently on duty. For privacy reasons, the Treasury does not comment on individual staffing matters. Treasury takes seriously all comments made in relation to staff and has rigorous processes to address staffing matters as they arise.

Date	Outlet	Query	Response
		<p>Please let me know if the department can provide any further information, including:</p> <ul style="list-style-type: none"> - how the investigation will be an “independent” process as referenced in the email - how long the investigation will take - what is the status of Mr Flavel’s employment currently 	
Sunday 3 November	Lanai Scarr The West Australian	<p>I refer to the story published yesterday in our paper: https://thewest.com.au/politics/federal-politics/investigation-into-deputy-secretary-of-treasury-matt-flavel-over-alleged-incident-at-last-months-treasury-ball-ng-b881370606z</p> <p>How long is this investigation expected to take? Is Mr Flavel on paid leave while this investigation is underway? Is the Treasurer being provided updates on the investigation? Will the final investigation report be handed to the Treasurer?</p>	As stated in our response to you on Friday, Treasury does not comment on individual staffing matters.
Sunday 3 November	Lanai Scarr The West Australian	<p>If you are unable to comment on individual matters can you please answer the following:</p> <p>What is the average length of time for Treasury HR matters? Is it standard practice for individuals to be on paid leave during an investigation? What is Treasury’s policy on this?</p>	The Treasury has established processes. The time taken to complete a process depends on the individual circumstances.
Sunday 3 November	Lanai Scarr The West Australian	And is salary still paid to employees while an investigation is underway as a general rule?	As we have already outlined, we have rigorous processes in place to address staffing matters.
Sunday 3 November	Lanai Scarr The West Australian	<p>That was not my question and I feel I have been very clear.</p> <p>Is it standard practice for employees on leave pending an investigation to still receive their full salary while that investigation is underway. Respectfully, your continued</p>	<p>If you have general questions about the processes these are a matter of public record on the Treasury website - https://www.treasury.gov.au/the-department/recruitment-and-careers/commonwealth-of-australia-public-service-act-1999-section-153-procedures-for-determining-suspected-breaches-of-the-code-of-conduct. As I’m sure you understand,</p>

Date	Outlet	Query	Response
		responses are very directly refusing to answer my specific question.	as we don't comment on individual staffing matters we have nothing further to add at this time.
Monday 4 November	Sally Whyte Canberra Times	<p>Hi there,</p> <p>I have some questions regarding the employment status of Deputy Secretary Matt Flavel.</p> <p>Is Mr Flavel currently employed by the Treasury Department?</p> <p>Is he on leave, and if so for how long?</p> <p>Has he been suspended?</p> <p>Is he being investigated over an incident at the Treasury Ball?</p> <p>What have staff been told about Mr Flavel's absence?</p> <p>Is a social media post about Mr Flavel's conduct being investigated?</p> <p>I would like to hear back as soon as possible on this one. I can be contacted on s 22 if needed.</p> <p>Kind regards, Sally</p>	<p>Matt Flavel is not currently on duty. For privacy reasons, the Treasury does not comment on individual staffing matters.</p> <p>Treasury takes seriously all comments made in relation to staff and has rigorous processes to address staffing matters as they arise.</p>

Media coverage

Saturday 2 November

- **The West Australian (Lanai Scarr) – Online, “Investigation into Deputy Secretary of Treasury Matt Flavel over alleged incident at last month’s Treasury Ball”**
<https://links.streem.com.au/the-west-australian-20191101-mxA8dLcrbuY>
- **The West Australian (Lanai Scarr) – Print, “Treasury probe top official”**
<https://links.streem.com.au/the-west-weekend-20191101-gV6mvs8GiZ>

Monday 4 November

- **The West Australian (Lanai Scarr) – Online, “Treasury will not say how long investigation of Deputy Secretary Matt Flavel will last or if he is being paid while on leave”**
<https://links.streem.com.au/the-west-australian-20191103-8ZO037fZGHO>
- **The West Australian (Lanai Scarr) – Print, “Treasury short on answers”**
<https://links.streem.com.au/the-west-australian-20191103-1kRj0TBnUP>
- **The Guardian (Sarah Martin, Paul Karp) – Online, “Treasury investigates senior executive after allegations over conduct”**
<https://links.streem.com.au/the-guardian-20191103-YP5gzKSaQsX>
- **Canberra Times (Sally Whyte) – Online, “Senior Treasury official on leave during investigation”**
<https://links.streem.com.au/canberra-times-20191104-yNXdNGCkxHV>

Dr Vivienne Thom AM - Executive Reviewer – Canberra

Vivienne Thom is a consultant in the field of public administration with a focus on integrity and governance. She specialises in highly sensitive and complex inquiries into code of conduct matters concerning senior executives including agency heads.

In her public service career, Vivienne conducted a number of formal inquiries and complex reviews directed at identifying improvements to be made within organisations. In June 2016 she was appointed as a Member of the Order of Australia for significant service to public administration through a range of senior roles, and as a mentor to women in executive positions.

In July 2015 Vivienne completed a five-year term as the Inspector-General of Intelligence and Security—an independent statutory officer agency head position in the Prime Minister’s portfolio responsible for the oversight of Australia’s intelligence agencies. Prior to this, she was Deputy Commonwealth Ombudsman with responsibility for the oversight of law enforcement, immigration, taxation and defence agencies. She was the Chief Executive Officer of the Royal Australian Mint from 2002 to 2006.

Vivienne’s academic background is in chemistry. After post-doctoral research and teaching, she joined the Australian Public Service in 1987 as a patent examiner. She qualified as a patent attorney and in 1999 was appointed as Commissioner of Patents. Vivienne also has a qualification in government investigations.

As a former agency head Vivienne has first-hand experience of a wide range of public sector governance issues. She has chaired agency audit committees and has been an independent member on a range of other governance boards and committees. She is a Fellow of the Australian Institute of Company Directors and has been an ACT Division Councillor since 2009.