



Education

PRIVATE AND CONFIDENTIAL

Our Ref: CPM-2021-3469

Lesa LAKE

Vaccination Non-Compliance – Letter of Allegations

Dear Lesa

The Professional and Ethical Standards Directorate (PES) has received information that you entered your vaccination status as “Not Vaccinated” in the Department’s Vaccination Attestation and Confirmation System (VACS) and have not shown your Principal or workplace manager your vaccination evidence or provided a medical contraindication certificate.

PES is investigating these matters in accordance with the Management of Conduct Related to Non-Compliance with COVID-19 Vaccination Requirements Guidelines. A copy of the guidelines can be found in the Department’s policy library, accessed via the intranet.

Allegations of Misconduct

It is alleged you engaged in misconduct by:

1. Failing to comply with the directions issued by Ms Yvette Cachia, Chief People Officer, on 22 October 2021 and 1 November 2021, to show your principal a copy of your vaccination evidence by 8 November 2021.
2. Failing to meet the conditions of your employment as set out in the determination made by Ms Georgina Harrison, Secretary Department of Education, on 18 October 2021, that an employee must provide either (a) vaccination evidence or (b) a medical contraindication certificate.

Providing a response

You have an opportunity to respond to the allegations. This is part of your right to procedural fairness. If you choose to respond, please do so in writing and email your response to PES. Your response will be considered when determining the outcome in this matter.

If no response is received by PES within 14 days of the date of this letter, the matter will proceed in the absence of your response.

You may wish to seek advice from your industrial organisation or legal counsel. Any reasonable request for an extension in the time in which to provide a response will be considered.

If you have entered your vaccination status and shown your principal or workplace manager your vaccination evidence or medical contraindication certificate prior to receiving this letter. If at any time during the PES investigation you enter your vaccination status and show your principal or workplace manager your vaccination evidence or medical contraindication certificate.

Possible Outcomes

If the allegations of misconduct are sustained disciplinary action may be taken against you, including placement of your name on the list of people not to be employed by the Department (NTBE List).

Yours sincerely,

A handwritten signature in cursive script that reads "Matthew Lim".

Matthew Lim

Investigator

18 November 2021