Our reference: **CHSFOI25-26.26**

Sched 2.2 (a)(ii) FOI Act 2016

Dear Sched 2.2 (a)(ii) FOI Act 2016

DECISION ON YOUR ACCESS APPLICATION

I refer to your application under section 30 of the *Freedom of Information Act 2016* (FOI Act), received by Canberra Health Services (the Directorate) on **Tuesday 9 December 2025**.

You have sought access to the following government information:

> *'Any report or review by Russell Bayliss into industrial matters in the cardiology department, specifically regarding claims made about* Sched 2.2 (a)(ii) FOI Act 2016 *from June 1, 2025 until November 1, 2025.*
> *Any ministerial briefings from 2025 regarding the above industrial matter.*
> *Any correspondence from Russell Bayliss to any CHS executives, including but not limited to Janet Zagari, about the above industrial matter.*
> *Any correspondence, including emails and messages, regarding a media request sent Monday, December 4. from the Canberra Times with the subject line:*
> *- Right of reply: Cardiologist allegations*
> *Any correspondence, including emails and messages, regarding a media request sent Monday, December 1 from the Canberra Times with the subject line: media request: Bayliss/cardiology*
> *Any correspondence from Canberra Health Services Clinical Director Shakeeb Basi-Yaseen to doctors from September 1 until December 12 regarding the return of* Sched 2.2 (a)(ii) FOI Act 2016 Sched 2.2 (a)(ii) FOI Act 2016 *to work at Canberra Hospital as cardiologists.'*

Authority

I am an Information Officer appointed by the Chief Executive Officer of the Directorate under section 18 of the FOI Act to deal with access applications made under Part 5 of the Act. The Directorate was required to provide a decision on your access application by **Friday 23 January 2026**.

On **Thursday 22 January 2026**, the Directorate wrote to you advising that some information identified as relevant to your request may be of concern to a third party and therefore undertook consultation with the relevant third party. Under section 38 of the FOI Act, a period of 15 working days was required to allow for the consultation process to be undertaken, which subsequently extended the due date to provide a response to your request by **Monday 16 February 2026**.

Searches and material considered

Thorough searches of records in the Directorate relevant to your request were undertaken and I have identified 49 documents holding the information within scope of your access application. These are outlined in the schedule of documents included at Attachment A to this decision letter.

In reaching my access decision, I have taken the following into account:

- your access application dated 9 December 2025;
- the documents containing the information that fall within the scope of your access application;
- the FOI Act;
- the views of relevant third parties;
- the *Human Rights Act 2004*; and
- the *Information Privacy Act 2014.*

Decision on access

My decision is:

- to refuse access to one document at reference 1 with the status "Refuse Release" in the schedule as the information is contrary to the public interest information and has been redacted in full under section 35(1)(c) of the FOI Act; and
- to grant partial access to 48 documents at references 2-49 with the status "Partial Release" in the schedule under section 50 of the FOI Act to copies of the documents with deletions applied to information that is contrary to the public interest.

My access decisions are detailed further in the following statement of reasons and the documents released to you are provided as Attachment B to this letter.

Refuse Access

I have decided to refuse access to one document at reference 1 after deliberations were taken under the public interest test set out in section 17 of the Act and redactions were applied where I decided, on balance, the information is contrary to the public interest to disclose.

Public Interest Factors Favouring Disclosure

The following factors were considered relevant in favour of the disclosure of the documents:

- Schedule 2, 2.1 (a)(i) promote open discussion of public affairs and enhance the government's accountability,
- Schedule 2, 2.1 (a)(ii) contribute to positive and informed debate on important issues or matters of public interest,
- Schedule 2, 2.1 (a)(iii) inform the community of the government's operations, including the policies, guidelines and codes of conduct followed by the government in its dealings with members of the community,
- Schedule 2, 2.1 (a)(iv) ensure effective oversight of expenditure of public funds,
- Schedule 2, 2.1 (a)(v) allow or assist inquiry into possible deficiencies in the conduct or administration of an agency or public official,
- Schedule 2, 2.1 (a)(viii) reveal the reason for a government decision and any background or contextual information that informed the decision

Public Interest Factors Favouring Non-Disclosure

The following factors were considered relevant in favour of the non-disclosure of the documents:

- Schedule 2, Schedule 2.2 (a)(ii) prejudice the protection of an individual's right to privacy or any other right under the *Human Rights Act 2004*;
- Schedule 2, Schedule 2.2 (a)(v) impede the administration of justice for a person;
- Schedule 2, 2.2 (a)(xv) prejudice the management function of an agency or the conduct of industrial relations by an agency; and

- Schedule 2, 2.2 (b) the information — (v) is about unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct and disclosure of the information could prejudice the fair treatment of an individual.

I have given significant consideration to the factors favouring disclosure and I believe the factors favouring non-disclosure outweighed these as the information could reasonably be expected to have a detrimental effect for not only the agency but also to relevant individuals. The release of information regarding the review of unsubstantiated allegations may impede the management function and the conduct of industrial relations by the agency. Interviews for these matters are conducted on a confidential basis, and if released, could reasonably expected to have a chilling effect on the engagement and participation from staff members.

Employee relations is an area that relies on the ability for all to be able to provide honest input of a situation without fear of reprisal. I consider personal statements made by all members involved in these matters are personal information and could be detrimental to the resolution of a workplace matter regarding unsubstantiated allegations. Therefore, I determined the information identified is contrary to the public interest and I have decided not to disclose this information.

Partial Access

Information identified that is considered contrary to the public interest under Schedule 1 of the FOI Act.

- Redactions have been applied to information contained within the documents at references 2 and 3 under Schedule 1.2 *Information subject to legal professional privilege* - information that would be privileged from production or admission into evidence in a legal proceeding on the ground of legal professional privilege.

- Redactions have been applied to information contained within the documents at reference 6 under Schedule 1.4 *Sensitive information* - information the disclosure of which would involve the unreasonable disclosure of sensitive information about any individual (including a deceased person).

- Redactions have been applied to information contained within the documents at references 8 and 23 under Schedule 1.9 *Identities of people making disclosures* –

- (1) Information that would, or could reasonably be expected to, disclose the identity of a person who has made—
  (a) a public interest disclosure under the Public Interest Disclosure Act 2012; or
  (b) a mandatory or voluntary report under the Children and Young People Act 2008; or
  (c) a confidential report under the Children and Young People Act 2008, section 876.

  (2) Information that would, or could reasonably be expected to, disclose the identity of a person who gives information, produces a document or answers a question in relation to an investigation of a public interest disclosure under the Public Interest Disclosure Act 2012.

- Redactions have been applied to information contained within the documents at references 3-5, 7 and 32-33 under Schedule 1.14 Law enforcement or public safety information (1) Information the disclosure of which would or could reasonably be expected to— (e) prejudice a person's fair trial or the impartial adjudication of a matter before a court or tribunal.

Information identified that is considered contrary to the public interest under Schedule 2 of the FOI Act.
Deliberations were taken under the public interest test set out in section 17 of the Act and redactions were applied where I decided, on balance, the information is contrary to the public interest to disclose.

Public Interest Factors Favouring Disclosure
The following factors were considered relevant in favour of the disclosure of the documents:

- Schedule 2, 2.1 (a)(i) promote open discussion of public affairs and enhance the government's accountability,
- Schedule 2, 2.1 (a)(ii) contribute to positive and informed debate on important issues or matters of public interest,
- Schedule 2, 2.1 (a)(iii) inform the community of the government's operations, including the policies, guidelines and codes of conduct followed by the government in its dealings with members of the community,
- Schedule 2, 2.1 (a)(iv) ensure effective oversight of expenditure of public funds,
- Schedule 2, 2.1 (a)(v) allow or assist inquiry into possible deficiencies in the conduct or administration of an agency or public official,
- Schedule 2, 2.1 (a)(viii) reveal the reason for a government decision and any background or contextual information that informed the decision

Public Interest Factors Favouring Non-Disclosure
The following factors were considered relevant in favour of the non-disclosure of the documents:

- Schedule 2, Schedule 2.2 (a)(ii) prejudice the protection of an individual's right to privacy or any other right under the *Human Rights Act 2004*;
- Schedule 2, Schedule 2.2 (a)(v) impede the administration of justice for a person;
- Schedule 2, 2.2 (a)(xv) prejudice the management function of an agency or the conduct of industrial relations by an agency; and
- Schedule 2, 2.2 (b) the information — (v) is about unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct and disclosure of the information could prejudice the fair treatment of an individual.

Documents at references 2-49 are partially comprised of information that may prejudice the protection of an individual's right to privacy.

Documents at references 3, 6, 8-11, 13-16, 18-19, 21, 23, 25-28, 31 and 34 are partially comprised of information that may impede the administration of justice for a person.

Documents at references 3-11, 13-16, 18-19, 21, 23, 25-26, 28 and 30-34 are partially comprised of information that could divulge information that may impede the management function or the conduct of industrial relations by an agency.

Documents at references 2-3, 6, 8-16, 18-19, 21, 23, 25-28, 31 and 34 are partially comprised of information that is about unsubstantiated allegations of misconduct, or unlawful, negligent or improper conduct and disclosure of the information could prejudice the fair treatment of an individual.

Documents at references 2 and 35 contains redactions to information that is out the scope of your access application.

I have considered the factors favouring disclosure and I believe the factors favouring non-disclosure outweighed these as the information could reasonably be expected to have a detrimental impact. As I outlined earlier in the letter, the release of this documentation and communications could be expected to prejudice the protection of individual's personal privacy and could also prejudice the management function of an agency and the conduct of industrial relations by the agency.

I believe this type of documentation must be kept confidential before, during and after the process to help ensure the fair treatment of employees, maintain a cohesive work environment and help to develop and maintain employee confidence in the process. Therefore, I have decided that the public interest would not be advanced by providing the information.

For further information regarding the FOI Act please visit the below website
https://legislation.act.gov.au/View/a/2016-55/current/html/2016-55.html

Explanatory note

Subject to court proceedings, consideration not to prejudice these ongoing processes has been part of my deliberations in disclosing information within scope of this FOI application.

Charges

Processing charges are not applicable to this request.

Disclosure Log

Under section 28 of the FOI Act, the Directorate maintains an online record of access applications called a disclosure log. The scope of your access application, my decision and documents released to you will be published in the disclosure log not less than three days but not more than 10 days after the date of this decision.

Please be aware that no personal information will be included in the published information all other information will be published on https://www.act.gov.au/open/foi-disclosure-logs/act-health-directorate-and-canberra-health-services-disclosure-logs.

Review rights

ACT Ombudsman
My decision on your access request is a reviewable decision as identified in Schedule 3 of the FOI Act. You have the right to seek Ombudsman review of this outcome under section 73 of the Act within 20 working days from the day that my decision is published on the Directorate's disclosure log, or a longer period allowed by the Ombudsman.

If you wish to request a review of my decision you may write to the Ombudsman at:

The ACT Ombudsman
GPO Box 442
CANBERRA ACT 2601
Via email: ACTFOI@ombudsman.gov.au
Website: ombudsman.act.gov.au

ACT Civil and Administrative Tribunal (ACAT) review

Under section 84 of the Act, if a decision is made under section 82(1) on an Ombudsman review, you may apply to the ACAT for review of the Ombudsman decision. Further information may be obtained from the ACAT at:

ACT Civil and Administrative Tribunal
Allara House
15 Constitution Avenue
GPO Box 370
Canberra City ACT 2601
Telephone: (02) 6207 1740
http://www.acat.act.gov.au/

Further assistance

Should you have any queries in relation to your request, please do not hesitate to contact the FOI Coordinator on (02) 5124 9831 or email HealthFOI@act.gov.au.

Yours sincerely

Liz Lopa
Deputy Chief Executive Officer
Canberra Health Services

16 February 2026

FREEDOM OF INFORMATION - SCHEDULE OF DOCUMENTS

FILE NUMBER:	WHAT IS THE SCOPE OF THE REQUEST:	APPLICANT NAME & TYPE:
CHSFOI25-26.26	*'Any report or review by Russell Bayliss into industrial matters in the cardiology department, specifically regarding claims made about* Sched 2.2 (a)(ii) FOI Act 2016 *from June 1, 2025 until November 1, 2025.* *Any ministerial briefings from 2025 regarding the above industrial matter.* *Any correspondence from Russell Bayliss to any CHS executives, including but not limited to Janet Zagari, about the above industrial matter.* *Any correspondence, including emails and messages, regarding a media request sent Monday, December 4. from the Canberra Times with the subject line:* *- Right of reply: Cardiologist allegations* *Any correspondence, including emails and messages, regarding a media request sent Monday, December 1 from the Canberra Times with the subject line: media request: Bayliss/cardiology* *Any correspondence from Canberra Health Services Clinical Director Shakeeb Basi-Yaseen to doctors from September 1 until December 12 regarding the return of* Sched 2.2 (a)(ii) FOI Act 2016 Sched 2.2 (a)(ii) FOI Act 2016 *to work at Canberra Hospital as cardiologists.'*	Sched 2.2 (a)(ii) FOI Act 20

Reference No.	Page No.	Document Description	Document Date	Status Decision	Factor	Open Access release status
1	1 - 15	Letter - Regarding complaints by Cardiologists	18-July-2025	Refuse Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	NO
2	16 - 18	Email - RE: CHS engagement	25-July-2025	Partial Release	Schedule 1.2 Legal professional privilege Schedule 2.2(a)(ii) Privacy Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct Out of Scope	YES
3	19 - 22	Email - FW: CHS engagement	27-July-2025	Partial Release	Schedule 1.2 Legal professional privilege Schedule 1.14 Law enforcement or public safety information (1)(e) Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES
4	23 - 25	Email - Re: Meetings with Cardiologists	03-September-2025	Partial Release	Schedule 1.14 Law enforcement or public safety information (1)(e) Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(xv) Management function	YES

5	26 - 28	Email - Re: Meetings with Cardiologists	03-September-2025	Partial Release	Schedule 1.14 Law enforcement or public safety information (1)(e) Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(xv) Management function	YES
6	29 - 32	Email - Fw: Complaints against Director and Deputy Directors Cardiology Department	05-September-2025	Partial Release	Schedule 1.4 Sensitive information Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct Schedule 2.2(b)(v) unsubstantiated	YES
7	33	Email - Re: CHS cardiology complaint	09-September-2025	Partial Release	Schedule 1.14 Law enforcement or public safety information (1)(e) Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(xv) Management function	YES
8	34 - 45	Email and attachments - Fw: Cardiology Unit	18-September-2025	Partial Release	Schedule 1.9 Identities of people making disclosures Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct Schedule 2.2(b)(v) unsubstantiated	YES
9	46 - 48	Email - Re: Cardiology Unit	18-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES
10	49 - 57	Email and attachment - Re: Cardiology Unit	18-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES

11	58 - 60	Email - Re: Cardiology Unit	18-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES
12	61 - 63	Email	18-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES
13	64 - 66	Email - Re: Cardiology Unit	19-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES
14	67 - 71	Email and attachment - Cardiology Unit	19-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES
15	72 - 74	Email and attachment - Cardiology Unit	19-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES
16	75 - 78	Email and attachment - Cardiology Unit:	19-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES
17	79 - 80	Email - Re: Cardiology Unit	19-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES

18	81 - 83	Email - Fw: Complaints by members of Cardiology Unit	19-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES
19	84 - 86	Email - Fw: Complaints by members of Cardiology Unit	19-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES
20	87	Email	19-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
21	88 - 89	Email - Fw: Complaints by members of Cardiology Unit	19-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES
22	90	Email - Cardiology	22-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
23	91 - 98	Email and attachments - Cardiology	22-September-2025	Partial Release	Schedule 1.9 Identities of people making disclosures Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct Schedule 2.2(b)(v) unsubstantiated	YES
24	99	Email - Complaints against Director of Cardiology	24-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
25	100 - 101	Email - Cardilogy: alegation	25-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES

26	102 - 104	Email - Fw: Complaints by members of Cardiology Unit	26-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES
27	105 - 110	Email and attachment - Fw: Private & Confidential	26-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES
28	111 - 117	Email and attachment - Complaints against Director of Cardiology	26-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES
29	118 - 119	Email - Re: Private & Confidential	29-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
30	120 - 121	Email - Re: Canberra Health Services - Next steps	30-September-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(xv) Management function	YES
31	122 - 123	Email - Fw: additional information	01-October-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES
32	124 - 125	Email - Re: Cardiology Update	14-October-2025	Partial Release	Schedule 1.14 Law enforcement or public safety information (1)(e) Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(xv) Management function	YES
33	126 - 127	Email - Re: Cardiology Update	22-October-2025	Partial Release	Schedule 1.14 Law enforcement or public safety information (1)(e) Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(xv) Management function	YES
34	128 - 139	Email and attachment - Cardiology report	19-November-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Schedule 2.2(a)(v) impede the administration of justice for a person Schedule 2.2(a)(xv) Management function Schedule 2.2(b)(v) unsubstantiated allegations of misconduct or unlawful, negligent or improper conduct	YES

35	140 - 141	Email and attachment - Heads up CHS media enquiries	01-December-2025	Partial Release	Schedule 2.2(a)(ii) Privacy Out of Scope	YES
36	142 - 143	Email - RE: New media enquiry: Canberra Times - Cardiology industrial matters	01-December-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
37	144 - 146	Email - RE: For your input: Media request on Bayliss/cardiology	02-December-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
38	147 - 149	Email and attachment - Interview/statement request Cardiology	03-December-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
39	150 - 151	Email - RE: New media enquiry: Canberra Times - Cardiology industrial matters	03-December-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
40	152 - 155	Email and attachment - Interview/statement request Cardiology	03-December-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
41	156 - 160	Email and attachments - For urgent clearance please - FW :Interview/statement request Cardiology Attachment 1 - media request: Bayliss/cardiology @ page 141	04-December-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
42	161 - 162	Email - FW: Right of reply: Cardiologist allegations	05-December-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
43	163 - 164	Email - RE: New enquiry: Right of reply Cardiologist allegations	05-December-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
44	165 - 166	Email - RE: Canberra Times request for information	05-December-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
45	167 - 170	Email - RE: New enquiry: Right of reply: Cardiologist allegations	05-December-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
46	171 - 172	Email - RE: Right of reply: Cardiologist allegations	05-December-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
47	173 - 174	Email - RE: For approval: Media request (Canberra Times) - Bayliss/cardiology	05-December-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
48	175 - 176	Email - RE: media request Bayliss/cardiology	05-December-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
49	177 - 178	Email - FW: Right of reply: Cardiologist allegations	05-December-2025	Partial Release	Schedule 2.2(a)(ii) Privacy	YES
Total Number of Documents						
49						

Please be aware that under the *Freedom of Information Act 2016* , some of the information provided to you will be released to the public through the ACT Government's Open Access Scheme. The Open Access release status column of the table below indicates what documents are intended for release online through open access. Personal information or business affairs information will not be made available under this policy. If you think the content of your request would contain such information, please inform the contact officer immediately. Information about what is published on open access is available online at: https://www.act.gov.au/open-access

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Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

From: Zagari, Janet
Sent: Friday, 25 July 2025 11:09 AM
To: Aishah Fava; Schedule 2.2(a)(ii)
Subject: RE: CHS engagement

Thanks Aishah.

Russell, my number is Schedule 2.2(a)(ii) - better number than the desk phone (I see I missed your call).

I worked at Fremantle Hospital for 17 years. Out of scope

Kind regards, Janet

Janet Zagari | CEO
Phone: 02 5124 6799 | Email: janet.zagari@act.gov.au
Office of the CEO | Canberra Health Services | ACT Government
PO Box 11 Woden ACT 2606 | health.act.gov.au
RELIABLE | PROGRESSIVE | RESPECTFUL | KIND

From: Aishah Fava
Sent: Friday, 25 July 2025 10:28 AM
To Schedule 2.2(a)(ii)
Cc: Zagari, Janet
Subject: FW: CHS engagement

You don't often get email from Schedule 2.2(a)(ii) Learn why this is important

Caution: This email originated from outside of the ACT Government. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Forwarding to Russell's personal email as he is away today.

AISHAH FAVA
Manager – Client Engagement
Practice Manager – Legal
Schedule 2.2(a)(ii)
PROXIMITY
AN SPA AUSTRALIA COMPANY
Level 2, 55 Blackall St,Barton,ACT,2600
proximity.com.au

I am an Accredited Mental Health First Aider

From: Aishah Fava
Sent: Friday, 25 July 2025 10:09 AM
To: Zagari, Janet <Janet.Zagari@act.gov.au>
Cc: Russell Bayliss Schedule 2.2(a)(ii)
Subject: FW: CHS engagement

Hi Janet,

Thanks for your email. I have let Russell know and he is also copied here.

Thanks,
Aishah

AISHAH FAVA
Manager – Client Engagement
Practice Manager – Legal
Schedule 2.2(a)(ii)
PROXIMITY
AN SPA AUSTRALIA COMPANY
Level 2, 55 Blackall St,Barton,ACT,2600
proximity.com.au

I am an Accredited Mental Health First Aider

From: Zagari, Janet <Janet.Zagari@act.gov.au>
Sent: Friday, 25 July 2025 10:04 AM
To: Aishah Fava Schedule 2.2(a)(ii)
Subject: CHS engagement

OFFICIAL: Sensitive

Dear Aishah,

Could you please provide the following to Russell Bayliss for his consideration and advice? I don't have a direct email contact for Russell.

Kind regards, Janet

Dear Russell,

I am writing to you following a letter I have received from Mr John Wilson of BAL lawyers, Schedule 2.2(b)(v) Schedule 1.2 Schedule 2.2(b)(v)

- *On 17 June 2025, Russell Bayliss of an organisation called Proximity telephoned me to advise that Proximity had been engaged to assess the Cardiologists' concerns and that he had been allocated the matter. He confirmed that in an email to me the following day.*
- *The Cardiologists are pleased that CHS is progressing the consideration of their concerns.*
- Schedule 2.2(b)(v)
-
-
- *As for Mr Bayliss, his biography on Proximity's website relevantly says: Russell has performed the role of Principal Solicitor and Counsel for the Australian Capital Territory for over 30 years. In that role he conducted, managed, supervised and provided strategic guidance over the most complex, significant and sensitive litigation by and against the Australian Capital Territory. He has acted in some of the largest and most contentious and sensitive litigation and inquiries facing the Territory. Russell was sought after by clients to resolve difficult issues and to achieve their desired outcomes through practical legal and commercial advice. He assisted in the establishment of the ACT Insurance arrangements and has guided ACT Health with respect to risk management arrangements. He has conducted a number of Investigations, Preliminary Assessments and Reviews for the Territory concerning workplace employment issues including workplace culture and allegations of misbehaviour and bullying. Most recently he has conducted reviews into Workplace Culture within ACT Corrections, the Response by Emergency Services to a callout involving premises at which COVID 19 was present and Review of the Public Trustee's*

response to notifications of misappropriation by a beneficiary. … He was also Director/Legal and Foundation Director of the Australasian Society for Healthcare Risk Management and a member of the: • Treatment Assessment Panel established under the Drugs of Dependence Act (ACT) • Legal Aid Review Committee • Risk Management Committee of the Canberra Hospital established under the Health Act 1993 (ACT) • Sexual Health and Blood Borne Diseases Committee of the Department of Health established under the Public Health Act (ACT).

- Schedule 2.2(b)(v)

I'd appreciate your thoughts on the above points Schedule 2.2(b)(v) . My office is in the process of writing a response to Mr Wilson's letter and I would like to include reference to having sought and received Proximity's opinion. If possible, please could I have your response today.

Kind regards, Janet

Janet Zagari | CEO
Phone: 02 5124 6799 | Email: janet.zagari@act.gov.au
Office of the CEO | Canberra Health Services | ACT Government
PO Box 11 Woden ACT 2606 | health.act.gov.au
RELIABLE | PROGRESSIVE | RESPECTFUL | KIND

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From: Schedule 2.2(a)(ii)
Sent: Sunday, 27 July 2025 11:15 AM
To: Zagari, Janet; Schedule 2.2(a)(ii)
Subject: FW: CHS engagement

Categories: For action

You don't often get email from Schedule 2.2(a)(ii) Learn why this is important

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Janet

I refer to our telephone conversation of Friday. I considered it would be useful to respond more fully and after I had given the correspondence from John Wilson (**Wilson**) some thought.

Schedule 1.14(1)(e), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Please do not hesitate to contact me if I can assist further.

Russell

Schedule 2.2(a)(ii)

From: Aishah Fava
Sent: Friday, 25 July 2025 10:30 AM
To: russell t
Subject: RE: CHS engagement

From: Aishah Fava
Sent: Friday, 25 July 2025 10:09 AM
To: Zagari, Janet <Janet.Zagari@act.gov.au>
Cc: Russell Bayliss Schedule 2.2(a)(ii)
Subject: FW: CHS engagement

Hi Janet,

Thanks for your email. I have let Russell know and he is also copied here.

Thanks,
Aishah

AISHAH FAVA
Manager – Client Engagement
Practice Manager – Legal
Schedule 2.2(a)(ii)

Level 2, 55 Blackall St,Barton,ACT,2600

proximity.com.au

I am an Accredited Mental Health First Aider

From: Zagari, Janet <Janet.Zagari@act.gov.au>
Sent: Friday, 25 July 2025 10:04 AM
To: Aishah Fava Schedule 2.2(a)(ii)
Subject: CHS engagement

OFFICIAL: Sensitive

Dear Aishah,

Could you please provide the following to Russell Bayliss for his consideration and advice? I don't have a direct email contact for Russell.

Kind regards, Janet

Dear Russell,

I am writing to you following a letter I have received from Mr John Wilson of BAL lawyers, Schedule 2.2(b)(v) Schedule 1.2 Schedule 2.2(b)(v)

- *On 17 June 2025, Russell Bayliss of an organisation called Proximity telephoned me to advise that Proximity had been engaged to assess the Cardiologists' concerns and that he had been allocated the matter. He confirmed that in an email to me the following day.*
- *The Cardiologists are pleased that CHS is progressing the consideration of their concerns.*
- Schedule 2.2(b)(v)
- *As for Mr Bayliss, his biography on Proximity's website relevantly says: Russell has performed the role of Principal Solicitor and Counsel for the Australian Capital Territory for over 30 years. In that role he conducted, managed, supervised and provided strategic guidance over the most complex, significant and sensitive litigation by and against the Australian Capital Territory. He has acted in some of the largest and most contentious and sensitive litigation and inquiries facing the Territory. Russell was sought after by clients to resolve difficult issues and to achieve their desired outcomes through practical legal and commercial advice. He assisted in the establishment of the ACT Insurance arrangements and has guided ACT Health with respect to risk management arrangements. He has conducted a number of Investigations, Preliminary Assessments and Reviews for the Territory concerning workplace employment issues including workplace culture and allegations of misbehaviour and bullying. Most recently he has conducted reviews into Workplace Culture within ACT Corrections, the Response by Emergency Services to a callout involving premises at which COVID 19 was present and Review of the Public Trustee's response to notifications of misappropriation by a beneficiary. … He was also Director/Legal and Foundation Director of the Australasian Society for Healthcare Risk Management and a member of the: • Treatment Assessment Panel established under the Drugs of Dependence Act (ACT) • Legal Aid Review Committee • Risk Management Committee of the Canberra Hospital established under the Health Act 1993 (ACT) • Sexual Health and Blood Borne Diseases Committee of the Department of Health established under the Public Health Act (ACT).*
- Schedule 2.2(b)(v)

I'd appreciate your thoughts on the above points Schedule 2.2(b)(v) My office is in the process of writing a response to Mr Wilson's letter and I would like to include reference to having sought and received Proximity's opinion. If possible, please could I have your response today.

Kind regards, Janet

Janet Zagari | CEO
Phone: 02 5124 6799 | Email: janet.zagari@act.gov.au
Office of the CEO | Canberra Health Services | ACT Government
PO Box 11 Woden ACT 2606 | health.act.gov.au
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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Wednesday, 3 September 2025 10:28 AM
To: Stevenson, Nic; Schedule 2.2(a)(ii)
Cc: White, Andrew
Subject: Re: Meetings with Cardiologists

Categories: AAA. Cardiology -

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Will do

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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AN SPA AUSTRALIA COMPANY
Level 2, 55 Blackall St, Barton, ACT, 2600
proximity.com.au

Going further, together. PROXIMITY SPA

From: Stevenson, Nic <Nic.Stevenson@act.gov.au>
Sent: Wednesday, September 3, 2025 10:00 AM
To: Russell Bayliss Schedule 2.2(a)(ii)
Cc: White, Andrew <Andrew.White@act.gov.au>
Subject: RE: Meetings with Cardiologists

OFFICIAL

Hi Russell

Janet met with the NCH cardiologists that were listed on the second letter this morning. They would like to speak to you Schedule 1.14(1)(e), Schedule 2.2(a)(xv)

For this group, could you please reach out initially via text message as they have requested this.

Schedule 2.2(a)(ii)

Many thanks
Nic

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Tuesday, 2 September 2025 11:50 AM
To: Stevenson, Nic <Nic.Stevenson@act.gov.au>; Schedule 2.2(a)(ii)
Cc: White, Andrew <Andrew.White@act.gov.au>
Subject: Re: Meetings with Cardiologists

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Nic

I have written to each of the complaints to whom you asked me to reach out.

Having read the Schedule 2.2(a)(ii) letter I agree in part with Schedule 2.2(a)(ii) position that wants/needs to be provided with sufficient detail as to the allegations as would allow to respond.

If John Wilson is still involved, I doubt he will be able to (or indeed will want to) set out in any precise or coherent manner, what the complaint is, when the conduct occurred, who performed this conduct and why such conduct is bullying etc.

The risk is that the lawyers acting for the Complainants will not want to provide any detail and the lawyers acting for at least one of the Respondents will not provide any response (arguably there will be nothing to respond to) until they receive that detail.

I will keep you informed if any of the Complainants contact me.

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)
PROXIMITY
AN SPA AUSTRALIA COMPANY
Level 2, 55 Blackall St, Barton, ACT, 2600
proximity.com.au

From: Stevenson, Nic <Nic.Stevenson@act.gov.au>
Sent: Monday, September 1, 2025 1:24 PM
To: Schedule 2.2(a)(ii) Russell Bayliss Schedule 2.2(a)(ii)
Cc: White, Andrew <Andrew.White@act.gov.au>
Subject: RE: Meetings with Cardiologists

OFFICIAL

Hi Russell

Sorry for the delay in coming back to you.

We have received a letter from Schedule 2.2(a)(ii) representatives, please see attached. We are drafting a holding response however we would like to provide with the particular specifics / allegations.

Can you please review the two letters and once you have met with at least a few of the doctors concerned, please provide us with the particular specifics / allegations so we can incorporate these into the response. We note that there may be delays in meeting with all complainants, but please send us what you have by the end of the week.

Happy to chat through if you need clarification.

Many thanks
Nic

From: Schedule 2.2(a)(ii)
Sent: Monday, 1 September 2025 9:47 AM
To: Stevenson, Nic <Nic.Stevenson@act.gov.au>; 'Russell Bayliss' Schedule 2.2(a)(ii)
Cc: White, Andrew <Andrew.White@act.gov.au>
Subject: RE: Meetings with Cardiologists

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Nic

I will get this done today.

I don't know if some or all will want John Wilson involved.

Has Schedule 2.2(a)(ii) responded to CHS? If so, can I see response?

Russell

From: Stevenson, Nic <Nic.Stevenson@act.gov.au>
Sent: Friday, 29 August 2025 2:15 PM
To: russell t Schedule 2.2(a)(ii) Russell Bayliss Schedule 2.2(a)(ii)
Cc: White, Andrew <Andrew.White@act.gov.au>
Subject: Meetings with Cardiologists

OFFICIAL: Sensitive - Personal Privacy

Hi Russell

Please find below a list of contact details for the cardiologists referred to in the attached letter. It would be good to clarify who their complaints relate to as they have made broad statements about the previous leadership team, with no specifics.

Can I please ask you to reach out to each of them for a meeting to discuss the complaint in the coming week.

Schedule 2.2(a)(ii)

Any questions, please reach out.
Thanks
Nic

Nic Stevenson | Senior Director
Mobile: Schedule 2.2(a)(ii) Email: nic.stevenson@act.gov.au
Health Services Support Unit | Office of Chief Executive | Canberra Health Services | ACT Government
Level 3, Building 8, Canberra Hospital | canberrahealthservices.act.gov.au

'Creating exceptional health care together.'

Canberra Health Services acknowledges the Ngunnawal people as traditional custodians of the ACT and recognises any other people or families with connection to the lands of the ACT and region.
We acknowledge and respect their continuing culture and contribution to the life of this region.

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Wednesday, 3 September 2025 2:32 PM
To: Stevenson, Nic; Schedule 2.2(a)(ii)
Cc: White, Andrew
Subject: Re: Meetings with Cardiologists

Categories: AAA. Cardiology -

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Nic

I am to meet with Schedule 2.2(a)(ii) next Wednesday 10/9 at 4.00pm.

I have offered to meet at your Offices. I hope this is ok.

I have texted Schedule 2.2(a)(ii) to establish contact with them.

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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Level 2, 55 Blackall St, Barton, ACT, 2600
proximity.com.au

Going further, together. PROXIMITY SPA

From: Stevenson, Nic <Nic.Stevenson@act.gov.au>
Sent: Wednesday, September 3, 2025 10:00 AM
To: Russell Bayliss Schedule 2.2(a)(ii)
Cc: White, Andrew <Andrew.White@act.gov.au>
Subject: RE: Meetings with Cardiologists

OFFICIAL

Hi Russell

Janet met with the NCH cardiologists that were listed on the second letter this morning. They would like to speak to you Schedule 1.14(1)(e), Schedule 2.2(a)(xv)

For this group, could you please reach out initially via text message as they have requested this.

Schedule 2.2(a)(ii)

Many thanks
Nic

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Tuesday, 2 September 2025 11:50 AM
To: Stevenson, Nic <Nic.Stevenson@act.gov.au> Schedule 2.2(a)(ii)
Cc: White, Andrew <Andrew.White@act.gov.au>
Subject: Re: Meetings with Cardiologists

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Nic

I have written to each of the complaints to whom you asked me to reach out.

Having read the Schedule 2.2(a)(ii) letter I agree in part with Schedule 2.2(a)(ii) position that wants/needs to be provided with sufficient detail as to the allegations as would allow to respond.

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The risk is that the lawyers acting for the Complainants will not want to provide any detail and the lawyers acting for at least one of the Respondents will not provide any response (arguably there will be nothing to respond to) until they receive that detail.

I will keep you informed if any of the Complainants contact me.

RUSSELL BAYLISS

Expert Advisor

Schedule 2.2(a)(ii)

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Level 2, 55 Blackall St, Barton, ACT, 2600

proximity.com.au

Going further, together. PROXIMITY SPA

From: Stevenson, Nic <Nic.Stevenson@act.gov.au>
Sent: Monday, September 1, 2025 1:24 PM
To: Schedule 2.2(a)(ii) Russell Bayliss Schedule 2.2(a)(ii)
Cc: White, Andrew <Andrew.White@act.gov.au>
Subject: RE: Meetings with Cardiologists

OFFICIAL

Hi Russell

Sorry for the delay in coming back to you.

We have received a letter from Schedule 2.2(a)(ii) representatives, please see attached. We are drafting a holding response however we would like to provide with the particular specifics / allegations.

Can you please review the two letters and once you have met with at least a few of the doctors concerned, please provide us with the particular specifics / allegations so we can incorporate these into the response. We note that there may be delays in meeting with all complainants, but please send us what you have by the end of the week.

Happy to chat through if you need clarification.

Many thanks
Nic

From: Schedule 2.2(a)(ii)
Sent: Monday, 1 September 2025 9:47 AM
To: Stevenson, Nic <Nic.Stevenson@act.gov.au>; 'Russell Bayliss' Schedule 2.2(a)(ii)
Cc: White, Andrew <Andrew.White@act.gov.au>
Subject: RE: Meetings with Cardiologists

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Nic

I will get this done today.

I don't know if some or all will want John Wilson involved.

Has Schedule 2.2(a)(ii) responded to CHS? If so, can I see response?

Russell

From: Stevenson, Nic <Nic.Stevenson@act.gov.au>
Sent: Friday, 29 August 2025 2:15 PM
To: russell t Schedule 2.2(a)(ii) Russell Bayliss Schedule 2.2(a)(ii)

Cc: White, Andrew <Andrew.White@act.gov.au>
Subject: Meetings with Cardiologists

OFFICIAL: Sensitive - Personal Privacy

Hi Russell

Please find below a list of contact details for the cardiologists referred to in the attached letter. It would be good to clarify who their complaints relate to as they have made broad statements about the previous leadership team, with no specifics.

Can I please ask you to reach out to each of them for a meeting to discuss the complaint in the coming week.

Schedule 2.2(a)(ii)

Any questions, please reach out.
Thanks
Nic

Nic Stevenson | Senior Director
Mobile: Schedule 2.2(a)(ii) Email: nic.stevenson@act.gov.au
Health Services Support Unit | Office of Chief Executive | Canberra Health Services | ACT Government
Level 3, Building 8, Canberra Hospital | canberrahealthservices.act.gov.au

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Friday, 5 September 2025 10:31 AM
To: Stevenson, Nic; White, Andrew
Cc: Malyszko, Courtney
Subject: Fw: Complaints against Director and Deputy Directors Cardiology Department

Categories: AAA. Cardiology -

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Please se the mail from Schedule 2.2(a)(ii) below.

It may be better for you to provide the assurances sought by Schedule 2.2(a)(ii)

In the alternative I am happy to do this but I need you to give me a form of words as to what assurances CHS are prepared to provide to

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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proximity.com.au

From Schedule 2.2(a)(ii)
Sent: Thursday, September 4, 2025 5:13 PM
To: Russell Bayliss Schedule 2.2(a)(ii)
Subject: Re: Complaints against Director and Deputy Directors Cardiology Department

You don't often get email from Schedule 2.2(a)(ii) Learn why this is important

Dear Russell,

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv)

Schedule 2.2(a)(ii), Schedule 2.2(a)(xv), Schedule 2.2(a)(v)

From: Schedule 2.2(a)(ii)
Sent: Thursday, September 4, 2025 2:30 pm
To: Russell Bayliss Schedule 2.2(a)(ii)
Cc: Schedule 2.2(a)(ii)
Subject: RE: Complaints against Director and Deputy Directors Cardiology Department

UNOFFICIAL

Hi Russell,

Thanks for this.
CHS offices at 2 Bowes Street Woden sounds very reasonable.
Will the meeting be recorded? Will I receive a typed record of information provided?
I have asked Schedule 1.4 to attend but have not heard any response from him yet.
Many thanks,

Schedule 2.2(a)(ii)

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Wednesday, 3 September 2025 1:50 PM
To: Schedule 2.2(a)(ii)
Cc: Stevenson, Nic <Nic.Stevenson@act.gov.au>; russell t Schedule 2.2(a)(ii)
Subject: Re: Complaints against Director and Deputy Directors Cardiology Department

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Schedule 2.2(a)(ii)

4.00pm on 10 September works for me.

Where would you like to meet?

I can arrange a room at the CHS offices at 2 Bowes Street Woden if that suits you.

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)
PROXIMITY
AN SPA AUSTRALIA COMPANY
Level 2, 55 Blackall St, Barton, ACT, 2600
proximity.com.au

From: Schedule 2.2(a)(ii)
Sent: Wednesday, September 03, 2025 12:43 PM
To: Russell Bayliss Schedule 2.2(a)(ii)
Cc: Stevenson, Nic <Nic.Stevenson@act.gov.au>; russell t Schedule 2.2(a)(ii)
Subject: RE: Complaints against Director and Deputy Directors Cardiology Department

UNOFFICIAL

Hi Russell,

I would like to meet on Wednesday 10/9. How does 4pm suit?
Many thanks,

Schedule 2.2(a)(ii)

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Tuesday, 2 September 2025 11:11 AM
To: Schedule 2.2(a)(ii)
Cc: Stevenson, Nic <Nic.Stevenson@act.gov.au>; russell t Schedule 2.2(a)(ii)
Subject: Complaints against Director and Deputy Directors Cardiology Department

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Schedule 2.2(a)(ii), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Tuesday, 9 September 2025 10:04 AM
To: White, Andrew
Cc: Stevenson, Nic
Subject: Re: CHS cardiology complaint

Categories: AAA. Cardiology -

You don't often get email from Schedule 2.2(a)(ii) Learn why this is important

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Will do

Russell

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)
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proximity.com.au

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From: White, Andrew <Andrew.White@act.gov.au>
Sent: Tuesday, September 9, 2025 9:20 AM
To: Russell Bayliss Schedule 2.2(a)(ii)
Cc: Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: CHS cardiology complaint

OFFICIAL: Sensitive

Hi Russell

Another CHS cardiologist who wishes to be involved Schedule 1.14(1)(e), Schedule 2.2(a)(xv) Schedule 2.2(a)(ii) Please can you make an initial contact with today:

> Dear Janet,
> Thank you for your reply and your consideration.
> My best contact details are:
> Schedule 2.2(a)(ii)

Thanks
Andrew

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Thursday, 18 September 2025 11:50 AM
To: White, Andrew; Stevenson, Nic
Subject: Fw: Cardiology Unit
Attachments: Schedule 2.2(a)(ii)

Follow Up Flag: Follow up
Flag Status: Flagged

Categories: AAA. Cardiology -

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Andrew and Nic

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

(Please note I am working from home and at times my router plays up so please confirm you have received this email so that I know you have received it.)

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

PROXIMITY
AN SPA AUSTRALIA COMPANY
Level 2, 55 Blackall St, Barton, ACT, 2600

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Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv)

Schedule 1.9

Schedule 1.9

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Thursday, 18 September 2025 3:39 PM
To: White, Andrew; Stevenson, Nic
Subject: Re: Cardiology Unit

Categories: AAA. Cardiology -

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Schedule 2.2(a)(ii), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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AN SPA AUSTRALIA COMPANY
Level 2, 55 Blackall St, Barton, ACT, 2600
proximity.com.au

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Our publication of the latest insights, tips and analysis.
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From: White, Andrew <Andrew.White@act.gov.au>
Sent: Thursday, September 18, 2025 3:16 PM
To: Russell Bayliss Schedule 2.2(a)(ii) >; Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Re: Cardiology Unit

Thanks Russell. Will there be any allegations fo Schedule 2.2(a)(ii)

Get Outlook for iOS

From: White, Andrew <Andrew.White@act.gov.au>
Sent: Thursday, September 18, 2025 12:02:47 PM
To: Russell Bayliss Schedule 2.2(a)(ii) Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Re: Cardiology Unit

Thanks Russell , confirming receipt.

Get Outlook for iOS

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Thursday, September 18, 2025 11:50 am
To: White, Andrew <Andrew.White@act.gov.au>; Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Fw: Cardiology Unit

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Andrew and Nic

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

(Please note I am working from home and at times my router plays up so please confirm you have received this email so that I know you have received it.)

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Thursday, 18 September 2025 3:45 PM
To: White, Andrew; Stevenson, Nic
Subject: Re: Cardiology Unit
Attachments: Schedule 2.2(a)(ii)

Categories: AAA. Cardiology -

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These are the Notes of my interview of as reviewed by

The tracked changes are

Schedule 2.2(a)(ii), Schedule 2.2(a)(xv)

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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From: White, Andrew <Andrew.White@act.gov.au>
Sent: Thursday, September 18, 2025 3:16 PM
To: Russell Bayliss Schedule 2.2(a)(ii) Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Re: Cardiology Unit

Thanks Russell. Will there be any allegations for Schedule 2.2(a)(ii)

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From: White, Andrew <Andrew.White@act.gov.au>
Sent: Thursday, September 18, 2025 12:02:47 PM
To: Russell Bayliss Schedule 2.2(a)(ii) Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Re: Cardiology Unit

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From: Russell Bayliss Schedule 2.2(a)(ii)
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To: White, Andrew <Andrew.White@act.gov.au>; Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Fw: Cardiology Unit

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Andrew and Nic

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

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Expert Advisor

Schedule 2.2(a)(ii)

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Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Thursday, 18 September 2025 9:46 PM
To: White, Andrew; Stevenson, Nic
Subject: Re: Cardiology Unit

Categories: AAA. Cardiology -

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Will do

RB

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)
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From: White, Andrew <Andrew.White@act.gov.au>
Sent: Thursday, September 18, 2025 8:25 PM
To: Russell Bayliss Schedule 2.2(a)(ii) Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Re: Cardiology Unit

OFFICIAL: Sensitive - Personal Privacy

Hi Russell

We're going to send some correspondence to their lawyers in the morning - that you are about to write to them with allegations. To ensure integrity in the process, I'll have you put the allegations to the respondents / their representatives tomorrow. Can you please draft some correspondence framing the allegations to come from yourself to the respondents:

Schedule 2.2(a)(ii)

is not involved in private practice with and this is something which CHS can already demonstrate. So based on the documentation you've sent through, nothing is to be put to

Happy to chat in the morning if necessary. I'll confirm once your correspondence can go to the respondents tomorrow.

Thanks
Andrew

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Thursday, September 18, 2025 3:45 pm

To: White, Andrew <Andrew.White@act.gov.au>; Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Re: Cardiology Unit

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These are the Notes of my interview of Schedule 2.2(a)(ii) as reviewed by

The tracked changes are

Schedule 2.2(a)(ii), Schedule 2.2(a)(xv)

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)
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From: White, Andrew <Andrew.White@act.gov.au>
Sent: Thursday, September 18, 2025 3:16 PM
To: Russell Bayliss Schedule 2.2(a)(ii) Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Re: Cardiology Unit

Thanks Russell. Will there be any allegations for Schedule 2.2(a)(ii)

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From: White, Andrew <Andrew.White@act.gov.au>
Sent: Thursday, September 18, 2025 12:02:47 PM
To: Russell Bayliss Schedule 2.2(a)(ii) Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Re: Cardiology Unit

Thanks Russell , confirming receipt.

Get Outlook for iOS

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Thursday, September 18, 2025 11:50 am
To: White, Andrew <Andrew.White@act.gov.au>; Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Fw: Cardiology Unit

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Andrew and Nic

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

(Please note I am working from home and at times my router plays up so please confirm you have received this email so that I know you have received it.)

RUSSELL BAYLISS

Expert Advisor

Schedule 2.2(a)(ii)

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Thursday, 18 September 2025 9:50 PM
To: White, Andrew
Cc: Stevenson, Nic
Subject: Schedule 2.2(a)(ii)

Categories: AAA. Cardiology -

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Schedule 2.2(a)(ii) forwarded this to me to support allegations that Schedule 2.2(a)(ii)

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)
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From Schedule 2.2(a)(ii)
Sent: Wednesday, September 17, 2025 7:59 PM
To: Russell Bayliss Schedule 2.2(a)(ii) John Wilson Schedule 2.2(a)(ii)
Subject:

As you can see, Schedule 2.2(b)(v)

Schedule 2.2(a)(ii)

Sent from my iPhone

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Friday, 19 September 2025 9:23 AM
To: White, Andrew
Subject: Re: Cardiology Unit

Categories: AAA. Cardiology -

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I do not have your number, can you ring me on Schedule 2.2(a)(ii) I just have a few questions.

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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From: White, Andrew <Andrew.White@act.gov.au>
Sent: Thursday, September 18, 2025 8:25 PM
To: Russell Bayliss Schedule 2.2(a)(ii) Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Re: Cardiology Unit

OFFICIAL: Sensitive - Personal Privacy

Hi Russell

We're going to send some correspondence to their lawyers in the morning - that you are about to write to them with allegations. To ensure integrity in the process, I'll have you put the allegations to the respondents / their representatives tomorrow. Can you please draft some correspondence framing the allegations to come from yourself to the respondents:

Schedule 2.2(a)(ii)

is not involved in private practice with and this is something which CHS can already demonstrate. So based on the documentation you've sent through, nothing is to be put to

Happy to chat in the morning if necessary. I'll confirm once your correspondence can go to the respondents tomorrow.

Thanks
Andrew

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Thursday, September 18, 2025 3:45 pm
To: White, Andrew <Andrew.White@act.gov.au>; Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Re: Cardiology Unit

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These are the Notes of my interview of Schedule 2.2(a)(ii) as reviewed by

The tracked changes are

Schedule 2.2(a)(ii), Schedule 2.2(a)(xv)

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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From: White, Andrew <Andrew.White@act.gov.au>
Sent: Thursday, September 18, 2025 3:16 PM
To: Russell Bayliss Schedule 2.2(a)(ii) Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Re: Cardiology Unit

Thanks Russell. Will there be any allegations for Schedule 2.2(a)(ii)

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From: White, Andrew <Andrew.White@act.gov.au>
Sent: Thursday, September 18, 2025 12:02:47 PM
To: Russell Bayliss Schedule 2.2(a)(ii) Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Re: Cardiology Unit

Thanks Russell , confirming receipt.

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Thursday, September 18, 2025 11:50 am
To: White, Andrew <Andrew.White@act.gov.au>; Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Fw: Cardiology Unit

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Andrew and Nic

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

(Please note I am working from home and at times my router plays up so please confirm you have received this email so that I know you have received it.)

RUSSELL BAYLISS

Expert Advisor

Schedule 2.2(a)(ii)

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Friday, 19 September 2025 11:22 AM
To: White, Andrew; Stevenson, Nic
Subject: Cardiology Unit
Attachments: Schedule 2.2(a)(ii)

Categories: AAA. Cardiology -

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I enclose my draft email letter to be sent to Schedule 2.2(a)(ii)

It contains a somewhat tedious discourse on whether Schedule 2.2(a)(ii) were **employed** or **engaged** or **associated** with Schedule 2.2(a)(ii) private rooms but I did not want the question to be evaded or side stepped as this is probably the most serious allegation.

Once you have cleared this letter I presume I would send it to Schedule 2.2(a)(ii) lawyer.

I am drafting a letter to Schedule 2.2(a)(ii) which focuses upon employment at Schedule 2.2(a)(ii) private rooms and appointment as Schedule 2.2(a)(ii)

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Friday, 19 September 2025 11:59 AM
To: White, Andrew; Stevenson, Nic
Subject: Cardiology Unit
Attachments: Schedule 2.2(a)(ii)

Categories: AAA. Cardiology -

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I enclose my Draft email to Schedule 2.2(a)(ii) for your review.

I presume that after your clearance of the email I would send it to ACT Government email address copied to lawyer at Schedule 2.2(a)(ii)

I have not mentioned the issue of removal of Schedule 2.2(a)(ii) from the on call roster as I understand that is subject of a separate investigation by Schedule 2.2(a)(ii)

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Friday, 19 September 2025 12:29 PM
To: White, Andrew; Stevenson, Nic
Subject: Cardiology Unit Schedule
Attachments: Schedule 2.2(a)(2,2(a)(ii)

Categories: AAA. Cardiology -

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I enclose my draft email to Schedule 2.2(a)(ii) I have asked much the same questions as I asked Schedule 2.2(a)(ii) and then added specific questions about the event in Jindabyne.

I think this is the better approach so that it appears we are treating Schedule 2.2(a)(ii) the same as we are treating Schedule 2.2(a)(ii)

I presume that once you have cleared the letter I can send it to Schedule 2.2(a)(ii) via ACT Government email. I will need lawyers email addres from you.

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Friday, 19 September 2025 3:18 PM
To: Stevenson, Nic; White, Andrew
Subject: Re: Cardiology Unit Schedule 2.2(a)(ii)

Categories: AAA. Cardiology -

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OK I will amend

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From: Stevenson, Nic <Nic.Stevenson@act.gov.au>
Sent: Friday, September 19, 2025 2:59 PM
To: Russell Bayliss Schedule 2.2(a)(ii) White, Andrew <Andrew.White@act.gov.au>
Subject: RE: Cardiology Unit:

UNOFFICIAL

Hi all

One comment from me Schedule 2.2(a)(ii) weren't provided a copy of the letter from January, it was only

Nic

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Friday, 19 September 2025 12:29 PM
To: White, Andrew <Andrew.White@act.gov.au>; Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Cardiology Unit

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I enclose my draft email to Schedule 2.2(a)(ii) I have asked much the same questions as I asked Schedule 2.2(a)(ii) and then added specific questions about the event in Jindabyne.

I think this is the better approach so that it appears we are treating Schedule 2.2(a)(ii) the same as we are treating Schedule 2.2(a)(ii)

I presume that once you have cleared the letter I can send it to Schedule 2.2(a)(ii) via ACT Government email. I will need lawyers email addres from you.

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Friday, 19 September 2025 4:54 PM
To: White, Andrew; Stevenson, Nic
Subject: Fw: Complaints by members of Cardiology Unit

Categories: AAA. Cardiology -

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Letter to Schedule 2.2(a)(ii)

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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From: Russell Bayliss
Sent: Friday, September 19, 2025 4:52 PM
To: Schedule 2.2(a)(ii)
Subject: Complaints by members of Cardiology Unit

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

If any of the questions I have asked require clarification, please let me know.

Russell Bayliss

RUSSELL BAYLISS

Expert Advisor

Schedule 2.2(a)(ii)

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Friday, 19 September 2025 5:05 PM
To: White, Andrew; Stevenson, Nic
Subject: Fw: Complaints by members of Cardiology Unit

Categories: AAA. Cardiology -

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Letter to Schedule 2.2(a)(ii) fyi

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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From: Russell Bayliss
Sent: Friday, September 19, 2025 5:04 PM
To: Schedule 2.2(a)(ii)
Subject: Complaints by members of Cardiology Unit

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

If any of the questions I have asked require clarification, please let me know.

Russell Bayliss

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

Level 2, 55 Blackall St, Barton, ACT, 2600

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RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Friday, 19 September 2025 5:02 PM
To: White, Andrew
Cc: Stevenson, Nic
Subject: Re:

Categories: AAA. Cardiology -

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Will do

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)
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Level 2, 55 Blackall St, Barton, ACT, 2600
proximity.com.au

From: White, Andrew <Andrew.White@act.gov.au>
Sent: Friday, September 19, 2025 5:02 PM
To: Russell Bayliss Schedule 2.2(a)(ii)
Cc: Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject

OFFICIAL: Sensitive - Personal Privacy

Hi Russell

Confirming you may issue the correspondence to Schedule 2.2(a)(ii)

Thanks
Andrew

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Friday, 19 September 2025 5:13 PM
To: White, Andrew; Stevenson, Nic
Subject: Fw: Complaints by members of Cardiology Unit

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letter FYI

I have received delivery receipts for all three letters.

I will finalise typing up the notes of Schedule 2.2(a)(ii)

I am chasing Schedule 2.2(a)(ii) to have a meeting with is very busy.

Russell

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Friday, September 19, 2025 5:11 PM
To: Schedule 2.2(a)(ii)
Subject: Complaints by members of Cardiology Unit

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

If any of the questions I have asked require clarification, please let me know.

RUSSELL BAYLISS

Expert Advisor

Schedule 2.2(a)(ii)

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Monday, 22 September 2025 10:06 AM
To: White, Andrew; Stevenson, Nic
Subject: Cardiology

Categories: AAA. Cardiology -

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I have made an appointment t interview Schedule 2.2(a)(ii) at 4.00pm on Wednesday at TCH.

That should be the last interview.

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Monday, 22 September 2025 2:48 PM
To: White, Andrew; Stevenson, Nic
Subject: Cardiology
Attachments: Schedule 2.2(a)(ii)

Categories: AAA. Cardiology -

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I enclose the notes of interview as settled by Schedule 2.2(a)(ii) entitled Summary of Events.

I also enclose a letter to Schedule 2.2(a)(ii) and a document entitled Statement of Concerns regarding the Cardiology Department at Norh Canberra Hospital.

1. The Statement of Concerns document is more aimed at Schedule 2.2(a)(ii) and not at Schedule 2.2(a)(ii) I consider this document to be outside my Terms of Reference.

I would appreciate you confirming this.

2. The document entitled Summary of Events is focused upon the issue of Schedule 2.2(a)(ii) being offered a temporary contract as opposed to a permanent contract. I consider this issue to be outside my Terms of Reference.

I would appreciate you confirming this.

Schedule 2.2(a)(ii), Schedule 2.2(a)(xv)

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)
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Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 1.9

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Wednesday, 24 September 2025 6:12 PM
To: Stevenson, Nic; White, Andrew
Subject: Complaints against Director of Cardiology

Categories: AAA. Cardiology -

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Colleagues

I have just returned from conferring with Schedule 2.2(a)(ii) This should be the last conference with the complainants. I will send my typed up notes of our conference for review and return.

That leaves only the responses from Schedule 2.2(a)(ii) to be considered.

Once we receive those responses we might need to discuss the way forward before I launch into my Assessment.

I expect the Respondents will require prompt decisions to be made about what is to happen to them.

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Thursday, 25 September 2025 10:03 AM
To: Stevenson, Nic; White, Andrew
Subject: Cardilogy: alegation by

Categories: AAA. Cardiology -

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Please see the email below from Schedule 2.2(a)(ii)

It contains a serious allegation against Schedule 2.2(a)(ii)

When Schedule 2.2(a)(ii) made this allegation to me I asked to confirm it in writing.

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)
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From: Schedule 2.2(a)(ii)
Sent: Thursday, September 25, 2025 5:59 AM
To: Russell Bayliss Schedule 2.2(a)(ii)
Subject: adfitional information

Dear Russell,

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Kind regards,

Schedule 2.2(a)(ii)

From: Schedule 2.2(a)(ii)
Sent: Tuesday, September 16, 2025 8:39 pm
To: Russell Bayliss Schedule 2.2(a)(ii)
Subject: Edited transcript

Dear Russell,

Please see attached document with marked up changes.

Many thanks,

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Friday, 26 September 2025 9:21 AM
To: White, Andrew; Stevenson, Nic
Subject: Fw: Complaints by members of Cardiology Unit

Categories: AAA. Cardiology -

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The response by Schedule 2.2(a)(ii)

I am considering it and will write to you with my thoughts.

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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From Schedule 2.2(a)(ii)
Sent: Thursday, September 25, 2025 8:26 PM
To: Russell Bayliss ; Schedule 2.2(a)(ii)
Cc: Schedule 2.2(a)(ii)
Subject: Complaints by members of Cardiology Unit

Dear Russell

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Regards

Schedule 2.2(a)(ii)

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Friday, 19 September 2025 5:11 PM
To: S
Subject: Complaints by members of Cardiology Unit

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

[redacted]

RUSSELL BAYLISS
Expert Advisor

Schedule 2.2(a)(ii)

[redacted]

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Friday, 26 September 2025 2:45 PM
To: White, Andrew; Stevenson, Nic
Subject: Fw: Private & Confidential (our clients Schedule 2.2(a)(ii)
Attachments: Schedule 2.2(a)(ii)

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Response from Schedule 2.2(a)(ii)

Happy to discuss

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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From: Schedule 2.2(a)(ii)
Sent: Friday, September 26, 2025 2:42 PM
To: Chilcott, Michael <Michael.Chilcott@act.gov.au>
Cc Schedule 2.2(a)(ii) Russell Bayliss Schedule 2.2(a)(ii)
Subject: Private & Confidential (our clients, Schedule 2.2(a)(ii)

Dear Michael

Please find our attached letter in reply to your letter dated 19 September 2025.

Regards

Schedule 2.2(a)(ii)

Schedule 2.2(a)(ii)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(b)(v)

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Friday, 26 September 2025 3:34 PM
To: Stevenson, Nic
Cc: White, Andrew
Subject: Complaints against Director of Cardiology
Attachments: Schedule 2.2(a)(ii)

Categories: AAA. Cardiology -

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Nic

I attach my notes of my conference with Schedule 2.2(a)(ii) I am waiting for to settle these notes and return them to me with any supporting document may have.

I am also waiting upon Schedule 2.2(a)(ii) to do the same.

At this stage I have interviewed all those Clinicians you asked me to.

Once Schedule 2.2(a)(ii) respond, I will be in a position to prepare a report if that is what you want.

Happy to discuss.

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

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Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Monday, 29 September 2025 10:36 AM
To: Stevenson, Nic; White, Andrew
Subject: Re: Private & Confidential (our clients, Schedule 2.2(a)(ii)

Categories: AAA. Cardiology -

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All good

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

Level 2, 55 Blackall St, Barton, ACT, 2600

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From: Stevenson, Nic <Nic.Stevenson@act.gov.au>
Sent: Monday, September 29, 2025 10:35 AM
To: Russell Bayliss Schedule 2.2(a)(ii) White, Andrew <Andrew.White@act.gov.au>
Subject: RE: Private & Confidential (our clients, Schedule 2.2(a)(ii)

OFFICIAL

Hi Russell

I just spoke to Andrew and we'll come back to you shortly on next steps.

nic

From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Friday, 26 September 2025 2:58 PM
To: White, Andrew <Andrew.White@act.gov.au>; Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Fw: Private & Confidential (our clients, Schedule 2.2(a)(ii)

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Having regard to the letter from lawyers did you want to discuss the next step in this assessment and particularly what you want me to do next?

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)

Schedule 2.2(a)(ii)

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Level 2, 55 Blackall St, Barton, ACT, 2600
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From: Schedule 2.2(a)(ii)
Sent: Friday, September 26, 2025 2:42 PM
To: Chilcott, Michael <Michael.Chilcott@act.gov.au>
Cc: Schedule 2.2(a)(ii) Russell Bayliss Schedule 2.2(a)(ii)
Subject: Private & Confidential (our clients, Schedule 2.2(a)(ii)

Dear Michael

Please find our attached letter in reply to your letter dated 19 September 2025.

Regards

Schedule 2.2(a)

Schedule 2.2(a)(ii)

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Tuesday, 30 September 2025 8:27 PM
To: White, Andrew
Cc: Stevenson, Nic
Subject: Re: Canberra Health Services - Next steps

Categories: AAA. Cardiology -

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I will have my brief report to you by cob tomorrow.

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)
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From: White, Andrew <Andrew.White@act.gov.au>
Sent: Tuesday, September 30, 2025 6:25 PM
To: Russell Bayliss Schedule 2.2(a)(ii)
Cc: Stevenson, Nic <Nic.Stevenson@act.gov.au>
Subject: Canberra Health Services - Next steps

OFFICIAL: Sensitive - Personal Privacy

Hi Russell

Thanks for your patience whilst I confirm next steps.

Schedule 2.2(a)(xv)

Happy to discuss.

Thanks
Andrew

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From: Russell Bayliss Schedule 2.2(a)(ii)
Sent: Wednesday, 1 October 2025 6:31 PM
To: Stevenson, Nic
Cc: White, Andrew
Subject: Fw: additional information Schedule 2.2(a)(ii)

Categories: AAA. Cardiology -

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Could this be printed off and placed with the other material in the Schedule 2.2(a)(ii) folder plz

RUSSELL BAYLISS
Expert Advisor
Schedule 2.2(a)(ii)
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AN SPA AUSTRALIA COMPANY
Level 2, 55 Blackall St, Barton, ACT, 2600
proximity.com.au

From: Schedule 2.2(a)(ii)
Sent: Thursday, September 25, 2025 5:59 AM
To: Russell Bayliss Schedule 2.2(a)(ii)
Subject: adfitional information

Dear Russell,

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Kind regards,

Schedule 2.2(a)(ii)

From: Schedule 2.2(a)(ii)
Sent: Tuesday, September 16, 2025 8:39 pm
To: Russell Bayliss Schedule 2.2(a)(ii)
Subject: Edited transcript

Dear Russell,

Please see attached document with marked up changes.

Many thanks,

From: Bani-Yaseen, Shakeeb <Shakeeb.Bani-Yaseen@act.gov.au>
Sent: Tuesday, 14 October 2025 4:41 PM
To: Schedule 2.2(a)(ii) [redacted]
Cc: Zagari, Janet; White, Andrew; Ogilvie, Rebekah
Subject: Re: Cardiology Update

OFFICIAL: Sensitive

Dear team,

Thank you for your time this morning.

Following our discussion earlier this morning with the AMA, and after consultation with Ms Barbara Deegan, you are directed to attend a meeting with Ms Deegan scheduled for **08:00 tomorrow**, in **Meeting Room 1, Building 28.** This is a direction to attend unless you are on pre-approved leave.

The purpose of this meeting is to provide you with an opportunity to express your concerns directly to Ms Deegan, particularly in anticipation of the return of Schedule 2.2(a)(ii) [redacted]. This engagement will assist in gaining a clearer understanding of the views held within the group and inform the most appropriate and constructive way forward, which may include mediation.

As previously stated, we remain committed to ensuring that you feel safe, respected, and supported in your workplace.

Please let me know if you have any questions.

Regards,
Shakeeb

Dr Shakeeb Bani-Yaseen
MBBS, FACEM, AFRACMA
Staff Specialist - Emergency Medicine
Clinical Director - Division of Medicine
Medical Lead - Operations Centre - Office of The Chief Operating Officer
Canberra Health Services

I live, work and dream on Ngunnawal country. I acknowledge the Ngunnawal and Ngambri people as traditional custodians and recognise any other people or families with connection to the lands of the ACT and region. I acknowledge and respect their continuing culture and the contribution they make to the life of this city and this region. This land was never ceded. Always was. Always will be.

From: Bani-Yaseen, Shakeeb
Sent: Wednesday, 8 October 2025 16:47
To: Schedule 2.2(a)(ii) [redacted]
Cc: Zagari, Janet <Janet.Zagari@act.gov.au>; White, Andrew <Andrew.White@act.gov.au>; Ogilvie, Rebekah <Rebekah.Ogilvie@act.gov.au>
Subject: Cardiology Update

OFFICIAL: Sensitive

Dear Team,

I hope you're well.

Following recent changes within the team, a mediation will be held on Wednesday, 15th of October, at 9:00 AM, at the Australian Institute of Sport (AIS), Leverrier St, Bruce ACT 2617. This will be facilitated by Ms Barbara Deegan, former Fair Work Commissioner, and is expected to run for most of the day. It forms part of our commitment to fostering a respectful and collaborative working environment.

The objectives of the mediation are:

- Create a safe space for open, honest dialogue without fear of retribution
- Acknowledge past impacts and recognise the shared experience of disruption
- Build mutual understanding to support healing and team cohesion
- Commit to moving forward through respectful, constructive engagement
- Set clear expectations for future conduct and collaboration

All team members' clinical duties have been covered (with the exception of 2 consultants that I have already communicated with). All other team members **are required to attend this mediation session**. If you are rostered off or currently on leave, you will be remunerated accordingly. The participants include the internal cardiologists at Canberra Health Services, along with selected CHS staff members: Myself, Bek Ogilvie, Andrew White, and Janet Zagari.

Schedule 1.14(1)(e), Schedule 2.2(a)(xv)

Furthermore, we have engaged an external expert to undertake strategic planning of the territory-wide cardiology service regarding demand, resources, networking and leadership structure. This will commence on Monday the 13th of October. I will communicate further details towards the end of the week. Until this is finalised, the unit structure outlined previously (Myself as the Director and the clinical leads for EP, Imaging, General and Interventional) remains in place.

Thank you for your continued professionalism and engagement. I look forward to seeing you all there.

Regards,

Shakeeb

Dr Shakeeb Bani-Yaseen
MBBS, FACEM, AFRACMA
Staff Specialist - Emergency Medicine
Clinical Director - Division of Medicine
Medical Lead - Operations Centre - Office of The Chief Operating Officer
Canberra Health Services

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From: Bani-Yaseen, Shakeeb <Shakeeb.Bani-Yaseen@act.gov.au>
Sent: Wednesday, 22 October 2025 5:15 PM
To: Schedule 2.2(a)(ii) [redacted]
Cc: Zagari, Janet; White, Andrew; Ogilvie, Rebekah
Subject: Re: Cardiology Update

OFFICIAL: Sensitive

Dear team,

I hope this message finds you well.

Following your recent meeting with Ms Barbara Deegan, during which you had the opportunity to raise your concerns directly, I met with her yesterday to discuss the outcomes. Ms Deegan has also advised that she has received written correspondence from members of the group. In light of this, she has requested a follow-up meeting to finalise outstanding matters. Schedule 2.2(a)(ii) [redacted] will be invited to attend this meeting.

For the cardiology department to progress in a positive and collegiate manner there will need to be a collective conversation with all parties involved. This meeting will be the opportunity for all to gather and have this conversation. It is not a mediation. The meeting will provide some information about the future of the Cardiology Department and clarify areas of apparent uncertainty about the organisation and performance of the work in the Department. The meeting will also address other matters that have been raised concerning the making of complaints and the escalation of concerns, confidentiality obligations and the management of conflicts of interest.

This meeting is intended to support the return of Schedule 2.2(a)(ii) [redacted], and to ensure that we continue to foster a psychologically safe and respectful workplace for all team members. Canberra Health Service remains committed to maintaining a professional environment where everyone feels safe, supported and valued.

You are invited to attend this meeting:

- **Date:** Wednesday, 29 October 2025
- **Time:** 13:00 - The meeting is expected to last 2-3 hours.
- **Location:** Meeting Room 1, Building 28

Please contact me directly if you have any questions or require further clarification.

Regards,

Shakeeb

Dr Shakeeb Bani-Yaseen
MBBS, FACEM, AFRACMA
Staff Specialist - Emergency Medicine
Clinical Director - Division of Medicine
Medical Lead - Operations Centre - Office of The Chief Operating Officer
Canberra Health Services

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From: Bani-Yaseen, Shakeeb
Sent: Wednesday, 8 October 2025 16:47
To: Schedule 2.2(a)(ii) [redacted]
Cc: Zagari, Janet <Janet.Zagari@act.gov.au>; White, Andrew <Andrew.White@act.gov.au>; Ogilvie, Rebekah <Rebekah.Ogilvie@act.gov.au>
Subject: Cardiology Update

OFFICIAL: Sensitive

Dear Team,

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- Commit to moving forward through respectful, constructive engagement
- Set clear expectations for future conduct and collaboration

All team members' clinical duties have been covered (with the exception of 2 consultants that I have already communicated with). All other team members **are required to attend this mediation session**. If you are rostered off or currently on leave, you will be remunerated accordingly. The participants include the internal cardiologists at Canberra Health Services, along with selected CHS staff members: Myself, Bek Ogilvie, Andrew White, and Janet Zagari.

Schedule 1.14(1)(e), Schedule 2.2(a)(xv)

Furthermore, we have engaged an external expert to undertake strategic planning of the territory-wide cardiology service regarding demand, resources, networking and leadership structure. This will commence on Monday the 13th of October. I will communicate further details towards the end of the week. Until this is finalised, the unit structure outlined previously (Myself as the Director and the clinical leads for EP, Imaging, General and Interventional) remains in place.

Thank you for your continued professionalism and engagement. I look forward to seeing you all there.

Regards,

Shakeeb

Dr Shakeeb Bani-Yaseen
MBBS, FACEM, AFRACMA
Staff Specialist - Emergency Medicine
Clinical Director - Division of Medicine
Medical Lead - Operations Centre - Office of The Chief Operating Officer
Canberra Health Services

I live, work and dream on Ngunnawal country. I acknowledge the Ngunnawal and Ngambri people as traditional custodians and recognise any other people or families with connection to the lands of the ACT and region. I acknowledge and respect their continuing culture and the contribution they make to the life of this city and this region. This land was never ceded. Always was. Always will be.

From: Schedule 2.2(a)(ii)
Sent: Wednesday, 19 November 2025 2:41 PM
To: Stevenson, Nic
Subject: Cardiology report
Attachments: Brief Report.docx

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Please acknowledge receipt

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

Schedule 2.2(a)(ii), Schedule 2.2(a)(v), Schedule 2.2(a)(xv), Schedule 2.2(b)(v)

From: Canberra Health Services Media
Sent: Monday, 1 December 2025 11:39 AM
To: Inman, Mick
Cc: Canberra Health Services Media; Foote, Claire
Subject: Heads up CHS media enquiries
Attachments: Out of scope media request: Bayliss/cardiology; Out of scope

OFFICIAL

Hi Mick

Please see attached three media enquiries from Lanie from the Canberra Times and Out of scope that we have received this morning.

Kind regards

Tim Benson | Assistant Director, Media
Email: tim.benson@act.gov.au
Quality, Safety and Governance | Canberra Health Services | ACT Government
Canberra Hospital, Yamba Drive, Garran ACT| canberrahealthservices.act.gov.au

'Creating exceptional health care together.'

Canberra Health Services acknowledges the Ngunnawal people as traditional custodians of the ACT and recognises any other people or families with connection to the lands of the ACT and region.
We acknowledge and respect their continuing culture and contribution to the life of this region.

From: Lanie Tindale Schedule 2.2(a)(ii)
Sent: Monday, 1 December 2025 8:00 AM
To: Canberra Health Services Media
Subject: media request: Bayliss/cardiology

Follow Up Flag: Follow up
Flag Status: Flagged

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Hello. These are a follow on from Castley's questions about Russell Bayliss' work on the cardiologists.

- Why was Mr Bayliss engaged to address industrial matters? What matters did he look into?
- What time period did this take place?
- What was the outcome of the review? Was there any written response or report?
- Was anyone stood down during the review period, and if so, have they been reinstated/returned to work or will they?
- How many positions are there in cardiology across both hospitals and how many, if any, vacancies exist as of November 29, 2025?
- Anything else.

Deadline 5pm December 5.

--

I am not taking on PR pitches at the moment. Please send all media releases to mediarel@canberratimes.com.au.

Lanie Tindale *pronounced 'Lar-knee' (she/her)*
ACT politics and health reporter
The Canberra Times
Schedule 2.2(a)(ii)
A 9 Pirie Street, Canberra Times, ACT, 2609
W www.canberratimes.com.au
B lanietindale.substack.com
I am living and working on Ngunnawal Land.

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From: Canberra Health Services Media
Sent: Monday, 1 December 2025 4:16 PM
To: CHS, Health Services Support Unit; Canberra Health Services Media
Cc: Foote, Claire; Benson, Tim
Subject: RE: New media enquiry: Canberra Times - Cardiology industrial matters

Categories: Nic to Action

OFFICIAL

Hi Nic

Thanks for the update and no problem. Will wait until I hear from you and will reach out to Shakeeb on FTE.

Cheers,
Brie

From: CHS, Health Services Support Unit
Sent: Monday, 1 December 2025 4:06 PM
To: Canberra Health Services Media ; CHS, Health Services Support Unit
Cc: Foote, Claire
Subject: RE: New media enquiry: Canberra Times - Cardiology industrial matters

OFFICIAL

Hi Brie

I'll have to work with Janet on the responses to this one. Mr Bayliss was engaged for something different to below. Barbara Deegan was engaged for the mediation stuff. I have a meeting with Janet tomorrow afternoon and will get it back to you.

Can you please get the FTE info from Shakeeb in the meantime.

Ta
Nic

From: Canberra Health Services Media <CHSmedia@act.gov.au>
Sent: Monday, 1 December 2025 12:35 PM
To: CHS, Health Services Support Unit <CHS.HSSU@act.gov.au>
Cc: Canberra Health Services Media <CHSmedia@act.gov.au>; Foote, Claire <Claire.Foote@act.gov.au>
Subject: New media enquiry: Canberra Times - Cardiology industrial matters

OFFICIAL

Hi team

See below enquiry from Lanie at CT on cardiology. I've provided input from our previously cleared talking points, however still require further clarification on some points. Can you please advise if this should be progressed to a line area or if HSSU will be providing this response?

- **Why was Mr Bayliss engaged to address industrial matters? What matters did he look into?**
  CHS engaged an experienced, independent mediator to support the process of building trust and strengthening professional relationships within the Cardiology senior medical team. The mediation process was a critical step in helping the team to define how they want to move forward constructively and collaboratively.
- **What time period did this take place?**
  Mr Bayliss was engaged to facilitate a mediation process in October. Was this just for 15 Oct/one day?
- **What was the outcome of the review? Was there any written response or report?**
  TBA
- **Was anyone stood down during the review period, and if so, have they been reinstated/returned to work or will they?**
  We do not comment on individual staffing matters.
- **How many positions are there in cardiology across both hospitals and how many, if any, vacancies exist as of November 29, 2025?**
  TBA
- **Anything else.**
  We are committed to supporting our team members through this period and to fostering a positive and inclusive workplace culture. We remain focused on ensuring that our patients continue to receive the best possible care, and we are confident that this process will help strengthen the unit and its ability to serve the Canberra community.

Due to journalist COB Friday 5 December.

Kind regards,

Brienne Connor | Director, Media
Mobile: Schedule 2.2(a)(ii) Email: brienne.connor@act.gov.au
Strategic Communication and Engagement | Canberra Health Services | ACT Government
Canberra Hospital, Yamba Drive, Garran ACT | canberrahealthservices.act.gov.au

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We acknowledge and respect their continuing culture and contribution to the life of this region.

From: Lanie Tindale Schedule 2.2(a)(ii)
Sent: Monday, 1 December 2025 8:00 AM
To: Canberra Health Services Media <CHSmedia@act.gov.au>
Subject: media request: Bayliss/cardiology

> **Caution:** This email originated from outside of the ACT Government. Do not click links or open attachments unless you recognise the sender and know the content is safe.

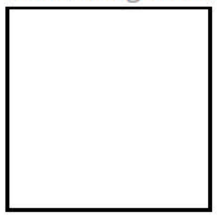
Hello. These are a follow on from Castley's questions about Russell Bayliss' work on the cardiologists.

- Why was Mr Bayliss engaged to address industrial matters? What matters did he look into?
- What time period did this take place?
- What was the outcome of the review? Was there any written response or report?
- Was anyone stood down during the review period, and if so, have they been reinstated/returned to work or will they?
- How many positions are there in cardiology across both hospitals and how many, if any, vacancies exist as of November 29, 2025?
- Anything else.

Deadline 5pm December 5.

--
I am not taking on PR pitches at the moment. Please send all media releases to mediarel@canberratimes.com.au.

Lanie Tindale *pronounced 'Lar-knee' (she/her)*
ACT politics and health reporter
The Canberra Times
Schedule 2.2(a)(ii)
A 9 Pirie Street, Canberra Times, ACT, 2609
W www.canberratimes.com.au
B lanietindale.substack.com
I am living and working on Ngunnawal Land.



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From: Canberra Health Services Media
Sent: Tuesday, 2 December 2025 10:01 AM
To: Smith, SallyJ; Bani-Yaseen, Shakeeb
Cc: Benson, Tim; Canberra Health Services Media
Subject: RE: For your input: Media request on Bayliss/cardiology

OFFICIAL

Hi Sally

Thank you so much for sending through, this is great. I'll add this to our response.

I believe Nic Stevenson is meeting with Janet about the other questions this afternoon.

Hope you both have a great Tuesday!

Thanks,
Brie

From: Smith, SallyJ
Sent: Tuesday, 2 December 2025 8:43 AM
To: Bani-Yaseen, Shakeeb ; Canberra Health Services Media
Cc: Benson, Tim
Subject: RE: For your input: Media request on Bayliss/cardiology

OFFICIAL

Hi Brie,

Cardiology Staff Specialist positions:
NCH – 3 staff specialists, 2 vacant positions (1 anticipated to commence Jan 2026 and 1 in Feb 2026)
TCH - 16 staff specialists, nil vacancies.

Thanks
Sal
Sally Smith | Business Manager, Medicine Operational
(Cardiology, Canberra Sexual Health Centre and Neurology)
Phone: 02 5124 3016 | Mobile: Schedule 2.2(a)(ii) Email: sallyj.smith@act.gov.au
Division of Medicine | Canberra Health Services | ACT Government
canberrahealthservices.act.gov.au

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We acknowledge and respect their continuing culture and contribution to the life of this region.

From: Bani-Yaseen, Shakeeb <Shakeeb.Bani-Yaseen@act.gov.au>
Sent: Tuesday, 2 December 2025 8:33 AM
To: Canberra Health Services Media <CHSmedia@act.gov.au>; Smith, SallyJ <SallyJ.Smith@act.gov.au>
Cc: Benson, Tim <Tim.Benson@act.gov.au>
Subject: Re: For your input: Media request on Bayliss/cardiology

OFFICIAL

Hey legend,

I'm very well 🙂 How are you?

I have CC'd @Smith, SallyJ our amazing business manager and she will send through the numbers very shortly

Have a great day!

Shakeeb

Dr Shakeeb Bani-Yaseen
MBBS, FACEM, AFRACMA
Staff Specialist - Emergency Medicine
Clinical Director - Division of Medicine
Medical Lead - Operations Centre - Office of The Chief Operating Officer
Canberra Health Services

I live, work and dream on Ngunnawal country. I acknowledge the Ngunnawal and Ngambri people as traditional custodians and recognise any other people or families with connection to the lands of the ACT and region. I acknowledge and respect their continuing culture and the contribution they make to the life of this city and this region. This land was never ceded. Always was. Always will be.

From: Canberra Health Services Media <CHSmedia@act.gov.au>
Sent: Monday, 1 December 2025 16:27
To: Bani-Yaseen, Shakeeb <Shakeeb.Bani-Yaseen@act.gov.au>
Cc: Canberra Health Services Media <CHSmedia@act.gov.au>; Benson, Tim <Tim.Benson@act.gov.au>
Subject: For your input: Media request on Bayliss/cardiology

OFFICIAL

Hi Shakeeb

Hope you've been well. We've received an enquiry from Canberra Times as per the below. Nic Stevenson from the CEO Office is going to meet with Janet to discuss our response to the questions, however, has asked that you provide updated FTE for question 5.

Can you please let me know if this is something you can provide by COB Wednesday? I've highlighted question 5 below.

Kind regards,

Brienne Connor | Director, Media
Mobile: Schedule 2.2(a)(ii) Email: brienne.connor@act.gov.au
Strategic Communication and Engagement | Canberra Health Services | ACT Government
Canberra Hospital, Yamba Drive, Garran ACT | canberrahealthservices.act.gov.au

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We acknowledge and respect their continuing culture and contribution to the life of this region.

From: Lanie Tindale Schedule 2.2(a)(ii)
Sent: Monday, 1 December 2025 8:00 AM
To: Canberra Health Services Media <CHSmedia@act.gov.au>
Subject: media request: Bayliss/cardiology

> **Caution:** This email originated from outside of the ACT Government. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hello. These are a follow on from Castley's questions about Russell Bayliss' work on the cardiologists.

1. Why was Mr Bayliss engaged to address industrial matters? What matters did he look into?
2. What time period did this take place?
3. What was the outcome of the review? Was there any written response or report?
4. Was anyone stood down during the review period, and if so, have they been reinstated/returned to work or will they?

5. How many positions are there in cardiology across both hospitals and how many, if any, vacancies exist as of November 29, 2025?
6. Anything else.

Deadline 5pm December 5.

--

I am not taking on PR pitches at the moment. Please send all media releases to mediarel@canberratimes.com.au.

Lanie Tindale *pronounced 'Lar-knee' (she/her)*

ACT politics and health reporter

The Canberra Times

Schedule 2.2(a)

A 9 Pirie Street, Canberra Times, ACT, 2609

W www.canberratimes.com.au

B lanietindale.substack.com

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From: Connor, Brienne
Sent: Wednesday, 3 December 2025 11:46 AM
To: CHS, Health Services Support Unit
Cc: Canberra Health Services Media; Foote, Claire
Subject: Interview/statement request: Cardiology
Attachments: 20251203 - Talking points - Cardiology review_DRAFT.docx

OFFICIAL

Hi team

We have received a request from WIN News for a statement on the cardiology story by Canberra Times. They have also offered an on camera interview for today if that was preferred. Can you please let Janet know and ask what her preference is?

If going with a statement, I have provided talking points that were drafted this morning. I'm yet to have any feedback on them from Janet/Liz.

Cheers,

Brienne Connor | Director, Media
Mobile: Schedule 2.2(a)(ii) Email: brienne.connor@act.gov.au
Strategic Communication and Engagement | Canberra Health Services | ACT Government
Canberra Hospital, Yamba Drive, Garran ACT | canberrahealthservices.act.gov.au

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We acknowledge and respect their continuing culture and contribution to the life of this region.

Canberra Health Services | ACT Government

Talking points | Canberra Health Services

Cardiology Department

Date: 3 December 2025
Cleared by: TBA
Spokesperson: TBA

Media talking points

- CHS respects the rights of all team members to pursue matters through Fair Work and other appropriate channels.
- We take all allegations of misconduct seriously and follow robust processes.
- We are committed to supporting our team members during this period and fostering a positive, inclusive workplace culture.
- We remain focused on ensuring patients receive the best possible care and have systems in place to ensure continuity of care and clinical safety.
- As this matter is now subject to the Fair Work process, we will not be providing further comment to ensure the integrity of that process.
- Our patients can be confident there is no impact to the delivery of care.

Fair work claim

- What are the cardiologists claiming?
- Is there anything we can include here?
- Has CHS received formal notice, and are we responding?

Cardiology staffing

- Canberra Health Services employs 21 Cardiologists:
  - North Canberra Hospital: 3 Staff Specialists, 2 vacancies (1 starting January 2026 and 1 starting February 2026).
  - Canberra Hospital: 16 staff specialists, no vacancies.
- Two Canberra Hospital cardiologists involved in the Fair Work matter are on leave until 8 December (1.2 FTE). A locum has been engaged to cover this leave.
- North Canberra Hospital has engaged two locums to fill vacant positions until permanent staff commence in 2026.

Review into Cardiology

- The ACT's top lawyer, Russell Bayliss, was engaged to review tensions among cardiologists.
- Mr Bayliss was engaged from [date] to [date].
- The review looked into:
    - X
- Outcomes of the review will not be released. To protect privacy and the integrity of the process, we won't discuss individual employment matters.
- What are next steps?

Background

- 1 December 2025: Ten cardiologists from Canberra Hospital and North Canberra Hospital have lodged a claim with Fair Work against the ACT Government. The senior cardiologists filed a "breach of general protections" claim.
- 9 July 2025: Two cardiologists resigned from North Canberra Hospital; locum cover ensured continuity of care.
- 15 October 2025: Independent mediator engaged to support team relationships.
- In 2022, multiple cardiologists were suspended from Canberra Hospital due to alleged bullying and harassment. They are not applicants in the current Fair Work matter.

Issues (not for distribution)

- Was anyone stood down during the review period? If so, have they been reinstated?
- Did we receive a written response or report?

Acknowledgement of Country

Canberra Health Services acknowledges the Ngunnawal people as traditional custodians of the ACT and recognises any other people or families with connection to the lands of the ACT and region. We acknowledge and respect their continuing culture and contribution to the life of this region.

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Interpreter call 131 450

canberrahealthservices.act.gov.au/accessibility

From: Zagari, Janet
Sent: Wednesday, 3 December 2025 2:32 PM
To: CHS, Health Services Support Unit
Subject: RE: New media enquiry: Canberra Times - Cardiology industrial matters

OFFICIAL

Thank you. I will work through this.

The answers below are incorrect – the mediator was not Mr Bayliss.

Kind regards, Janet

Janet Zagari | CEO
Phone: 02 5124 6799 | Email: janet.zagari@act.gov.au
Office of the CEO | Canberra Health Services | ACT Government
PO Box 11 Woden ACT 2606 | health.act.gov.au
RELIABLE | PROGRESSIVE | RESPECTFUL | KIND

From: CHS, Health Services Support Unit
Sent: Wednesday, 3 December 2025 11:43 AM
To: Zagari, Janet
Subject: FW: New media enquiry: Canberra Times - Cardiology industrial matters

OFFICIAL

Hi Janet

See media enquiry below that I will discuss with you at our Diary meeting.

From: Canberra Health Services Media <CHSmedia@act.gov.au>
Sent: Monday, 1 December 2025 12:35 PM
To: CHS, Health Services Support Unit <CHS.HSSU@act.gov.au>
Cc: Canberra Health Services Media <CHSmedia@act.gov.au>; Foote, Claire <Claire.Foote@act.gov.au>
Subject: New media enquiry: Canberra Times - Cardiology industrial matters

OFFICIAL

Hi team

See below enquiry from Lanie at CT on cardiology. I've provided input from our previously cleared talking points, however still require further clarification on some points. Can you please advise if this should be progressed to a line area or if HSSU will be providing this response?

- **Why was Mr Bayliss engaged to address industrial matters? What matters did he look into?**
  CHS engaged an experienced, independent mediator to support the process of building trust and strengthening professional relationships within the Cardiology senior medical team. The mediation process was a critical step in helping the team to define how they want to move forward constructively and collaboratively.
- **What time period did this take place?**
  Mr Bayliss was engaged to facilitate a mediation process in October. Was this just for 15 Oct/one day?
- **What was the outcome of the review? Was there any written response or report?**
  TBA
- **Was anyone stood down during the review period, and if so, have they been reinstated/returned to work or will they?**
  We do not comment on individual staffing matters.
- **How many positions are there in cardiology across both hospitals and how many, if any, vacancies exist as of November 29, 2025?**
  TBA
- **Anything else.**
  We are committed to supporting our team members through this period and to fostering a positive and inclusive workplace culture. We remain focused on ensuring that our patients continue to receive the best possible care, and we are confident that this process will help strengthen the unit and its ability to serve the Canberra community.

Due to journalist COB Friday 5 December.

Kind regards,

Brienne Connor | Director, Media
Mobile: Schedule 2.2(a)(ii) | Email: brienne.connor@act.gov.au
Strategic Communication and Engagement | Canberra Health Services | ACT Government
Canberra Hospital, Yamba Drive, Garran ACT | canberrahealthservices.act.gov.au

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From: Lanie Tindale Schedule 2.2(a)(ii)
Sent: Monday, 1 December 2025 8:00 AM
To: Canberra Health Services Media <CHSmedia@act.gov.au>
Subject: media request: Bayliss/cardiology

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Hello. These are a follow on from Castley's questions about Russell Bayliss' work on the cardiologists.

- Why was Mr Bayliss engaged to address industrial matters? What matters did he look into?
- What time period did this take place?
- What was the outcome of the review? Was there any written response or report?
- Was anyone stood down during the review period, and if so, have they been reinstated/returned to work or will they?
- How many positions are there in cardiology across both hospitals and how many, if any, vacancies exist as of November 29, 2025?
- Anything else.

Deadline 5pm December 5.

--
I am not taking on PR pitches at the moment. Please send all media releases to mediarel@canberratimes.com.au.

Lanie Tindale *pronounced 'Lar-knee' (she/her)*
ACT politics and health reporter
The Canberra Times
Schedule 2.2(a)(ii)
A 9 Pirie Street, Canberra Times, ACT, 2609
W www.canberratimes.com.au
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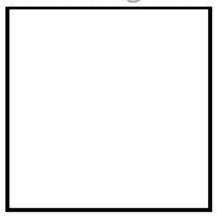
I am living and working on Ngunnawal Land.



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From: Connor, Brienne
Sent: Wednesday, 3 December 2025 3:26 PM
To: CHS, Health Services Support Unit
Cc: Canberra Health Services Media; Foote, Claire
Subject: Interview/statement request: Cardiology
Attachments: 20251203 - Talking points - Cardiology Fair Work Claim_v02.docx

With JZ in clearance folder

OFFICIAL

Hi Michelle

No problem at all. I've attached an updated version with the latest statement from the meeting included. If Janet hasn't started reviewing, she could use these.

Also, see below the approved statement that Janet reviewed in the meeting:

Statement attributable to a Canberra Health Services:
STARTS

> "CHS respects the rights of all team members to pursue matters through appropriate channels. We are committed to supporting our team members during this period and fostering a positive, inclusive workplace culture.
>
> We remain focused on ensuring patients receive the best possible care and have systems in place to ensure continuity of care and clinical safety. Our patients can be confident there is no impact to the delivery of care.
>
> As this matter is now before the court, we will not be providing further comment to ensure the integrity of that process."
> **ENDS**

Kind regards,

Brienne Connor | Director, Media
Mobile: Schedule 2.2(a)(ii) Email: brienne.connor@act.gov.au
Strategic Communication and Engagement | Canberra Health Services | ACT Government
Canberra Hospital, Yamba Drive, Garran ACT | canberrahealthservices.act.gov.au

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From: CHS, Health Services Support Unit <CHS.HSSU@act.gov.au>
Sent: Wednesday, 3 December 2025 3:14 PM
To: Connor, Brienne <Brienne.Connor@act.gov.au>
Subject: RE: Interview/statement request: Cardiology

OFFICIAL

Hi Brie

Just coming back to this, Janet is working through the talking points as she said there was some information that was incorrect.

Kind regards

Michelle Ramsay | Assistant Director | Health Services Support Unit
Phone: 02 5124 5804 | Email: chs.hssu@act.gov.au
Office of the CEO | Canberra Health Services | ACT Government
PO Box 11, Woden ACT 2606 | canberrahealthservices.act.gov.au

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From: Connor, Brienne <Brienne.Connor@act.gov.au>
Sent: Wednesday, 3 December 2025 11:46 AM
To: CHS, Health Services Support Unit <CHS.HSSU@act.gov.au>
Cc: Canberra Health Services Media <CHSmedia@act.gov.au>; Foote, Claire <Claire.Foote@act.gov.au>
Subject: Interview/statement request: Cardiology

OFFICIAL

Hi team

We have received a request from WIN News for a statement on the cardiology story by Canberra Times. They have also offered an on camera interview for today if that was preferred. Can you please let Janet know and ask what her preference is?

If going with a statement, I have provided talking points that were drafted this morning. I'm yet to have any feedback on them from Janet/Liz.

Cheers,

Brienne Connor | Director, Media
Mobile: Schedule 2.2(a)(ii) Email: brienne.connor@act.gov.au
Strategic Communication and Engagement | Canberra Health Services | ACT Government
Canberra Hospital, Yamba Drive, Garran ACT | canberrahealthservices.act.gov.au

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Canberra Health Services | ACT Government

Talking points | Canberra Health Services

Cardiology Department

Date: 3 December 2025
Cleared by: Janet Zagari and GSO
Spokesperson: Canberra Health Services spokesperson

Media statement

- CHS respects the rights of all team members to pursue matters through appropriate channels.
- We are committed to supporting our team members during this period and fostering a positive, inclusive workplace culture.
- We remain focused on ensuring patients receive the best possible care and have systems in place to ensure continuity of care and clinical safety.
- Our patients can be confident there is no impact to the delivery of care.
- As this matter is now before the court, we will not be providing further comment to ensure the integrity of that process.

Talking points

Legal process

- What are the cardiologists claiming?
- Is there anything we can include here?
- Has CHS received formal notice, and are we responding?

Cardiology staffing

- Canberra Health Services employs 21 Cardiologists:
  - North Canberra Hospital: 3 Staff Specialists, 2 vacancies (1 starting January 2026 and 1 starting February 2026).
  - Canberra Hospital: 16 staff specialists, no vacancies
- Two Canberra Hospital cardiologists involved in the Fair Work matter are on leave until 8 December (1.2 FTE). A locum has been engaged to cover this leave.
- North Canberra Hospital has engaged two locums to fill vacant positions until permanent staff commence in 2026.

Commented [BC1]: Alternatively, can report using FTE. See below:
Canberra Hospital: 12.15 FTE
North Canberra Hospital: 1.1 FTE, with 1.8 FTE vacant.

Review into Cardiology

- The ACT's top lawyer, Russell Bayliss, was engaged to review tensions among cardiologists.
- Mr Bayliss was engaged from [date] to [date].
- The review looked into:
    - X
- Outcomes of the review will not be released. To protect privacy and the integrity of the process, we won't discuss individual employment matters.
- What are next steps?

Background

- 1 December 2025: Ten cardiologists from Canberra Hospital and North Canberra Hospital have lodged a legal process against the ACT Government.
- 9 July 2025: Two cardiologists resigned from North Canberra Hospital; locum cover ensured continuity of care.
- 15 October 2025: Independent mediator engaged to support team relationships.
- In 2022, multiple cardiologists were suspended from Canberra Hospital due to alleged bullying and harassment. They are not applicants in the current Fair Work matter.

Issues (not for distribution)

- Was anyone stood down during the review period? If so, have they been reinstated?
- Did we receive a written response or report?

Acknowledgement of Country

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From: CHS, Health Services Support Unit
Sent: Thursday, 4 December 2025 9:13 PM
To: Zagari, Janet
Cc: CHS, Health Services Support Unit
Subject: For urgent clearance please - FW: Interview/statement request: Cardiology
Attachments: media request: Bayliss/cardiology; 20251203 - Talking points - Cardiology Fair Work Claim_v02.docx

Importance: High

Follow Up Flag: Follow up
Flag Status: Flagged

Categories: Court to Action

OFFICIAL

Hi Janet

This is in your clearance folder but emailing to you aswell incase it makes it easier.

Seeking your urgent clearance please.

Kind regards

Courtney Malyszko | Executive Officer to the Chief Executive Officer
Phone: MS Teams | Email: CHS.HSSU@act.gov.au
Health Services Support Unit | Canberra Health Services | ACT Government
PO Box 11, Woden ACT 2606 | canberrahealthservices.act.gov.au

'Creating exceptional health care together.'

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We acknowledge and respect their continuing culture and contribution to the life of this region.

From: Canberra Health Services Media
Sent: Thursday, 4 December 2025 7:18 PM
To: CHS, Health Services Support Unit
Cc: Canberra Health Services Media ; Foote, Claire ; Connor, Brienne
Subject: RE: Interview/statement request: Cardiology

OFFICIAL

Hi Michelle

Can I please check in to see if Janet has had time to review the TPs for Cardiology? The media response on Russel Bayliss (attached and below) is due back tomorrow and the MO have chased up today on when they can expect the response for the Minister to clear. I've answered what I can but would appreciate input into the first two questions.

- **Why was Mr Bayliss engaged to address industrial matters? What matters did he look into?**
  Mr Bayliss was engaged to X.
- **What time period did this take place?**
  Mr Bayliss was engaged from X to X.
- **What was the outcome of the review? Was there any written response or report?**
- Outcomes of the review will not be released to protect the privacy of our team members and the integrity of the process.
- **Was anyone stood down during the review period, and if so, have they been reinstated/returned to work or will they?**
  We do not comment on individual staffing matters.
- **How many positions are there in cardiology across both hospitals and how many, if any, vacancies exist as of November 29, 2025?**
  Canberra Health Services employs 21 Cardiologists:
  - North Canberra Hospital: 3 Staff Specialists, 2 vacancies (1 starting January 2026 and 1 starting February 2026).
  - Canberra Hospital: 16 staff specialists, no vacancies.
- **Anything else.**
  We are committed to supporting our team members during this period and fostering a positive, inclusive workplace culture.
  We remain focused on ensuring patients receive the best possible care and have systems in place to ensure continuity of care and clinical safety.

Our patients can be confident there is no impact to the delivery of care.
As this matter is now before the court, we will not be providing further comment to ensure the integrity of that process.

Cheers,
Brie

From: Connor, Brienne <Brienne.Connor@act.gov.au>
Sent: Wednesday, 3 December 2025 3:26 PM
To: CHS, Health Services Support Unit <CHS.HSSU@act.gov.au>
Cc: Canberra Health Services Media <CHSmedia@act.gov.au>; Foote, Claire <Claire.Foote@act.gov.au>
Subject: Interview/statement request: Cardiology

OFFICIAL

Hi Michelle

No problem at all. I've attached an updated version with the latest statement from the meeting included. If Janet hasn't started reviewing, she could use these.

Also, see below the approved statement that Janet reviewed in the meeting:

Statement attributable to a Canberra Health Services:

STARTS

"CHS respects the rights of all team members to pursue matters through appropriate channels. We are committed to supporting our team members during this period and fostering a positive, inclusive workplace culture.

We remain focused on ensuring patients receive the best possible care and have systems in place to ensure continuity of care and clinical safety. Our patients can be confident there is no impact to the delivery of care.

As this matter is now before the court, we will not be providing further comment to ensure the integrity of that process."

ENDS

Kind regards,

Brienne Connor | Director, Media
Mobile: Schedule 2.2(a)(ii) Email: brienne.connor@act.gov.au
Strategic Communication and Engagement | Canberra Health Services | ACT Government
Canberra Hospital, Yamba Drive, Garran ACT | canberrahealthservices.act.gov.au

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From: CHS, Health Services Support Unit <CHS.HSSU@act.gov.au>
Sent: Wednesday, 3 December 2025 3:14 PM
To: Connor, Brienne <Brienne.Connor@act.gov.au>
Subject: RE: Interview/statement request: Cardiology

OFFICIAL

Hi Brie

Just coming back to this, Janet is working through the talking points as she said there was some information that was incorrect.

Kind regards

Michelle Ramsay | Assistant Director | Health Services Support Unit
Phone: 02 5124 5804 | Email: chs.hssu@act.gov.au
Office of the CEO | Canberra Health Services | ACT Government
PO Box 11, Woden ACT 2606 | canberrahealthservices.act.gov.au

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From: Connor, Brienne <Brienne.Connor@act.gov.au>
Sent: Wednesday, 3 December 2025 11:46 AM
To: CHS, Health Services Support Unit <CHS.HSSU@act.gov.au>
Cc: Canberra Health Services Media <CHSmedia@act.gov.au>; Foote, Claire <Claire.Foote@act.gov.au>
Subject: Interview/statement request: Cardiology

OFFICIAL

Hi team

We have received a request from WIN News for a statement on the cardiology story by Canberra Times. They have also offered an on camera interview for today if that was preferred. Can you please let Janet know and ask what her preference is?

If going with a statement, I have provided talking points that were drafted this morning. I'm yet to have any feedback on them from Janet/Liz.

Cheers,

Brienne Connor | Director, Media
Mobile: Schedule 2.2(a)(ii) Email: brienne.connor@act.gov.au
Strategic Communication and Engagement | Canberra Health Services | ACT Government
Canberra Hospital, Yamba Drive, Garran ACT | canberrahealthservices.act.gov.au

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Canberra Health Services | ACT Government

Talking points | Canberra Health Services

Cardiology Department

Date: 3 December 2025
Cleared by: Janet Zagari and GSO
Spokesperson: Canberra Health Services spokesperson

Media statement

- CHS respects the rights of all team members to pursue matters through appropriate channels.
- We are committed to supporting our team members during this period and fostering a positive, inclusive workplace culture.
- We remain focused on ensuring patients receive the best possible care and have systems in place to ensure continuity of care and clinical safety.
- Our patients can be confident there is no impact to the delivery of care.
- As this matter is now before the court, we will not be providing further comment to ensure the integrity of that process.

Talking points

Cardiology staffing

- Canberra Health Services employs 21 Cardiologists:
  - North Canberra Hospital: 3 Staff Specialists, 2 vacancies (1 starting January 2026 and 1 starting February 2026).
  - Canberra Hospital: 16 staff specialists, no vacancies.
- North Canberra Hospital has engaged two locums to fill vacant positions until permanent staff commence in 2026.

Commented [BC1]: Alternatively, can report using FTE. See below:
Canberra Hospital: 12.15 FTE
North Canberra Hospital: 1.1 FTE, with 1.8 FTE vacant.

Review into Cardiology

- The ACT's top lawyer, Russell Bayliss, was engaged to review tensions among cardiologists.
- Mr Bayliss was engaged from [date] to [date].
- The review looked into:
  - X

- Outcomes of the review will not be released. To protect privacy and the integrity of the process, we won't discuss individual employment matters.
- What are next steps?

Background

- 1 December 2025: Ten cardiologists from Canberra Hospital and North Canberra Hospital have lodged a legal process against the ACT Government.
- 9 July 2025: Two cardiologists resigned from North Canberra Hospital; locum cover ensured continuity of care.
- 15 October 2025: Independent mediator engaged to support team relationships.
- In 2022, multiple cardiologists were suspended from Canberra Hospital due to alleged bullying and harassment. They are not applicants in the current Fair Work matter.

Issues (not for distribution)

- Two Canberra Hospital cardiologists involved in the Fair Work matter are on leave until 8 December (1.2 FTE). A locum has been engaged to cover this leave.

Acknowledgement of Country

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© Australian Capital Territory, Canberra 2026

Accessibility call (02) 5124 0000

Interpreter call 131 450

canberrahealthservices.act.gov.au/accessibility

From: Canberra Health Services Media
Sent: Friday, 5 December 2025 8:46 AM
To: Inman, Mick
Cc: Canberra Health Services Media; Foote, Claire
Subject: FW: Right of reply: Cardiologist allegations

Hi Mick

See below enquiry that came through from Lanie overnight.

Regarding a response, it will likely need to be the cleared response provided to WIN on Wednesday. I'm just confirming there's nothing else we can say.

I'm concerned that Lanie has reached out to Shakeeb and included him directly in the email. She has apparently also tried to follow him on Instagram and LinkedIn. I've spoken to Shakeeb and he advised that he declined and won't respond directly.

Kind regards,
Brie

From: Lanie Tindale
Sent: Thursday, 4 December 2025 9:52 PM
To: Canberra Health Services Media ; Bani-Yaseen, Shakeeb
Subject: Right of reply: Cardiologist allegations

Caution: This email originated from outside of the ACT Government. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hello,
Writing a follow to this and offering right of reply.
I need any response by end of Friday please, 5pm at the latest as I am still on leave this weekend and won't be contactable all the time sorry.
In the past, CHS media has told me they cannot speak on behalf of CHS staff facing allegations. Does this also apply to Dr Bani-Yasheen? I have included him on the email just in case.

Allegations are by the lawyer representing the cardiologists.

The ten cardiologists who are applicants have been raising concerns since last year about:

- patient safety, mismanagement and misconduct concerns
- waiting lists for public patients seeking cardiology treatment
- continuity of care for such patients
- conduct of including that Schedule 2.2(a)(ii) are posing a risk to the safety of patients and wellbeing of staff

CHS failed to properly investigate the doctors' complaints
Schedule 2.2(a)(ii) stood down in August as Russell Bayliss did a preliminary assessment
Cardiologists under impression Bayliss thought there was enough for a formal investigation after taking written statements
Clinical director Shakeeb Bani-Yaseen told the cardiologists to attend a mediation facilitated by retired Fair Work Commissioner Barbara Deegan in October
Dr Bani-Yaseen told them that he was abandoning the mediation
Bani-Yaseen told them to meet with Ms Deegan to facilitate return of the three directors
He threatened doctors, saying they would face disciplinary action including being sacked if they raise complaints against managers
Bani-Yaseen also said the three managers were exonerated by the Bayliss review
Doctors complained that the return of the three directors would contravene their enterprise agreement and work, health and safety legislation.
CHS has refused request to meet despite requirement under enterprise agreement

Managers returned to work last Friday

Schedule 2.2(a)(ii)

--
I am not taking on PR pitches at the moment. Please send all media releases to mediarel@canberratimes.com.au.

Lanie Tindale *pronounced 'Lar-knee' (she/her)*
ACT politics and health reporter
The Canberra Times
Schedule 2.2(a)(ii)
A 9 Pirie Street, Canberra Times, ACT, 2609
W www.canberratimes.com.au
B lanietindale.substack.com
I am living and working on Ngunnawal Land.

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From: Zagari, Janet
Sent: Friday, 5 December 2025 10:00 AM
To: Canberra Health Services Media; Ogilvie, Rebekah
Cc: CHS, Health Services Support Unit; Foote, Claire; Bani-Yaseen, Shakeeb
Subject: RE: New enquiry: Right of reply: Cardiologist allegations

Categories: FYI

OFFICIAL

Dear Brie,

Thank you for sharing.

I agree that this remains an appropriate statement. Shakeeb did text me this morning to advise that CT had emailed him and he would not be replying. We have to use the court processes and cannot pre-empt decisions of the court.

I have copied Shakeeb for visibility – so you know what we are saying and that it is limited to this.

I note that the pleadings are not accessible on the Court website and therefore this has been directly provided to Lanie.

Kind regards, Janet

Janet Zagari | CEO
Phone: 02 5124 6799 | Email: janet.zagari@act.gov.au
Office of the CEO | Canberra Health Services | ACT Government
PO Box 11 Woden ACT 2606 | health.act.gov.au
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From: Canberra Health Services Media
Sent: Friday, 5 December 2025 8:43 AM
To: Zagari, Janet ; Ogilvie, Rebekah
Cc: Canberra Health Services Media ; CHS, Health Services Support Unit ; Foote, Claire
Subject: New enquiry: Right of reply: Cardiologist allegations

OFFICIAL

Hi Janet and Bek,

Sharing below email from Lanie Tindale at Canberra Times. It appears they've contacted Lanie directly to outline their specific concerns, including allegations against Shakeeb. I'm concerned that Lanie has reached out to Shakeeb and included him directly in the email, so I'll reach out to Lanie today for a discussion. I've also spoken to Shakeeb and he advised that he won't respond directly.

For our response, I propose using the statement we cleared for WIN on Wednesday. Please confirm you're comfortable with this approach, noting there's limited additional comment we can provide.

> **Statement attributable to a Canberra Health Services spokesperson:**
> **STARTS**
> "CHS respects the rights of all team members to pursue matters through appropriate channels. We are committed to supporting our team members during this period and fostering a positive, inclusive workplace culture.
> We remain focused on ensuring patients receive the best possible care and have systems in place to ensure continuity of care and clinical safety. Our patients can be confident there is no impact to the delivery of care.
> As this matter is now before the court, we will not be providing further comment to ensure the integrity of that process."
> **ENDS**

Kind regards,

Brienne Connor | Director, Media
Mobile: Schedule 2.2(a)(ii) Email: brienne.connor@act.gov.au
Strategic Communication and Engagement | Canberra Health Services | ACT Government
Canberra Hospital, Yamba Drive, Garran ACT | canberrahealthservices.act.gov.au

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We acknowledge and respect their continuing culture and contribution to the life of this region.

From: Lanie Tindale <Schedule 2.2(a)(ii)
Sent: Thursday, 4 December 2025 9:52 PM
To: Canberra Health Services Media <CHSmedia@act.gov.au>; Bani-Yaseen, Shakeeb <Shakeeb.Bani-Yaseen@act.gov.au>
Subject: Right of reply: Cardiologist allegations

Caution: This email originated from outside of the ACT Government. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hello,
Writing a follow to this and offering right of reply.
I need any response by end of Friday please, 5pm at the latest as I am still on leave this weekend and won't be contactable all the time sorry.
In the past, CHS media has told me they cannot speak on behalf of CHS staff facing allegations. Does this also apply to Dr Bani-Yasheen? I have included him on the email just in case.

Allegations are by the lawyer representing the cardiologists.

The ten cardiologists who are applicants have been raising concerns since last year about:

- patient safety, mismanagement and misconduct concerns
- waiting lists for public patients seeking cardiology treatment
- continuity of care for such patients
- conduct of including that Schedule 2.2(a)(ii) are posing a risk to the safety of patients and wellbeing of staff

CHS failed to properly investigate the doctors' complaints
Schedule 2.2(a)(ii) stood down in August as Russell Bayliss did a preliminary assessment
Cardiologists under impression Bayliss thought there was enough for a formal investigation after taking written statements
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CHS has refused request to meet despite requirement under enterprise agreement

Managers returned to work last Friday

Schedule 2.2(a)(ii)

--
I am not taking on PR pitches at the moment. Please send all media releases to mediarel@canberratimes.com.au.

Lanie Tindale *pronounced 'Lar-knee' (she/her)*
ACT politics and health reporter
The Canberra Times
Schedule 2.2(a)(ii)
A 9 Pirie Street, Canberra Times, ACT, 2609
W www.canberratimes.com.au
B lanietindale.substack.com
I am living and working on Ngunnawal Land.

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From: Canberra Health Services Media
Sent: Friday, 5 December 2025 11:07 AM
To: Zagari, Janet; Canberra Health Services Media
Cc: CHS, Health Services Support Unit; Stevenson, Nic; Stevenson, Nic
Subject: RE: Canberra Times request for information

Categories: FYI

OFFICIAL

Hi Janet

Thanks for this. I have progressed to the Minister's Office for final clearance before providing to Lanie.

Kind regards,

Brienne Connor | Director, Media
Mobile: Schedule 2.2(a)(ii) Email: brienne.connor@act.gov.au
Strategic Communication and Engagement | Canberra Health Services | ACT Government
Canberra Hospital, Yamba Drive, Garran ACT | canberrahealthservices.act.gov.au

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From: Zagari, Janet
Sent: Friday, 5 December 2025 10:29 AM
To: Canberra Health Services Media
Cc: CHS, Health Services Support Unit ; Stevenson, Nic ; Stevenson, Nic
Subject: Canberra Times request for information

OFFICIAL

Hi team,

Information in response to original CT request.

- **Why was Mr Bayliss engaged to address industrial matters? What matters did he look into?**
  Mr Bayliss was engaged to support an industrial process under the Medical Practitioners Enterprise Agreement.

- **What time period did this take place?**
  Mr Bayliss was engaged from June to October 2025.

- **What was the outcome of the review? Was there any written response or report?**
- CHS are unable to comment at this time on the process which Mr Bayliss supported, to protect the privacy of our team members and the integrity of the process.

- **Was anyone stood down during the review period, and if so, have they been reinstated/returned to work or will they?**
  Canberra Health Services do not comment on individual staffing matters.

- **How many positions are there in cardiology across both hospitals and how many, if any, vacancies exist as of November 29, 2025?**

  Canberra Health Services employs 21 Cardiologists:
  - North Canberra Hospital: There are currently 3 Staff Specialists employed. At 29 November, there are 2 vacancies which have both been appointed to. The new staff specialists commence in January and February of 2026, at which point CHS will be fully recruited to all cardiology specialist positions.
  - Canberra Hospital: 16 staff specialists, no vacancies.
  - Where vacancies exist, CHS uses locums to cover. As well as the substantively appointed specialists listed above, therefore, there are currently locum specialists also providing care.

- **Anything else.**
  CHS remains committed to supporting all our team members and fostering a positive, inclusive workplace culture.
  We are focused on ensuring patients receive the best possible care and ensuring systems are in place for continuity of care and clinical safety.

Kind regards, Janet

Janet Zagari | CEO
Phone: 02 5124 6799 | Email: janet.zagari@act.gov.au
Office of the CEO | Canberra Health Services | ACT Government
PO Box 11 Woden ACT 2606 | health.act.gov.au
RELIABLE | PROGRESSIVE | RESPECTFUL | KIND

From: Zagari, Janet
Sent: Friday, 5 December 2025 11:32 AM
To: Canberra Health Services Media; Ogilvie, Rebekah
Cc: CHS, Health Services Support Unit; Foote, Claire; Bani-Yaseen, Shakeeb
Subject: RE: New enquiry: Right of reply: Cardiologist allegations

Categories: FYI

OFFICIAL

Thanks Brie, I think this is a very helpful addition and encapsulates what I was not able to articulate here.

Please add it to the response.

Kind regards, Janet

Janet Zagari | CEO
Phone: 02 5124 6799 | Email: janet.zagari@act.gov.au
Office of the CEO | Canberra Health Services | ACT Government
PO Box 11 Woden ACT 2606 | health.act.gov.au
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From: Canberra Health Services Media
Sent: Friday, 5 December 2025 11:29 AM
To: Zagari, Janet ; Canberra Health Services Media ; Ogilvie, Rebekah
Cc: CHS, Health Services Support Unit ; Foote, Claire ; Bani-Yaseen, Shakeeb
Subject: RE: New enquiry: Right of reply: Cardiologist allegations

OFFICIAL

Hi Janet

We've spoken with the MO and they're happy for us to reach out to Lanie outside of the response about the enquiry. See below recommend response. Are you happy to include the highlighted paragraph and is this factually accurate? Feel free to include any additional information, and if needed, we can run through GSO for clearance as well.

> *Please see below statement in response to your right of reply.*
>
> ***Statement attributable to a Canberra Health Services spokesperson:***
> ***STARTS***
> *"CHS respects the rights of all team members to pursue matters through appropriate channels. We are committed to supporting our team members during this period and fostering a positive, inclusive workplace culture.*
> *We remain focused on ensuring patients receive the best possible care and have systems in place to ensure continuity of care and clinical safety. Our patients can be confident there is no impact to the delivery of care.*
> *As this matter is now before the court, we will not be providing further comment to ensure the integrity of that process."*
> ***ENDS***
>
> *As this is an ongoing legal matter, we are unable to comment on individual staff members or specific allegations. We're disappointed to see your enquiry names an individual staff member in relation to these matters. As you are aware, the concerns raised relate to Canberra Health Services as an organisation, not to any one person. We ask that you please consider this in your reporting and avoid attributing allegations to individual staff members, as doing so can cause unnecessary personal distress and does not reflect the nature of the concerns.*

Kind regards,

Brienne Connor | Director, Media
Mobile: Schedule 2.2(a)(ii) Email: brienne.connor@act.gov.au
Strategic Communication and Engagement | Canberra Health Services | ACT Government
Canberra Hospital, Yamba Drive, Garran ACT | canberrahealthservices.act.gov.au

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From: Zagari, Janet <Janet.Zagari@act.gov.au>
Sent: Friday, 5 December 2025 10:00 AM
To: Canberra Health Services Media <CHSmedia@act.gov.au>; Ogilvie, Rebekah <Rebekah.Ogilvie@act.gov.au>
Cc: CHS, Health Services Support Unit <CHS.HSSU@act.gov.au>; Foote, Claire <Claire.Foote@act.gov.au>; Bani-Yaseen, Shakeeb <Shakeeb.Bani-Yaseen@act.gov.au>
Subject: RE: New enquiry: Right of reply: Cardiologist allegations

OFFICIAL

Dear Brie,

Thank you for sharing.

I agree that this remains an appropriate statement. Shakeeb did text me this morning to advise that CT had emailed him and he would not be replying. We have to use the court processes and cannot pre-empt decisions of the court.

I have copied Shakeeb for visibility – so you know what we are saying and that it is limited to this.

I note that the pleadings are not accessible on the Court website and therefore this has been directly provided to Lanie.

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Office of the CEO | Canberra Health Services | ACT Government
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RELIABLE | PROGRESSIVE | RESPECTFUL | KIND

From: Canberra Health Services Media <CHSmedia@act.gov.au>
Sent: Friday, 5 December 2025 8:43 AM
To: Zagari, Janet <Janet.Zagari@act.gov.au>; Ogilvie, Rebekah <Rebekah.Ogilvie@act.gov.au>
Cc: Canberra Health Services Media <CHSmedia@act.gov.au>; CHS, Health Services Support Unit <CHS.HSSU@act.gov.au>; Foote, Claire <Claire.Foote@act.gov.au>
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OFFICIAL

Hi Janet and Bek,

Sharing below email from Lanie Tindale at Canberra Times. It appears they've contacted Lanie directly to outline their specific concerns, including allegations against Shakeeb. I'm concerned that Lanie has reached out to Shakeeb and included him directly in the email, so I'll reach out to Lanie today for a discussion. I've also spoken to Shakeeb and he advised that he won't respond directly.

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> As this matter is now before the court, we will not be providing further comment to ensure the integrity of that process."
> **ENDS**

Kind regards,

Brienne Connor | Director, Media
Mobile: Schedule 2.2(a)(ii) Email: brienne.connor@act.gov.au
Strategic Communication and Engagement | Canberra Health Services | ACT Government

Canberra Hospital, Yamba Drive, Garran ACT | canberrahealthservices.act.gov.au

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From: Lanie Tindale < Schedule 2.2(a)(ii)
Sent: Thursday, 4 December 2025 9:52 PM
To: Canberra Health Services Media <CHSmedia@act.gov.au>; Bani-Yaseen, Shakeeb <Shakeeb.Bani-Yaseen@act.gov.au>
Subject: Right of reply: Cardiologist allegations

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Allegations are by the lawyer representing the cardiologists.

The ten cardiologists who are applicants have been raising concerns since last year about:

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- waiting lists for public patients seeking cardiology treatment
- continuity of care for such patients
- conduct of including that Schedule 2.2(a)(ii) are posing a risk to the safety of patients and wellbeing of staff

CHS failed to properly investigate the doctors' complaints
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CHS has refused request to meet despite requirement under enterprise agreement
Managers returned to work last Friday

Schedule 2.2(a)(ii)

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Lanie Tindale *pronounced 'Lar-knee' (she/her)*
ACT politics and health reporter
The Canberra Times
Schedule 2.2(a)(ii)
A 9 Pirie Street, Canberra Times, ACT, 2609
W www.canberratimes.com.au
B lanietindale.substack.com
I am living and working on Ngunnawal Land.

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From: Canberra Health Services Media
Sent: Friday, 5 December 2025 11:38 AM
To: Lanie Tindale
Cc: Canberra Health Services Media; Bani-Yaseen, Shakeeb; Foote, Claire
Subject: RE: Right of reply: Cardiologist allegations

Hi Lanie

Please see below statement in response to your right of reply.

Statement attributable to a Canberra Health Services spokesperson:

STARTS

"CHS respects the rights of all team members to pursue matters through appropriate channels. We are committed to supporting our team members during this period and fostering a positive, inclusive workplace culture.
We remain focused on ensuring patients receive the best possible care and have systems in place to ensure continuity of care and clinical safety. Our patients can be confident there is no impact to the delivery of care.
As this matter is now before the court, we will not be providing further comment to ensure the integrity of that process."

ENDS

As this is an ongoing legal matter, we are unable to comment on individual staff members or specific allegations. We're disappointed to see your enquiry names an individual staff member in relation to these matters. As you are aware, the concerns raised relate to Canberra Health Services as an organisation, not to any one person. We ask that you please consider this in your reporting and avoid attributing allegations to individual staff members, as doing so can cause unnecessary personal distress and does not reflect the nature of the concerns.

Kind regards,

Brienne Connor | Director, Media
Mobile Schedule 2.2(a)(ii) Email: brienne.connor@act.gov.au
Strategic Communication and Engagement | Canberra Health Services | ACT Government
Canberra Hospital, Yamba Drive, Garran ACT | canberrahealthservices.act.gov.au

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From: Lanie Tindale
Sent: Thursday, 4 December 2025 9:52 PM
To: Canberra Health Services Media ; Bani-Yaseen, Shakeeb
Subject: Right of reply: Cardiologist allegations

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Hello,
Writing a follow to this and offering right of reply.
I need any response by end of Friday please, 5pm at the latest as I am still on leave this weekend and won't be contactable all the time sorry.
In the past, CHS media has told me they cannot speak on behalf of CHS staff facing allegations. Does this also apply to Dr Bani-Yasheen? I have included him on the email just in case.

Allegations are by the lawyer representing the cardiologists.

The ten cardiologists who are applicants have been raising concerns since last year about:

- patient safety, mismanagement and misconduct concerns
- waiting lists for public patients seeking cardiology treatment
- continuity of care for such patients
- conduct of including that Schedule 2.2(a)(ii) are posing a risk to the safety of patients and wellbeing of staff

CHS failed to properly investigate the doctors' complaints
Schedule 2.2(a)(ii) stood down in August as Russell Bayliss did a preliminary assessment
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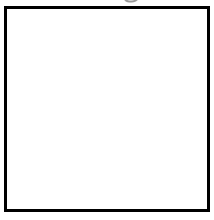

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From: Inman, Mick
Sent: Friday, 5 December 2025 1:47 PM
To: Canberra Health Services Media
Cc: Foote, Claire
Subject: RE: For approval: Media request (Canberra Times) - Bayliss/cardiology

Good to go with some minor grammatical changes.

Attributable to a CHS spokesperson:

STARTS

Why was Mr Bayliss engaged to address industrial matters? What matters did he look into?
Mr Bayliss was engaged to support an industrial process under the Medical Practitioners Enterprise Agreement.

What time period did this take place?
Mr Bayliss was engaged from June to October 2025.

What was the outcome of the review? Was there any written response or report?
CHS **is** unable to comment at this time on the process which Mr Bayliss supported, to protect the privacy of our team members and the integrity of the process.

Was anyone stood down during the review period, and if so, have they been reinstated/returned to work or will they?
Canberra Health Services **does** not comment on individual staffing matters.

How many positions are there in cardiology across both hospitals and how many, if any, vacancies exist as of November 29, 2025?
Canberra Health Services employs 21 Cardiologists:

1. North Canberra Hospital: There are currently 3 Staff Specialists employed. At 29 November, there are 2 vacancies which have both been appointed to. The new staff specialists commence in January and February of 2026, at which point CHS will be fully recruited to all cardiology specialist positions.
2. Canberra Hospital: 16 staff specialists, no vacancies.

Where vacancies exist, CHS uses locums to cover. As well as the substantively appointed specialists listed above, therefore, there are currently locum specialists also providing care.

Anything else.
CHS remains committed to supporting all our team members and fostering a positive, inclusive workplace culture.
We are focused on ensuring patients receive the best possible care and ensuring systems are in place for continuity of care and clinical safety.

ENDS

From: Canberra Health Services Media
Sent: Friday, 5 December 2025 11:06 AM
To: Inman, Mick
Cc: Canberra Health Services Media ; Foote, Claire
Subject: For approval: Media request (Canberra Times) - Bayliss/cardiology

OFFICIAL

Hi Mick

See below in response to Lanie's questions on Bayliss and Cardiology. This has been reviewed by the GSO also.

Attributable to a CHS spokesperson:

STARTS

Why was Mr Bayliss engaged to address industrial matters? What matters did he look into?
Mr Bayliss was engaged to support an industrial process under the Medical Practitioners Enterprise Agreement.

What time period did this take place?
Mr Bayliss was engaged from June to October 2025.

What was the outcome of the review? Was there any written response or report?
CHS are unable to comment at this time on the process which Mr Bayliss supported, to protect the privacy of our team members and the integrity of the process.

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Anything else.
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We are focused on ensuring patients receive the best possible care and ensuring systems are in place for continuity of care and clinical safety.

ENDS

Kind regards,

Brienne Connor | Director, Media
Mobile Schedule 2.2(a)(ii) Email: brienne.connor@act.gov.au
Strategic Communication and Engagement | Canberra Health Services | ACT Government
Canberra Hospital, Yamba Drive, Garran ACT | canberrahealthservices.act.gov.au

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From: Lanie Tindale Schedule 2.2(a)(ii)
Sent: Monday, 1 December 2025 8:00 AM
To: Canberra Health Services Media <CHSmedia@act.gov.au>
Subject: media request: Bayliss/cardiology

> **Caution:** This email originated from outside of the ACT Government. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hello. These are a follow on from Castley's questions about Russell Bayliss' work on the cardiologists.

- Why was Mr Bayliss engaged to address industrial matters? What matters did he look into?
- What time period did this take place?
- What was the outcome of the review? Was there any written response or report?
- Was anyone stood down during the review period, and if so, have they been reinstated/returned to work or will they?
- How many positions are there in cardiology across both hospitals and how many, if any, vacancies exist as of November 29, 2025?
- Anything else.

Deadline 5pm December 5.

--
I am not taking on PR pitches at the moment. Please send all media releases to mediarel@canberratimes.com.au.

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From: Canberra Health Services Media
Sent: Friday, 5 December 2025 2:41 PM
To: lanie.tindale@canberratimes.com.au
Cc: Canberra Health Services Media; Foote, Claire
Subject: RE: media request: Bayliss/cardiology

OFFICIAL

Hi Lanie

Please see below response, attributable to a CHS spokesperson:

STARTS

Why was Mr Bayliss engaged to address industrial matters? What matters did he look into?
Mr Bayliss was engaged to support an industrial process under the Medical Practitioners Enterprise Agreement.

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From: Canberra Health Services Media
Sent: Friday, 5 December 2025 3:20 PM
To: Schedule 2.2(a)(ii)
Subject: FW: Right of reply: Cardiologist allegations

FYI below

From: Canberra Health Services Media
Sent: Friday, 5 December 2025 11:38 AM
To: Lanie Tindale
Cc: Canberra Health Services Media ; Bani-Yaseen, Shakeeb ; Foote, Claire
Subject: RE: Right of reply: Cardiologist allegations

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Canberra Health Services | ACT Government

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From: Lanie Tindale Schedule 2.2(a)(ii)
Sent: Thursday, 4 December 2025 9:52 PM
To: Canberra Health Services Media <CHSmedia@act.gov.au>; Bani-Yaseen, Shakeeb <Shakeeb.Bani-Yaseen@act.gov.au>
Subject: Right of reply: Cardiologist allegations

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