

From: Natasha Mann  
 To: Emma Hogan; Lauryn Bae Brokate; Jody Grima  
 Cc: Natasha Mann  
 Subject: DLO - File Note  
 Date: Friday, 12 May 2023 12:55:52 PM  
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At 12.15pm today I messaged Minister Cotsis: *"Hi, Congratulations on first week of Parliament! I was wondering if you had any time today to have a quick chat about a couple of matters? Thanks, Natasha"*  
 She texted back immediately *"Hi Natasha. Thanks again. I'm at this event. I'll call shortly. Sophie."*

I then called James Hammerton at 12.18pm.

- I said I had been reflecting on our conversation on Wednesday night where he had confirmed to me that they wanted to interview the Recommended candidate (Liam) and another candidate (██████████) who was not recommended by the independent panel. I noted that, while I had talked James through the risks of this and recommended against it (as had Lauryn), I had not done so directly with the Minister. I said I needed to acquit my duties as a public servant and advise the Minister directly – and was giving him the heads up I would be doing so. He thanked me.

While James and I were on the phone, the Minister called me (she was still at the event). I took the call and said:

- When we first met, she asked me to give her frank and fearless advice, and I was contacting her in the spirit of this.
- The DLO is a Departmental appointment. All candidates went through a suitability assessment process, managed by an independent assessment panel of three people – where they were assessed against the capability framework for the DLO role. It was a GSE compliant recruitment process.
- Only one candidate was recommended – Liam.
- I noted the request from James that both Liam and ██████████ be interviewed.
- She asked me how they received ██████████ CV. I said I think the requests had started coming when Bron was working with her, but I was unsure. A further request came from James recently.
- I told her the DLO was a Departmental appointment, not a Ministerial one. That there were real risks for her as Minister and us as the Department if she were to interfere with the process. While previously, there might have been a bit of grey around it, since the Barilaro incident we have been told in no uncertain terms that there can be no political / Ministerial interference in Departmental appointments.
- I said I hoped she took this in the spirit in which it was intended and that I would leave it with her, and she thanked me.

I then called James back (as we were cut off earlier), and relayed my conversation with the Minister. He said he appreciated I needed to acquit my duties as a senior public servant and raise directly with the Minister. He then advised me that Minister Cotsis was calling him on the other line, so he left to take that call.

Natasha

**Natasha Mann**  
Deputy Secretary, Better Regulation  
Commissioner for Fair Trading NSW  
Head of SafeWork NSW  
**Department of Customer Service**

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Executive Assistant: Kerryn McClure E

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I acknowledge the traditional custodians of the land and pay respects to Elders past and present. I also acknowledge all the Aboriginal and Torres Strait Islander staff working with NSW Government at this time.