

The Senate

Standing Committee of Privileges

Person referred to in the Senate

Ms Baylee Neha

185th Report

February 2025

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Chapter 1

Report

- 1.1 On 10 February 2025, the President of the Senate, Senator the Honourable Sue Lines, received a submission from Ms Baylee Neha seeking redress under the resolution of the Senate of 25 February 1988 relating to the protection of persons referred to in the Senate (Privilege Resolution 5).
- 1.2 The submission referred to a speech made by Senator Lambie in the Senate on 5 February 2025. The President accepted the submission and referred it to the Committee of Privileges.
- 1.3 The committee met and, pursuant to paragraph (3) of Privilege Resolution 5, decided to consider the submission. The committee resolved to recommend that the response be incorporated in *Hansard* without change.
- 1.4 The committee draws attention to paragraph 5(6) of the resolution which requires that, in considering a submission under this resolution and reporting to the Senate, the committee shall not consider or judge the truth of any statements made in the Senate or in the submission.
- 1.5 The committee recommends: That a response by Ms Baylee Neha in the terms specified in Appendix 1, be incorporated in Hansard.

Senator Slade Brockman
Chair

Right of Reply to Senator Lambie's adjournment speech on 5 February 2025.

My name is Baylee Neha.

I am a New Zealand citizen, a proud Māori woman, and an Australian Permanent Resident.

I was an employee of Senator Lambie.

My role in the office was as a junior electorate officer.

I loved my job, and I was good at it, but at some point, during my employment Senator Lambie decided she did not like me.

My employment was terminated by Senator Lambie on 9 October 2025.

This termination gave rise to an unfair dismissal claim in the Fair Work Commission (*U2024-12717 Ms Baylee Neha v The Commonwealth of Australia, As Represented by the Parliamentary Workplace Support Service*).

The solicitors for Senator Lambie were Sparke Helmore.

I could not afford lawyers, so I was not legally represented.

My unfair dismissal claim was settled with the deed citing no blame on any party.

This claim, and its outcome, is the subject of a speech given by Senator Lambie during the adjournment debate on 5 February 2025.

Due to the high-profile nature of Senator Lambie's office, and it being in the small town of Burnie, my current hometown, I am readily identifiable as the employee the speech is about.

The widespread reporting of the speech, including in Tasmanian and national media, has enhanced this.

I have received unsolicited contact from friends, family, and former colleagues regarding the speech, and my termination.

The claims by Senator Lambie that I painted my nails at work, arrived late, and left early are untrue.

The claim that I "started showing up late for work, 22 times in a matter of weeks" is both untrue and absurd.

I am disappointed that Senator Lambie has used me in such a political way.

This speech, and the untruths within it have caused me great distress.

It has invaded my privacy, harmed my reputation and good standing within my community, and caused me personal harm at a time when I am looking for new work.