

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.