

S42

Released Under Freedom of Information

From: Glen Buckley <defendapta@gmail.com>
Sent: Sunday, 2 August 2020 6:46 PM
To: Aleck, Jonathan <JONATHAN.ALECK@casa.gov.au>
Subject: Fwd: Message for Ms Donna Hardman from Glen Buckley

----- Forwarded message -----

From: Glen Buckley <defendapta@gmail.com>
Date: Sun, 2 Aug 2020 at 18:41
Subject: Message for Ms Donna Hardman from Glen Buckley
To: <donna.hardman@casa.gov.au>, Collin <Collin.McLachlan@casa.gov.au>

1st August 2018.

Dear Ms. Donna Hardman,

I am writing to you, in your position on the Board of CASA with the important, and shared responsibility for the good governance of the Civil Aviation Safety Authority

My name is Glen Buckley.

I am writing to you as your bio on the CASA website states the following attributes that I believe are highly pertinent to the allegations that I am raising against Mr. Jonathan Aleck in his role as CASA Executive Manager.

- You are a graduate of the Australian Institute of Company Directors.
- You are a Fellow of the Governance Institute of Australia.
- Your bio states that you have a "deep governance experience."
- You have expertise in the area of "organizational change and business transformation and organizational performance"
- You are a "passionate advocate for customer-centric innovation."

The purpose of this correspondence is to request either a face to face, or video conference meeting of approximately one-hour duration at some stage convenient to you, but ideally no later than the end of August.

That meeting could be either a meeting with myself only or alternatively a conference-style meeting with a number of affected Parties and a representative from an industry group such as AOPA. I will leave that decision to you to determine the most appropriate format.

The purpose of the meeting would be to ensure that you are presented with my allegations and there supporting evidence, and not only information provided to you via Mr. Aleck who has demonstrated that he is willing to pervert an independent outcome in order to cover up his misconduct

My allegations against Mr. Aleck are substantial.

1. I am fully satisfied that he is misleading the Commonwealth Ombudsman in his ongoing investigation and providing information that is not truthful, and Mr. Aleck is aware that he is providing misleading information.
2. Mr. Aleck is responsible for clear and deliberate disregard for CASAs' own regulatory philosophy.
3. Mr. Aleck is making decisions that have no basis in law, and applying his opinion only, which has no justification on the basis of aviation safety.

4. Mr. Alecks' conduct has negatively impacted on several businesses and resulted in the loss of many millions of dollars of investment and associated loss of employment to numerous individuals whose livelihood has been impacted.
5. Mr. Aleck has clearly breached obligations placed on him by CASAs' own Enforcement manual.
6. Mr. Aleck has clearly breached obligations placed on him by the rules of Administrative law, Natural Justice, and Procedural Fairness.
7. Mr. Aleck's conduct has breached the Minister's own Statement of Expectations.

I am writing to you in the first instance because of your credentials, but my intention is to correspond with each Member of the CASA Board.

I am fully satisfied that in light of Mr. Aleck's conduct, his position with CASA has clearly become untenable, and that conduct requires a full and well-intentioned investigation by the Board of CASA.

Please note that I have included the Deputy Prime Minister in this correspondence as I believe that he should be aware of the allegations that I am raising against Mr. Aleck.

Whilst I can make no allegations against his character outside of the workplace, I believe that his misconduct negatively impacts aviation safety and job growth in the aviation sector which will be crucial going forward.

The allegations against Mr. Aleck are substantial and he is fully entitled to an investigation to refute my allegations.

I trust that you will facilitate my request for a meeting to ensure the good governance of CASA, in accordance with the obligations placed on you in your role.

Respectfully, Glen Buckley

Kiewiet, Melissa

From: Carmody, Shane
Sent: Monday, 3 August 2020 11:41 AM
To: McLachlan, Colin
Subject: FW: Message for Ms Donna Hardman from Glen Buckley [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Colin

Attached is a letter from Mr Buckley to Donna. This came to Donna's CASA account yesterday.

I note that he intends to write to each member of the CASA Board.

Mr Buckley is desperate to broaden the dialogue and get someone to engage with him so as to publicise his views. It is likely that any response will be published on social media.

Mr Buckley can't simply make unsubstantiated allegations and expect that they be pursued.

s42

Please touch base with Tony, alert him to the likelihood of letters to all board members, advise of our recommendation that (a) board members be informed of the correspondence but that (b) response below goes back to Mr Buckley from you as board secretary on their behalf. There is nothing to be gained from meeting with Mr Buckley.

If possible, I'd like for Donna to be informed asap...and all other board members to be advised that something similar will come their way.

Cheers

Shane

Shane Carmody
CEO and Director of Aviation Safety
Civil Aviation Safety Authority

p: 02 6217 1001

GPO Box 2005, Canberra ACT 2601

www.casa.gov.au



s42

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Date: Sun, 2 Aug 2020 at 18:41

Subject: Message for Ms Donna Hardman from Glen Buckley
To: <donna.hardman@casa.gov.au>, Colin <Colin.Mclachlan@casa.gov.au>

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The purpose of this correspondence is to request either a face to face, or video conference meeting of approximately one-hour duration at some stage convenient to you, but ideally no later than the end of August.

That meeting could be either a meeting with myself only or alternatively a conference-style meeting with a number of affected Parties and a representative from an Industry group such as AOPA. I will leave that decision to you to determine the most appropriate format.

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Kiewiet, Melissa

From: McLachlan, Colin
Sent: Monday, 3 August 2020 11:51 AM
To: Carmody, Shane
Subject: RE: Message for Ms Donna Hardman from Glen Buckley [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Perfect Shane. Will do.

Cheers

Col

Colin McLachlan | Board Secretary
 Civil Aviation Safety Authority | 16 Furzer Street, Phillip ACT 2606
 GPO Box 2005, Canberra ACT 2601
 p (02) 6217 1318 | m 0478 302 047 | ✉ colin.mclachlan@casa.gov.au
www.casa.gov.au



From: Carmody, Shane <Shane.Carmody@casa.gov.au>
Sent: Monday, 3 August 2020 11:41 AM
To: McLachlan, Colin <Colin.Mclachlan@casa.gov.au>
Subject: FW: Message for Ms Donna Hardman from Glen Buckley [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

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I note that he intends to write to each member of the CASA Board.

Mr Buckley is desperate to broaden the dialogue and get someone to engage with him so as to publicise his views. It is likely that any response will be published on social media.

Mr Buckley can't simply make unsubstantiated allegations and expect that they be pursued.

s42

Please touch base with Tony, alert him to the likelihood of letters to all board members, advise of our recommendation that (a) board members be informed of the correspondence but that (b) response below goes back to Mr Buckley from you as board secretary on their behalf. There is nothing to be gained from meeting with Mr Buckley.

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Shane Carmody
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- You are a "passionate advocate for customer-centric innovation."

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Please note that I have included the Deputy Prime Minister in this correspondence as I believe that he should be aware of the allegations that I am raising against Mr. Aleck.

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I trust that you will facilitate my request for a meeting to ensure the good governance of CASA, in accordance with the obligations placed on you in your role.

Respectfully, Glen Buckley

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Kiewiet, Melissa

From: McLachlan, Colin
Sent: Monday, 3 August 2020 12:58 PM
To: Tony
Cc: Carmody, Shane
Subject: CASA: Buckley approach to Donna Hardman [SEC=OFFICIAL]

OFFICIAL

Hi Tony

Attached is a letter from Glen Buckley to Donna. This came to Donna's CASA account yesterday. Please note, unless Donna regularly checks her CASA account, she may not even be aware she has received this letter yet.

The letter relates to Dr Jonathan Aleck. Interestingly, Mr Buckley blind copied Jonathan into the letter for his information. ^{s42} [REDACTED]

It appears this matter may receive wider circulation as Mr Buckley's letter notes that he intends to write to each member of the CASA Board.

Shane suggested Mr Buckley is seeking to broaden the dialogue and get someone to engage with him so as to publicise his views, noting it is likely that any response will be published on social media. Shane quite rightly indicated that Mr Buckley can't simply make unsubstantiated allegations and expect that they be pursued. Shane has reviewed ^{s42} [REDACTED] and considers it appropriate.

With the likelihood of letters being sent to all board members, our view is that board members be informed of the correspondence, ^{s42} [REDACTED]
^{s42} [REDACTED]

Shane has requested that, If possible, Donna should be informed asap....and all other board members be advised that something similar may come their way.

Seeking your concurrence with this approach please and to immediately advise Donna, and respond to Mr Buckley.

Cheers

Colln

Colln McLachlan | Board Secretary
 Civil Aviation Safety Authority | 16 Furzer Street, Phillip ACT 2606
 GPO Box 2005, Canberra ACT 2601
 p (02) 6217 1318 | m 0478 302 047 | colln.mclachlan@casa.gov.au
www.casa.gov.au



Proposed Response to Mr Buckley:

Dear Mr Buckley

I refer to your email message of 1 August 2020 addressed to Donna Hardman, as a member of the CASA Board.

You have made very serious allegations about the conduct of a CASA Executive Manager, without particularising your claims, and without providing any factual basis on which those claims rest other than your own convictions. You have asked for a meeting with Ms Hardman, with a view to an investigation you suggest the Board should conduct into your claims against Dr Aleck.

It is not intended that a meeting of the kind you have proposed with Ms Hardman should occur. Nor, in the absence of any evidence to warrant such action, is it the Board's intention to mount or recommend an investigation of the kind you suggest.

If you have objective evidence to substantiate any of your allegations against Dr Aleck, *beyond the information you have previously provided and the opinions you have previously expressed*, you are invited to provide that evidence, in writing, to CASA.

In the absence of new, factually substantiated evidence supporting your claims, the Board has no intention of considering this matter further.

Yours sincerely

[Colin McLachlan]

From: **Glen Buckley** <defendapta@gmail.com>

Date: Sun, 2 Aug 2020 at 18:41

Subject: Message for Ms Donna Hardman from Glen Buckley

To: <donna.hardman@casa.gov.au>, Colin <Colin.Mclachlan@casa.gov.au>

1st August 2018.

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- You are a graduate of the Australian Institute of Company Directors.
- You are a Fellow of the Governance Institute of Australia.
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The purpose of this correspondence is to request either a face to face, or video conference meeting of approximately one-hour duration at some stage convenient to you, but ideally no later than the end of August.

That meeting could be either a meeting with myself only or alternatively a conference-style meeting with a number of affected Parties and a representative from an Industry group such as AOPA. I will leave that decision to you to determine the most appropriate format.

The purpose of the meeting would be to ensure that you are presented with my allegations and there supporting evidence, and not only information provided to you via Mr. Aleck who has demonstrated that he is willing to pervert an independent outcome in order to cover up his misconduct

My allegations against Mr. Aleck are substantial.

1. I am fully satisfied that he is misleading the Commonwealth Ombudsman in his ongoing investigation and providing information that is not truthful, and Mr. Aleck is aware that he is providing misleading information.
2. Mr. Aleck is responsible for clear and deliberate disregard for CASAs' own regulatory philosophy.
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7. Mr. Aleck's conduct has breached the Minister's own Statement of Expectations.

I am writing to you in the first instance because of your credentials, but my intention is to correspond with each Member of the CASA Board.

I am fully satisfied that in light of Mr. Aleck's conduct, his position with CASA has clearly become untenable, and that conduct requires a full and well-intentioned investigation by the Board of CASA.

Please note that I have included the Deputy Prime Minister in this correspondence as I believe that he should be aware of the allegations that I am raising against Mr. Aleck.

Whilst I can make no allegations against his character outside of the workplace, I believe that his misconduct negatively impacts aviation safety and job growth in the aviation sector which will be crucial going forward.

The allegations against Mr. Aleck are substantial and he is fully entitled to an investigation to refute my allegations.

I trust that you will facilitate my request for a meeting to ensure the good governance of CASA, in accordance with the obligations placed on you in your role.

Respectfully, Glen Buckley

Kiewiet, Melissa

From: McLachlan, Colin
Sent: Monday, 3 August 2020 2:28 PM
To: Carmody, Shane
Cc: Hayward, Alison
Subject: Buckley email - Board response [SEC=OFFICIAL]

OFFICIAL

Hi Shane

Tony is trying to phone Donna with no luck. He likes the approach suggested (ie. CASA response on behalf of Board members) and has asked me to draft an email to Board members - that he would like to see before it goes.

So before I send to Tony, would like your consideration please.

Cheers

Col

Hello Board members

This email is to alert you that you may receive correspondence into your CASA email account from Mr Glen Buckley. This follows an email from Mr Buckley to Donna on Sunday requesting a one-on-one meeting. In that email, Mr Buckley indicated he would be contacting each CASA Board member.

This email is to remind you that Tony has already met with Mr Buckley, and that Mr Buckley is not offering any new information. He is, however, making spurious allegations against CASA executive Dr Jonathan Aleck and expecting CASA to pursue these unsubstantiated allegations. Please be aware that any engagement with Mr Buckley will be posted by him to social media.

Rather than having each of you respond should you be contacted by Mr Buckley, Tony has agreed that CASA will respond on your behalf. The response will be from me as Board Secretary. The proposed wording of this response is:

Dear Mr Buckley

I refer to your email message of [date] 2020 addressed to [Board member], as a member of the CASA Board.

You have made very serious allegations about the conduct of a CASA Executive Manager, without particularising your claims, and without providing any factual basis on which those claims rest other than your own convictions. You have asked for a meeting with [Board member], with a view to an investigation you suggest the Board should conduct into your claims against Dr Aleck.

It is not intended that a meeting of the kind you have proposed with [Board member] should occur. Nor, in the absence of any evidence to warrant such action, is it the Board's intention to mount or recommend an investigation of the kind you suggest.

If you have objective evidence to substantiate any of your allegations against Dr Aleck, *beyond the information you have previously provided and the opinions you have previously expressed*, you are invited to provide that evidence, in writing, to CASA.

In the absence of new, factually substantiated evidence supporting your claims, the Board has no intention of considering this matter further.

Yours sincerely

[Colin McLachlan]

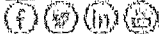
If you have any concerns with the proposed wording, or the fact Mr Buckley may reach out to you directly, can you please let me know as soon as possible.

With regards to any responses necessary, I will alert you to that fact so you are fully informed of the current situation.

Colin McLachlan | Board Secretary
Civil Aviation Safety Authority | 16 Furzer Street, Philip ACT 2606
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Kiewiet, Melissa

From: McLachlan, Colin
Sent: Monday, 3 August 2020 2:45 PM
To: Tony
Subject: CASA: Buckley email to Board members [SEC=OFFICIAL]

OFFICIAL

Hi Tony

Proposed 'alert' email to Board members for consideration please.

Cheers

Colin

Hello Board members

This email is to alert you that you may receive correspondence into your CASA email account from Mr Glen Buckley. This follows an email from Mr Buckley to Donna on Sunday requesting a one-on-one meeting. In that email, Mr Buckley indicated he would be contacting each CASA Board member.

This email is to remind you that Tony has already met with Mr Buckley, and that Mr Buckley is not offering any new information. He is now making allegations against another CASA staff member, this time Dr Jonathan Aleck, and expecting CASA to pursue these unsubstantiated allegations. Please be aware that any engagement with Mr Buckley will be posted by him to social media.

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[Colin McLachlan]

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Kiewiet, Melissa

From: A Mathews <s47F [REDACTED]>
Sent: Monday, 3 August 2020 2:59 PM
To: McLachlan, Colin
Subject: Re: CASA: Buckley email to Board members [SEC=OFFICIAL]

Collin

All OK.

Is it also a thought to let the Board members know that Jonathon Aleck was BCC in on the note to Donna.

Tony

Sent from my iPad

On 3 Aug 2020, at 2:45 pm, McLachlan, Colin <Colin.Mclachlan@casa.gov.au> wrote:

OFFICIAL

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Cheers

Colin

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[Colin McLachlan]

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<image001.jpg>

<image002.jpg>

<image003.jpg>

<image004.jpg>

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Kiewiet, Melissa

From: McLachlan, Colin
Sent: Monday, 3 August 2020 3:00 PM
To: A Mathews
Subject: RE: CASA: Buckley email to Board members [SEC=OFFICIAL]

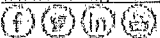
OFFICIAL

Thanks Tony – I will incorporate this into the final email.

Will now stand-by to send to members, once Donna responds to you!

Cheers

Colin

Colin McLachlan | Board Secretary
 Civil Aviation Safety Authority | 16 Furzer Street, Phillip ACT 2606
 GPO Box 2005, Canberra ACT 2601
 p (02) 6217 1318 | m 0478 302 047 | colin.mclachlan@casa.gov.au
www.casa.gov.au


From: A Mathews <[REDACTED]>
Sent: Monday, 3 August 2020 2:59 PM
To: McLachlan, Colin <Colin.Mclachlan@casa.gov.au>
Subject: Re: CASA: Buckley email to Board members [SEC=OFFICIAL]

Colin

All OK.

Is it also a thought to let the Board members know that Jonathon Aleck was BCC in on the note to Donna.

Tony

Sent from my iPad

On 3 Aug 2020, at 2:45 pm, McLachlan, Colin <Colin.Mclachlan@casa.gov.au> wrote:

OFFICIAL

Hi Tony

Proposed 'alert' email to Board members for consideration please.

Cheers

Colin

Hello Board members

This email is to alert you that you may receive correspondence into your CASA email account from Mr Glen Buckley. This follows an email from Mr Buckley to Donna on Sunday requesting a one-on-one meeting. In that email, Mr Buckley indicated he would be contacting each CASA Board member.

This email is to remind you that Tony has already met with Mr Buckley, and that Mr Buckley is not offering any new information. He is now making allegations against another CASA staff member, this time Dr Jonathan Aleck, and expecting CASA to pursue these unsubstantiated allegations. Please be aware that any engagement with Mr Buckley will be posted by him to social media.

Rather than having each of you respond should you be contacted by Mr Buckley, Tony has agreed that CASA will respond on your behalf. The response will be from me as Board Secretary. The proposed wording of this response is:

Dear Mr Buckley

I refer to your email message of [date] 2020 addressed to [Board member], as a member of the CASA Board.

You have made very serious allegations about the conduct of a CASA Executive Manager, without particularising your claims, and without providing any factual basis on which those claims rest other than your own convictions. You have asked for a meeting with [Board member], with a view to an investigation you suggest the Board should conduct into your claims against Dr Aleck.

It is not intended that a meeting of the kind you have proposed with [Board member] should occur. Nor, in the absence of any evidence to warrant such action, is it the Board's intention to mount or recommend an investigation of the kind you suggest.

If you have objective evidence to substantiate any of your allegations against Dr Aleck, *beyond the information you have previously provided and the opinions you have previously expressed*, you are invited to provide that evidence, in writing, to CASA.

In the absence of new, factually substantiated evidence supporting your claims, the Board has no intention of considering this matter further.

Yours sincerely

[Colin McLachlan]

If you have any concerns with the proposed wording, or the fact Mr Buckley may reach out to you directly, can you please let me know as soon as possible.

With regards to any responses necessary, I will alert you to that fact so you are fully informed of the current situation.

<Image001.jpg>

<Image002.jpg>

<Image003.jpg>

<Image004.jpg>

IMPORTANT:

This email may contain confidential or legally privileged information and may be protected by copyright. It remains the property of the Civil Aviation Safety Authority and is meant only for use by the intended recipient. If you have received it in error, please notify the sender immediately by reply email and delete all copies, together with any attachments.

Released Under Freedom of Information

Kiewiet, Melissa

From: McLachlan, Colin
Sent: Monday, 3 August 2020 4:33 PM
To: Donna
Subject: CASA: Message for Ms Donna Hardman from Glen Buckley [SEC=OFFICIAL]

OFFICIAL

Hi Donna

I understand Tony has spoken to you about the Buckley matter. The email from Mr Buckley is provided to you below. Please note the advisory email to all Board members, on how we will manage the Buckley correspondence, will follow shortly.

Cheers

Colin

Colin McLachlan | Board Secretary
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 GPO Box 2005, Canberra ACT 2601
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www.casa.gov.au



From: Glen Buckley <defendapta@gmail.com>
Sent: Sunday, 2 August 2020 6:41 PM
To: Hardman, Donna <Donna.Hardman@casa.gov.au>; McLachlan, Colin <Colin.Mclachlan@casa.gov.au>
Subject: Message for Ms Donna Hardman from Glen Buckley

1st August 2018.

Dear Ms. Donna Hardman,

I am writing to you, in your position on the Board of CASA with the important, and shared responsibility for the good governance of the Civil Aviation Safety Authority

My name is Glen Buckley.

I am writing to you as your bio on the CASA website states the following attributes that I believe are highly pertinent to the allegations that I am raising against Mr. Jonathan Aleck in his role as CASA Executive Manager.

- You are a graduate of the Australian Institute of Company Directors.
- You are a Fellow of the Governance Institute of Australia.
- Your bio states that you have a "deep governance experience."
- You have expertise in the area of "organizational change and business transformation and organizational performance"
- You are a "passionate advocate for customer-centric innovation."

The purpose of this correspondence is to request either a face to face, or video conference meeting of approximately one-hour duration at some stage convenient to you, but ideally no later than the end of August.

That meeting could be either a meeting with myself only or alternatively a conference-style meeting with a number of affected Parties and a representative from an Industry group such as AOPA. I will leave that decision to you to determine the most appropriate format.

The purpose of the meeting would be to ensure that you are presented with my allegations and there supporting evidence, and not only information provided to you via Mr. Aleck who has demonstrated that he is willing to pervert an independent outcome in order to cover up his misconduct

My allegations against Mr. Aleck are substantial.

1. I am fully satisfied that he is misleading the Commonwealth Ombudsman in his ongoing investigation and providing information that is not truthful, and Mr. Aleck is aware that he is providing misleading information.
2. Mr. Aleck is responsible for clear and deliberate disregard for CASAs' own regulatory philosophy.
3. Mr. Aleck is making decisions that have no basis in law, and applying his opinion only, which has no justification on the basis of aviation safety.
4. Mr. Alecks' conduct has negatively impacted on several businesses and resulted in the loss of many millions of dollars of investment and associated loss of employment to numerous individuals whose livelihood has been impacted.
5. Mr. Aleck has clearly breached obligations placed on him by CASAs' own Enforcement manual.
6. Mr. Aleck has clearly breached obligations placed on him by the rules of Administrative law, Natural Justice, and Procedural Fairness.
7. Mr. Aleck's conduct has breached the Minister's own Statement of Expectations.

I am writing to you in the first instance because of your credentials, but my intention is to correspond with each Member of the CASA Board.

I am fully satisfied that in light of Mr. Aleck's conduct, his position with CASA has clearly become untenable, and that conduct requires a full and well-intentioned investigation by the Board of CASA.

Please note that I have included the Deputy Prime Minister in this correspondence as I believe that he should be aware of the allegations that I am raising against Mr. Aleck.

Whilst I can make no allegations against his character outside of the workplace, I believe that his misconduct negatively impacts aviation safety and job growth in the aviation sector which will be crucial going forward.

The allegations against Mr. Aleck are substantial and he is fully entitled to an investigation to refute my allegations.

I trust that you will facilitate my request for a meeting to ensure the good governance of CASA, in accordance with the obligations placed on you in your role.

Respectfully, Glen Buckley

Kiewiet, Melissa

From: McLachlan, Colin
Sent: Monday, 3 August 2020 4:34 PM
To: Carmody, Shane;Donna;Liz;Marilyn;Mark;Michael ;Tony
Subject: CASA: Board member contact - Mr Glen Buckley [SEC=OFFICIAL]

OFFICIAL

Hello Board members

This email is to alert you that you may receive correspondence into your CASA email account from Mr Glen Buckley. This follows an email from Mr Buckley to Donna on Sunday requesting a one-on-one meeting. In that email, Mr Buckley indicated he would be contacting each CASA Board member.

This email is to remind you that Tony has already met with Mr Buckley, and that Mr Buckley is not offering any new information. He is now making allegations against another CASA staff member, this time Dr Jonathan Aleck, and expecting CASA to pursue these unsubstantiated allegations. Interesting to note, that Mr Buckley blind copied Dr Aleck into his email to Donna, and likely blind copied the DPM.

Please be aware that any engagement with Mr Buckley will be posted by him to social media. Rather than having each of you respond should you be contacted by Mr Buckley, Tony has agreed that CASA will respond on your behalf. The response will be from me as Board Secretary. The proposed wording of this response is:

Dear Mr Buckley

I refer to your email message of [date] 2020 addressed to [Board member], as a member of the CASA Board.

You have made very serious allegations about the conduct of a CASA Executive Manager, without particularising your claims, and without providing any factual basis on which those claims rest other than your own convictions. You have asked for a meeting with [Board member], with a view to an investigation you suggest the Board should conduct into your claims against Dr Aleck.

It is not intended that a meeting of the kind you have proposed with [Board member] should occur. Nor, in the absence of any evidence to warrant such action, is it the Board's intention to mount or recommend an investigation of the kind you suggest.

If you have objective evidence to substantiate any of your allegations against Dr Aleck, *beyond the information you have previously provided and the opinions you have previously expressed*, you are invited to provide that evidence, in writing, to CASA.

In the absence of new, factually substantiated evidence supporting your claims, the Board has no intention of considering this matter further.

Yours sincerely

[Colin McLachlan]

If you have any concerns with the proposed wording, or the fact Mr Buckley may reach out to you directly, can you please let me know as soon as possible.

With regards to any responses necessary, I will alert you to that fact so you are fully informed of the current situation.

Cheers

Colin

Colin McLachlan | Board Secretary
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www.casa.gov.au
   

Released Under Freedom of Information

Kiewiet, Melissa

From: McLachlan, Colin
Sent: Wednesday, 5 August 2020 11:20 AM
To: Tony; Carmody, Shane
Subject: FW: Message for Ms Donna Hardman from Glen Buckley [SEC=OFFICIAL]

OFFICIAL

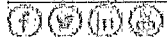
Hi Tony and Shane

Mr Buckley's response below to the email declining his request to meet with Donna. We will hear from him 'in the next 48 hours'.

Cheers

Colin

Colin McLachlan | Board Secretary
 Civil Aviation Safety Authority | 16 Furzer Street, Phillip ACT 2606
 GPO Box 2005, Canberra ACT 2601
 p (02) 6217 1318 | m 0478 302 047 | ✉ colin.mclachlan@casa.gov.au
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From: Glen Buckley <defendapta@gmail.com>
Sent: Wednesday, 5 August 2020 11:11 AM
To: McLachlan, Colin <Colin.Mclachlan@casa.gov.au>
Subject: Re: Message for Ms Donna Hardman from Glen Buckley [SEC=OFFICIAL]

Dear Colin,

Thank you for your response from the Board of CASA.

I will attend to this matter within the next 48 hours. I will do so in writing, and will clearly demonstrate that CASA is deliberately misleading the Commonwealth Ombudsman by providing information that is untruthful and would be known to be untruthful at the time of providing that information.

I will provide clear and concise evidence of my allegations and will await a response from the Board. I would ask that the Board clearly communicate the substantive nature of the allegations to the Deputy PM in accordance with the obligations placed on the Board.

For clarity, I was providing the Board the opportunity to meet with them and for the Board to act with good intention. It is extremely concerning that the Board would elect not to take advantage of the opportunity presented to them in the interests of safety, ethics, and good governance.

Respectfully, Glen Buckley

On Wed, 5 Aug 2020 at 10:41, McLachlan, Colin <Colin.Mclachlan@casa.gov.au> wrote:

OFFICIAL

Dear Mr Buckley

I refer to your email message of 2 August 2020 addressed to Ms Donna Hardman, as a member of the CASA Board.

You have made very serious allegations about the conduct of a CASA Executive Manager, without particularising your claims, and without providing any factual basis on which those claims rest other than your own convictions. You have asked for a meeting with Ms Hardman, with a view to an investigation you suggest the Board should conduct into your claims against Dr Aleck.

It is not intended that a meeting of the kind you have proposed with Ms Hardman should occur. Nor, in the absence of any evidence to warrant such action, is it the Board's intention to mount or recommend an investigation of the kind you suggest.

If you have objective evidence to substantiate any of your allegations against Dr Aleck, *beyond the information you have previously provided and the opinions you have previously expressed*, you are invited to provide that evidence, in writing, to CASA.

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Yours sincerely

Colin McLachlan

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From: Glen Buckley <defendapta@gmail.com>

Sent: Sunday, 2 August 2020 6:41 PM

To: Hardman, Donna <Donna.Hardman@casa.gov.au>; McLachlan, Colin <Colin.Mclachlan@casa.gov.au>

Subject: Message for Ms Donna Hardman from Glen Buckley

1st August 2018.

Dear Ms. Donna Hardman,

I am writing to you, in your position on the Board of CASA with the important, and shared responsibility for the good governance of the Civil Aviation Safety Authority

My name is Glen Buckley.

I am writing to you as your bio on the CASA website states the following attributes that I believe are highly pertinent to the allegations that I am raising against Mr. Jonathan Aleck in his role as CASA Executive Manager.

You are a graduate of the Australian Institute of Company Directors.

- You are a Fellow of the Governance Institute of Australia.

- Your bio states that you have a "deep governance experience."
- You have expertise in the area of "organizational change and business transformation and organizational performance"
- You are a "passionate advocate for customer-centric innovation."

The purpose of this correspondence is to request either a face to face, or video conference meeting of approximately one-hour duration at some stage convenient to you, but ideally no later than the end of August.

That meeting could be either a meeting with myself only or alternatively a conference-style meeting with a number of affected Parties and a representative from an Industry group such as AOPA. I will leave that decision to you to determine the most appropriate format.

The purpose of the meeting would be to ensure that you are presented with my allegations and there supporting evidence, and not only information provided to you via Mr. Aleck who has demonstrated that he is willing to pervert an independent outcome in order to cover up his misconduct

My allegations against Mr. Aleck are substantial.

I am fully satisfied that he is misleading the Commonwealth Ombudsman in his ongoing investigation and providing information that is not truthful, and Mr. Aleck is aware that he is providing misleading information.

1. Mr. Aleck is responsible for clear and deliberate disregard for CASAs' own regulatory philosophy.
2. Mr. Aleck is making decisions that have no basis in law, and applying his opinion only, which has no justification on the basis of aviation safety.
3. Mr. Alecks' conduct has negatively impacted on several businesses and resulted in the loss of many millions of dollars of investment and associated loss of employment to numerous individuals whose livelihood has been impacted.
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I am writing to you in the first instance because of your credentials, but my intention is to correspond with each Member of the CASA Board.

I am fully satisfied that in light of Mr. Aleck's conduct, his position with CASA has clearly become untenable, and that conduct requires a full and well-intentioned investigation by the Board of CASA.

Please note that I have included the Deputy Prime Minister in this correspondence as I believe that he should be aware of the allegations that I am raising against Mr. Aleck.

Whilst I can make no allegations against his character outside of the workplace, I believe that his misconduct negatively impacts aviation safety and job growth in the aviation sector which will be crucial going forward.

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I trust that you will facilitate my request for a meeting to ensure the good governance of CASA, in accordance with the obligations placed on you in your role.

Respectfully, Glen Buckley

Kiewiet, Melissa

s42

From: Glen Buckley <defendapta@gmail.com>
Sent: Wednesday, 5 August 2020 11:11 AM
To: McLachlan, Colin <Colin.Mclachlan@casa.gov.au>
Subject: Re: Message for Ms Donna Hardman from Glen Buckley [SEC=OFFICIAL]

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Colin McLachlan

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From: Glen Buckley <defendapta@gmail.com>

Sent: Sunday, 2 August 2020 6:41 PM

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Respectfully, Glen Buckley