Queensland Government

Queensland Treasury

CONFIDENTIAL

Holly Dahm
[redacted]
Email: hollyteganosborne@hotmail.com

Dear Ms Dahm

Your social media posts and LinkedIn profile

1. On 24 July 2025 your supervisor wrote to you raising concerns about posts that you had made on your LinkedIn profile. At that time your LinkedIn profile listed Queensland Treasury as your employer. Your supervisor reminded you to be mindful of what you share on public platforms, and encouraged you to consider removing any mention of Queensland Treasury as your employer from your LinkedIn profile, to avoid any potential misunderstandings.
2. On 29 July 2025, your supervisor wrote to you again in respect of your posts on your LinkedIn profile, and requested you to remove any reference to Queensland Treasury as your employer from your LinkedIn profile by close of business on 30 July 2025. You did not comply with your supervisor's request.
3. Since then, you have made numerous posts on your LinkedIn profile which make accusations about various government entities, and which I consider are likely to have an adverse effect on the reputation of your employer, Queensland Treasury. These posts fail to comply with the requirements of the Code of Conduct for the Queensland Public Service, including clause 1.5 which requires that you ensure your private conduct maintains the integrity of the Queensland public service. I also draw your attention to clause 1.3 of the Code of Conduct, which requires you to take reasonable steps to ensure that any publicly available comment you make will be understood as representing your personal views, not those of government.
4. I have **attached** a copy of the Code of Conduct to this letter.

1 William Street
GPO Box 611 Brisbane
Queensland 4001 Australia
Telephone +61 7 3035 1933
Website www.treasury.qld.gov.au
ABN 90 856 020 239

5. You have included the Queensland Treasury Logo at the top of your LinkedIn profile page. Your profile experience states that you are a Principal Consultant at Queensland Treasury. This shows to the public that you are an employee of Queensland Treasury. Although you are currently absent from the workplace on leave, you remain subject to the terms and requirements of your employment with Queensland Treasury, including compliance with the Code of Conduct. You must comply with those requirements as a condition of your employment.

6. By highlighting on your LinkedIn profile that you are an employee of Queensland Treasury, it is possible that any person who views your profile may consider the posts and comments you make, particularly in respect of matters concerning the Queensland Government and governments in different jurisdictions, to be the views of Queensland Treasury, not merely your personal views.

7. I am very concerned about the derogatory and accusatory language of some of the comments you have made on your LinkedIn profile about Queensland Government entities and, more recently, Commonwealth Government entities and senior office holders, including Australia's Prime Minister, Mr Anthony Albanese. It is possible that some persons viewing those comments and your LinkedIn profile generally may consider that they represent the views of Queensland Treasury.

8. I have **attached** to this letter a copy of the document *"Social Media and the public officer"* prepared by the Crime and Corruption Commission. This document sets out and clarifies the requirements of a public officer when communicating on social media, even if those communication are in a private capacity. It highlights the need for public sector employees, such as you, to comply with the Code of Conduct. This document contains links and references to other Queensland Government documents regarding requirements for a public officer's use of social media. While you should already be aware of those documents, I recommend that you read them to refresh your understanding of how you use social media.

DIRECTIONS

9. Previously, you have been requested to remove references to Queensland Treasury being your employer, from your LinkedIn profile. You have failed to comply with that request.

10. You are now directed to remove all posts on your LinkedIn profile page, or any other social media page which you control, which refer either directly or indirectly to a State or Territory Government or Commonwealth Government related entity, or employees or office holders within those entities, in a manner which can reasonably be construed as derogatory, accusatory or otherwise inappropriate. This direction

includes that you remove any responses you have received to those posts, and any duplicates of those posts created on your profile as a result of you reposting them or other people reposting them.

11. You are also directed to remove all posts on your LinkedIn profile page or any other social media page which you control which might reasonably be considered to have an adverse effect on the reputation of Queensland Treasury or the Queensland Government, or any other government related entity, including their employees and office holders. This direction includes that you remove any responses you have received to those posts, and any duplicates of those posts created on your profile as a result of you reposting them or other people reposting them.

12. You are further directed to remove any reference to your employer on your LinkedIn profile page, and any other profile page of social media which you control, other than the listing of your employer in your work experience.

13. You are directed to comply with the directions listed above no later than **5:00pm on Thursday, 21 August 2025.**

14. You are directed not to make any further posts on either LinkedIn or any other social media platform which refer either directly or indirectly to a Queensland Government or other State and Commonwealth Government related entity, including their employees and office holders, in a manner which can reasonably be construed as derogatory, accusatory or inappropriate.

15. You are directed not to make any further posts on either LinkedIn or any other social media platform which might reasonably be considered to have an adverse effect on the reputation of your employer, Queensland Treasury, or the Queensland Government or any other government related entity.

16. You are directed not to post on LinkedIn or any other social media platform you control, any copies or descriptions of communications you have received or may in future receive from your employer, Queensland Treasury. This direction includes this confidential letter which you must not post on social media (either in full or in part) and which you must not refer to, in any way, on either LinkedIn or any other social media platform.

17. If you fail to comply with the directions in this letter, then you may be subject to a disciplinary process under the *Public Sector Act 2022* and potential disciplinary action up to and including termination of your employment.

18. The Employee Assistance Program (EAP) remains available to you and your immediate family if you would like to contract them. TELUS Health provides free,

confidential counselling and wellbeing services with qualified professionals, 24 hours a day. Their phone number is 1800 604 640.

19. If you have any questions about this letter, please contact me by email.

Yours sincerely

C. C

Chris Charalambous
A/Chief Human Resource Officer

19 / 08 / 2025