

AUBURN PUBLIC INQUIRY

Before the Commissioner: Mr Richard Beasley SC
Counsel Assisting: Mr Paul Bolster
Officer Assisting: Mr Darren Sear

Held at the Civic Precinct Centre
1 Susan Street, Auburn NSW

On Thursday, 2 June 2016 at 9.30am
(Day 3)

1 THE COMMISSIONER: Mr Musgrave, did you want to raise
2 something about an issue?
3
4 MS MUSGRAVE: Commissioner, I spoke to Mr Sear yesterday.
5 The submissions went up online yesterday. It does include
6 one titled submission, or put in the category of
7 submissions by my client, Mr Mehajer. I am seeking some
8 instructions from him about his intent behind that
9 document. I do understand what he says. I spoke to
10 Mr Mehajer --
11
12 THE COMMISSIONER: Can I let you know something that may
13 want not know?
14
15 MS MUSGRAVE: Yes, thank you, Commissioner.
16
17 THE COMMISSIONER: The submission is definitely made
18 public.
19
20 MS MUSGRAVE: I appreciate that.
21
22 THE COMMISSIONER: Just based on what Mr Sear told me, and
23 he had forgotten about this, your client directly sent us
24 an email on 8 April.
25
26 MS MUSGRAVE: I haven't seen that, no.
27
28 THE COMMISSIONER: What he said was the submission I have
29 made should be made public. We made a decision not to do
30 that. He said part of it shouldn't be made public, but it
31 should be used for the investigation, so that is why it has
32 been circulated.
33
34 I don't think I can, as a matter of principle, in any
35 event, be sent a submission, consider it, and even if
36 I don't have much regard to it otherwise, keep it private.
37
38 MS MUSGRAVE: When I spoke to Mr Sear it was so that
39 I could have an opportunity to speak to my client and
40 clarify it.
41
42 THE COMMISSIONER: We will get you a copy of that email.
43
44 MS MUSGRAVE: Thank you, and I undertake to speak to the
45 Officer Assisting about the situation.
46
47 THE COMMISSIONER: I thought you may not have had it

1 because it does come from Mr Mehajer directly, not through
2 a solicitor.

3
4 MS MUSGRAVE: Mr Sear has outlined that he had spoken to
5 him, but I didn't actually have the details of the email.
6 I'll speak to him during the course of today, Commissioner.

7
8 THE COMMISSIONER: Thank you. I have a typed list of
9 exhibits. Would that assist anyone if I circulated that?

10
11 (All indicated concurrence)

12
13 (Handed to counsel)

14
15 MR McCANN: Before we start, Commissioner, could I mention
16 my appearance and seek leave to appear?

17
18 THE COMMISSIONER: Certainly.

19
20 MR McCANN: My name is McCann. I am instructed by
21 Mr Fitzgerald Senior. Our counsel, Mr Ed Latham, can't be
22 here this week. He will be here next week.

23
24 THE COMMISSIONER: I give you leave to appear leave.
25 Thank you. Mr Bolster?

26
27 MR BOLSTER: The first witness for today is Diana Laing
28 who I believe is outside the hearing room.

29
30 <DIANA LAING, sworn: [9.34am]

31
32 <EXAMINATION BY MR BOLSTER:

33
34 THE COMMISSIONER: Can I just ask you, yesterday the
35 people taking the transcript, they had some trouble doing
36 it because the witness was too close to that microphone, so
37 if you just leave it there and sit where you are, you will
38 be fine.

39
40 THE WITNESS: Okay, thank you.

41
42 MR BOLSTER: Q. Your full name is Diana Laing, correct?

43 A. Yes.

44
45 Q. You're currently employed as a ranger with the new
46 Cumberland Council?

47 A. Yes.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

Q. You made a statement in relation to this investigation, this inquiry, on 25 May this year?

A. Yes.

Q. Do you have a copy of that statement with you?

A. Yes.

Q. Perhaps the witness could be given a full copy with the annexures. You will see that since you received it, it has been paginated?

A. Yes.

Q. Just wait until you get that. (Shown). For present purposes, why don't you take my copy, which is a clean copy, and just have that in front of you. I think some of the other barristers here would like to ask you some questions.

A. Okay.

THE COMMISSIONER: Are you tendering that?

MR BOLSTER: I tender the statement, yes.

THE COMMISSIONER: That's Exhibit S5.

EXHIBIT #S5 STATEMENT OF DIANA LAING DATED 25/05/2016

THE COMMISSIONER: Does anyone want to seek leave to ask Ms Laing any questions?

MR WHEELHOUSE: Yes, Commissioner.

<EXAMINATION BY MR WHEELHOUSE:

MR WHEELHOUSE: Q. Ms Laing, in 2012 it was your habit as a ranger to patrol various areas in the Auburn area quite regularly?

A. Yes.

Q. Were the patrol times and places organised or did you do that just as a random activity?

A. Well, sometimes they were pre-organised; sometimes they were random. It depends on if an influx of complaints come in to a school, then the school will contact the rangers department and then we'd be sent out to that school. So sometimes they'd be organised, but sometimes

1 you couldn't follow that organised roster.

2

3 Q. One of the areas that you patrolled regularly was a
4 school known as the Al-Faisal College; is that correct?

5 A. That's correct, yes.

6

7 Q. If you go to your statement, you say in paragraph 7
8 that that was one of the areas of particular patrolling
9 activity during the year 2012, paragraph 7 and paragraph 8.

10 A. Yes, that's correct.

11

12 Q. In 2014, you also patrolled the area outside the
13 Al-Faisal College on a regular basis; is that correct?

14 A. Yes, that's correct.

15

16 Q. If you go to your statement again and go to
17 paragraph 13, for example, you were patrolling there on
18 12 August. If you go to paragraph 18, you were patrolling
19 there on 25 September, and if you go to paragraph 19,
20 you'll see you were patrolling there on 9 September;
21 correct?

22 A. That's correct.

23

24 Q. Was there a policy amongst the rangers directed to you
25 by management, or amongst yourselves at any time in the
26 period either in 2012 or 2014, that required you to patrol
27 the area a particular number of times per week?

28 A. We were divided in designated areas. My area was
29 Auburn area, therefore, that's the schools that I would
30 patrol.

31

32 Q. First of all, are you saying there was a policy?

33 A. There's no policy in place.

34

35 Q. Was there a policy that required you to patrol the
36 college at least three times a week at any time?

37 A. By our meetings that we held with council it was one
38 of the high traffic areas, Al-Faisal. It did generate a
39 lot of complaints in that area. So, yes, it was patrolled
40 quite regularly.

41

42 Q. Was there a specific policy that you patrol it three
43 times a week?

44 A. No, there was no policy in place to patrol Al-Faisal
45 three times a week.

46

47 Q. The patrols that you participated in, along with your

1 fellow rangers, resulted in the issuing of infringement
2 notices occasionally; is that correct?

3 A. Yes, that's correct.
4

5 Q. In relation to the Al-Faisal College, the infringement
6 notices were particularly directed to parents or mothers
7 dropping off children at that school?

8 A. Well, they're not directed to mothers and children.
9 They're directed to illegally parked vehicles, so vehicles
10 that parked illegally were given a ticket. It's not just
11 directed to mothers.
12

13 Q. The vast majority of tickets that were issued were to
14 mothers parking illegally at the school; correct?

15 A. No, that's not correct. I wouldn't know the stats.
16 I don't know the stats on if it was mothers. I only know
17 it was directed to illegally parked vehicles at the school.
18

19 Q. The sort of vehicle that was at the school was a
20 vehicle driven by a mother dropping her child at the
21 school; would you agree with that?

22 A. No.
23

24 Q. Are you saying you had no particular knowledge of what
25 the purpose of the driver parking the vehicle at the school
26 was?

27 A. No, I don't have any knowledge. I just - my job is to
28 look for illegally parked vehicles. I mean, it could have
29 been a workman going into Al-Faisal College to do work.
30 I mean that's not my - I don't know what the driver does,
31 his occupation, or, you know, I'm just there to book
32 illegally parked vehicles.
33

34 Q. Was there a particular problem at the Al-Faisal school
35 in relation to drop-off and pick-up times?

36 A. Was there a problem with the drop-off and pick-up
37 times?
38

39 Q. At the drop-off and pick-up times.

40 A. Yes, if they were illegally parked. If I saw an
41 illegally parked vehicle, then they would be issued with an
42 infringement notice.
43

44 Q. I am just looking at the statement that was given by
45 Stephanie Griffiths; she is a colleague of yours, is she
46 not?

47 A. Yes, that's correct.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

Q. *There were a number of parking issues relating to schools around school drop-off and pick-up times. Al-Faisal College was particularly problematic ...*

She says that. That's correct, isn't it?

A. Yes.

Q. And that's because there was a concentration of cars parked illegally at this particular time, that's to say, around school drop-off times, do you agree?

A. That's right. School zone times, yes.

Q. She says around drop-off time and pick-up times, do you agree with that?

A. I agree with that.

Q. What's the sort of level of fine that you would incur if you were a driver parked at a drop-off time illegally?

A. Over \$100.

Q. Not an insignificant amount, would you say?

A. Yes.

Q. If there was a concentration of fines being imposed in respect of motor vehicles parked illegally around drop-off and pick-up times at the Al-Faisal College, do you think it's possible that there may have been a perception that that particular college was being subject to unnecessarily high levels of patrols?

A. No. All schools are treated fair.

Q. The majority of the fines, would you agree, were with respect of parking offences at that particular college?

A. No.

Q. Amongst the schools themselves?

A. We did designate areas. I don't know what the other rangers issued at the other schools, but I did my job at that school.

Q. If it is described as problematic, wouldn't you agree that that would be the concentration of parking infringement notices?

A. Well, we've got over 20 schools in the whole local

1 government area. So, you know, as I said, I patrolled that
2 school. Other rangers patrolled that school. Not only
3 myself patrolled that school. So I can't give you the
4 statistics on how many penalty notices were issued at
5 Al-Faisal.

6
7 Q. One of your complaints is, isn't it, that Mr Lawrence,
8 and others, senior people in the Auburn City Council,
9 issued a direction that there should be less concentration
10 in respect of the Al-Faisal College parking. Is that one
11 of your complaints?

12 A. We were told not to go there; not to issue any
13 infringement notices at Al-Faisal College.

14
15 Q. Yes, for a period of time?

16 A. Well, for a couple - yes, over a 12-month period.

17
18 Q. That direction, would you agree with me, could be
19 consistent with a desire on the part of the senior officers
20 at the council to reduce an impression that the school was
21 being targeted in relation to parking infringements, would
22 you agree?

23 A. No.

24
25 Q. If there had been tension created by a high level of
26 patrolling, one of the ways, would you agree, that tension
27 could be reduced, that is to say tension between the
28 rangers and the school, would be to reduce the incidence of
29 parking infringements for a period of time?

30 A. No, I don't agree with that.

31
32 Q. Al-Faisal is a Muslim school, isn't it?

33 A. Yes.

34
35 Q. It is the only Muslim school in the area?

36 A. No.

37
38 Q. Of your area?

39 A. No, I also have Sule College.

40
41 THE COMMISSIONER: Q. How do you spell that?

42 A. S-U-L-E, but I think it's got another name at the
43 moment. They changed the name recently, but at that stage
44 it was Sule College.

45
46 MR WHEELHOUSE: Q. Do you recall that one of the
47 policies that Mr Oueik brought to his position as Mayor of

1 Auburn Council was to try and resolve the parking problem
2 outside schools?
3 A. No, I'm not aware.
4
5 Q. He was particularly active in that area, wasn't he, to
6 try and resolve that problem?
7 A. I wasn't aware.
8
9 Q. Are you aware that he also put forward a total parking
10 plan that tried to resolve that area of conflict between
11 the likelihood of there being a traffic infringement
12 outside the school and the parents trying to drop off and
13 pick up their children at school?
14 A. No.
15
16 Q. You weren't aware at all that he worked tirelessly to
17 bring in "kiss and drop-off zones" outside schools to
18 alleviate the problem?
19 A. That's what no parkings are for, drop-off and pick-up.
20 They can put an extra sign on it, "Kiss and Ride" for a
21 courtesy for people who don't understanding "No Parking",
22 but "No Parking" is for drop-off and pick-up zones. All
23 schools have "No Parking" outside their schools. Every
24 school in the local area government area has a no parking
25 area.
26
27 Q. And he was working towards that policy to increase
28 that area, wasn't he?
29 A. Look, I don't know. I can't recall that. I don't
30 know.
31
32 Q. He was doing that, wasn't he, to try and reduce the
33 level of conflict between the issuing of parking notices to
34 parents and the complaints by the parents about receiving
35 too many infringement notices when dropping off their
36 children?
37 A. Look, I don't know about that.
38
39 Q. Do you remember that being discussed at toolbox
40 meetings?
41 A. No, that was never discussed that I can recall.
42
43 Q. Ms Simms has filed a statement in these proceedings,
44 are you aware of that?
45 A. No, I don't - I'm not aware of that.
46
47 Q. You provided her with information, didn't you, about

1 your complaints in relation to the dealing with
2 infringement notices in Auburn?
3 A. Yes. Not issuing - to be told to not issue
4 infringement notices was my complaint. It wasn't about
5 issuing tickets. It was not to issue tickets.
6
7 Q. You provided to Ms Simms a copy of a complaint you
8 made to the independent commission against corruption,
9 didn't you, about that topic?
10 A. Yes, that's right, yes, not to issue infringements.
11
12 Q. Could I have a copy of Ms Simms's statement, please,
13 page 68.
14
15 MR BOLSTER: We will arrange to get it. Ms Myers, do you
16 have a copy of that?
17
18 MR WHEELHOUSE: Q. Could I take you to, first of all,
19 page 68. The pagination is down the bottom, isn't it.
20 This is a toolbox meeting on 18 May 2011.
21 A. Yes, that's correct.
22
23 Q. You don't appear to be there because it says
24 "DL (sick)" at the top, do you see that?
25 A. No.
26
27 Q. Do you see down the bottom of the page, the point that
28 says "MB", who is MB?
29 A. Mark Brisby.
30
31 Q.
32 *Mayor currently has schools as big issue.*
33 *Continue with parking at schools. (SG*
34 *discussions on parking signs @ schools) ...*
35 *Mayor working with engineers looking at*
36 *changing signs. Kiss & drop issues*
37 *discussed at school zones.*
38
39 Do you see that?
40 A. Yes.
41
42 Q. What I am suggesting to you is that at the time that
43 you're referring to in your affidavit in 2012, there was a
44 particular issue which concerned the problems created by
45 parking at schools, and that was a particular issue in the
46 Auburn area. Do you agree?
47 A. Yes, I agree. The high traffic coming into the school

1 or around those zones, yes, it did create a lot of traffic
2 chaos.

3

4 Q. Yes. One of the ingredients in that was the fact that
5 the Mayor, Mr Oueik, was trying to solve that problem,
6 that's to say, solve the conflict between the parents with
7 their children and the rangers issuing notices, wasn't he?

8 A. That's not problem-solving.

9

10 Q. In your opinion?

11 A. That's my opinion, yes.

12

13 Q. In his opinion it might be different, do you agree?

14 A. Everyone's entitled to their own opinion.

15

16 Q. Precisely. One of the ways that this problem was
17 sought to be solved, I put to you, was to get rangers to
18 back off with the infringement notices and to persuade the
19 engineers to change the signs and the zoning outside the
20 schools. Do you understand that?

21 A. Yes, I understand that, but the signs have never been
22 changed, they're still the same from the day 2012 till now.
23 The signs are the same, so let me know what work had been
24 done.

25

26 Q. What I'm putting to you is what was being dealt with
27 at a political level was a problem arising from the fact
28 that infringement notices were being issued regularly to
29 parents dropping their children off at school zones?

30 A. Yes, for safety reasons, yes, to - yes, that's right.

31

32 Q. That was one of the problems that was being dealt
33 with?

34

35 THE COMMISSIONER: Q. Did you finish? Had you finished
36 your answer, Ms Laing?

37 A. I beg your pardon, sorry.

38

39 Q. Had you finished your answer?

40 A. I was just saying for safety reasons, that's why they
41 were being issued, to make it a safer community.

42

43 MR WHEELHOUSE: Q. Yes. No-one is suggesting that
44 infringement notices is not a good thing to do in the right
45 circumstances, I'm not suggesting otherwise.

46 A. No.

47

1 Q. But what I am putting to you is that what was
2 happening at this point in time was a conflict between the
3 needs of parents dropping off their children having to park
4 in "No Parking" areas for a longer period of time than
5 necessary and receiving infringement notices, and the
6 parking officers, on their hand, trying to do their job by
7 issuing infringement notices. Do you agree with that?
8 A. Could you repeat the question, please? I didn't --
9
10 Q. What was happening at this particular period of time,
11 2012, was a conflict. On the one hand, you had the parents
12 having the need to drop their children off at school and
13 pick up their children at school and having insufficient
14 parking zones for that.
15 A. Yes.
16
17 Q. On the one hand, and being pinged with infringement
18 notices and, on the other hand, you had the rangers wanting
19 to do their job vigilantly?
20 A. We're not vigilantes, we're just out there to do our
21 job.
22
23 Q. Just doing your job to your best possible standard.
24 A. That's right, yes.
25
26 Q. What was happening was there was a conflict between
27 the two interests, don't you agree?
28 A. No, I don't agree.
29
30 Q. If you look at the note I showed you at page 68 --
31 A. Yes.
32
33 Q. -- "[The] Mayor currently has schools as big issue".
34 A. Yes.
35
36 Q. Right?
37 A. Yes.
38
39 Q.
40 *Mayor working with engineers looking at*
41 *changing signs. Kiss & drop issues*
42 *discussed at school zones.*
43
44 Do you see that?
45 A. Yes.
46
47 Q. What I'm putting to you is what's happening is an

1 attempt to try and resolve a conflict between the two
2 interest groups?
3 A. Okay. There are other ways to solve conflicts --
4
5 Q. Yes.
6 A. -- than telling rangers not to issue penalty notices
7 at Al-Faisal school.
8
9 Q. But one of the ways, I suggest to you, is to take the
10 heat out of the argument in case there is a perception of
11 unnecessary targeting, would just be to say to the rangers
12 "Pull back on the infringement notices for a period of
13 time"?
14 A. Not pull back. Do not issue, do not go there. It's
15 self-regulating. That's what they believed, it was
16 self-regulating. There was no need for rangers to attend
17 at Al-Faisal College, it was self-regulating. But no other
18 schools were self-regulating, just Al-Faisal College was
19 self-regulating.
20
21 Q. That's your opinion, isn't it?
22 A. No, that's what we were told by management.
23
24 Q. Mr Brisby or Mr Burgess or Mr Lawrence --
25 A. Mr Lawrence.
26
27 Q. -- or some higher management person might have had a
28 different opinion, don't you agree?
29 A. No, that's what we were told.
30
31 Q. That they were told --
32 A. That's what - our directions came from management and
33 that's what - he's our management, so, you know.
34
35 Q. That direction may have come as a consequence of him
36 having an opinion that it was good for peace in the
37 community to have the infringement notices reduced for a
38 period?
39
40 MR BOLSTER: I object, Mr Commissioner. How can this
41 witness know that. He can give evidence about that in due
42 course. How would this witness know this?
43
44 THE COMMISSIONER: It is probably a submission, I think.
45
46 MR WHEELHOUSE: Q. You did attend one of the toolbox
47 meetings, did you not - I'll just try to get the right

1 date - 17 August?
2 A. Yes.
3
4 Q. That's at page 69.
5 A. Yes.
6
7 Q. Have you found that one? Perhaps you can start at
8 page 70.
9 A. Yes.
10
11 Q. Pages 69 and 70.
12 A. Yes.
13
14 Q.
15 *Further discussions on no booking in school*
16 *zones even if car unattended. RL advises*
17 *school zones self regulating ...*
18
19 A. Yes.
20
21 Q.
22 *... as advised by Mayor, [General Manager]*
23 *& Director.*
24
25 Do you see that?
26 A. Yes.
27
28 Q. What I am putting to you is that this was a direction
29 that applied to schools generally in the area?
30 A. No, as it says "Al-Faisal".
31
32 Q. If you look at the note, you were at this meeting,
33 weren't you?
34 A. I was at the meeting, but I didn't - the PA probably
35 did it. It could have been a mistake by her. It was
36 Al-Faisal College only.
37
38 Q. It says "Attendees" and it's got "DL", and that's you,
39 isn't it?
40 A. That's correct, yes.
41
42 Q. And if you go to the note, "Managers Update", it says:
43
44 *Further discussions on no booking in school*
45 *zones even if car unattended. RL advises*
46 *school zones self regulating as advised by*
47 *Mayor, GM & Director.*

1
2 Correct?
3 A. It does say that there, yes, that's correct. That's
4 what it says in the toolbox.
5
6 Q. Yes. And that's a record of your meeting?
7 A. Yes, "Further discussions on no bookings in school
8 zones" but it should be "school zone". So there's a
9 mistake done by the PA there, that's not - that should be
10 "school zone". There was no other school to be told not to
11 go to, it was just Al-Faisal College.
12
13 Q. What I'm suggesting to you is that this refers to
14 schools generally and not Al-Faisal?
15 A. Well, I was at the meeting and we only talked about
16 Al-Faisal. We didn't talk about other schools in the area.
17 It was just Al-Faisal College.
18
19 Q. I suggest that if it had been a reference exclusively
20 to Al-Faisal, the minutes would have recorded it?
21 A. No, that's not correct. I was at the meeting, it was
22 Al-Faisal College. That's all they talked about. No other
23 schools in the area.
24
25 Q. I'm going to suggest to you that what was happening
26 was an attempt to solve the problem in the area that
27 related to all schools, including Newington, where there
28 were insufficient areas available for drop-off and pick-up
29 at school times?
30 A. Not that there's insufficient areas. It is a large
31 influx of people coming all at once. Look, in the mornings
32 it's okay. In the afternoon is the problem, okay.
33
34 Q. Yes.
35 A. There's not sufficient areas, and everyone wants to
36 park outside the school entrance. No-one likes to walk
37 today.
38
39 Q. Yes.
40 A. So that's the problem.
41
42 Q. Yes.
43 A. It means the school has to re-educate the parents or
44 the motorists who are dropping children off at the school.
45
46 Q. Or, alternatively, the council has to redesign the
47 parking zones; correct?

1 A. No, I think they're sufficient enough, the way they
2 are.
3
4 Q. An answer to the problem is to create bigger parking
5 zones as well as educating the parents, don't you agree?
6 A. No, they've got the whole street at the moment, so
7 I don't know how - what, they're going to go into other
8 people's, outside residential homes next.
9
10 Q. What I'm suggesting to you is that in this period of
11 time, say from the middle of 2011 and going into 2014, what
12 was occurring was an attempt to solve the problem of
13 increased traffic at school times, creating an increasing
14 level of infringement notices received by parents and that
15 one of the ways that conflicted situation was sought to be
16 alleviated was a reduction in the number of infringement
17 notices in Auburn?
18 A. No.
19
20 Q. And you reacted to that policy by putting forward the
21 proposition that there was something untoward about the
22 direction not to issue parking notices?
23 A. It wasn't just only one direction. It was on several
24 occasions, not only at toolbox meetings. It was just
25 talked about in the office, "Don't go to Al-Faisal, don't
26 issue infringement notices, it's self-regulating."
27
28 Q. If you can go back to the minute I first showed you at
29 page 68.
30 A. Yes.
31
32 Q. I accept that you weren't at this meeting. Again, if
33 you look at the note I showed you --
34 A. Yes.
35
36 Q. -- the discussion is:
37
38 *Mayor currently has schools as big issue.*
39 *Continue with parking at schools.*
40
41 No mention of Al-Faisal?
42 A. Well, I wasn't at that meeting so I don't know.
43 I can't talk about this meeting because I wasn't there, but
44 I can talk about the one I attended, the toolbox meeting.
45
46 Q. Your statement is it is an incorrect record of the
47 meeting?

1 A. I wasn't there. I don't know what was said.

2

3 Q. No, the meeting you attended, you say it was at the
4 meeting you did attend?

5 A. Yes, it was talked about Al-Faisal. Look, they're
6 only just little notes taken at our toolbox meetings and we
7 don't have big paragraphs of exactly what's said. They're
8 just little notes that are dotted down at the meeting. So
9 it was mainly Al-Faisal College.

10

11 THE COMMISSIONER: Q. I don't know how relevant this is,
12 but for the toolbox meeting of 17 August in the material
13 you have been taking the witness to at page 70, there was
14 no reference to Al-Faisal, but on page 69, the third box,
15 "Review of minutes from last meeting", it says:

16

17 *RL to check with engineers re incorrect*
18 *sign at schools ...*

19

20 And it does have in brackets "Al-Faisal". Whether that
21 means anything, I don't know, but I just point it out.

22

23 MR WHEELHOUSE: Thank you, Commissioner.

24

25 Q. What I am suggesting to you is that there were
26 infringement notices cancelled in respect of other schools,
27 such as the North Public Primary School. Do you agree with
28 that?

29 A. Look, I don't know. I don't cancel infringement
30 notices, that's not --

31

32 Q. And Newington?

33 A. That's not my jurisdiction. I don't - I issue
34 tickets. If tickets are to be cancelled, that's up to
35 management.

36

37 Q. If you go to your statement, at paragraph 18 you make
38 a reference to a development in Harrow Road.

39 A. Yes.

40

41 Q. It's about the third line down.

42 A. Yes.

43

44 Q. This is at a time when you were patrolling
45 Al-Faisal College on 25 August?

46 A. Yes.

47

1 Q. Similarly, as per paragraph 21 of your statement, on
2 9 September, you were patrolling Al-Faisal College?
3 A. Yes.
4
5 Q. You made an observation at 43 to 47 Harrow Road?
6 A. Yes.
7
8 Q. If you go to the very end of your paragraph 13 --
9 A. Yes.
10
11 Q. -- you will see there is a discussion about 11 August
12 when you were patrolling the school. That's the Al-Faisal
13 school again, isn't it?
14 A. Yes. Yes, that's right.
15
16 Q. You observed a crane blocking traffic while it was
17 unloading materials over the footpath at Harrow Road,
18 Auburn. That's a reference to the development you're
19 talking about at 43 to 47, isn't it?
20 A. Sorry, which one are we up to?
21
22 Q. I'm drawing your attention to the paragraph directly
23 above the numbered paragraph 14 on page 3 of your
24 statement.
25 A. Yes.
26
27 Q. Do you see the sentence:
28
29 *As I understand it this is another*
30 *development of [Councillor] Ronney Oueik.*
31
32 A. Yes.
33
34 Q. The development we are talking about there is 43 to 47
35 Harrow Road, Auburn?
36 A. Yes.
37
38 Q. That's the mosque, isn't it?
39 A. Which mosque? That's a vacant block of land there.
40 There's no mosques there.
41
42 Q. There is a mosque being constructed there, though,
43 isn't there?
44 A. Well, I don't know what's being constructed there.
45
46 Q. Are you unaware that in Harrow Road there is being --
47 A. There was a mosque there but they pulled it down, so,

1 you know --
2
3 Q. It was being reconstructed, wasn't it, that's what the
4 materials were being brought in for?
5 A. Well, I don't know what they were building there, but,
6 yes, there is a construction site there.
7
8 Q. You don't know what they're building there?
9 A. No.
10
11 Q. If it is the construction of a mosque, what is the
12 basis of your understanding that it is a development by
13 Councillor Oueik?
14 A. From our management, Robert Lawrence.
15
16 Q. You say you were photographed, in paragraph 18?
17 A. Yes.
18
19 Q. That is at the bottom of page 18. Could you just
20 describe exactly the actions that were taken that you
21 describe occurred?
22 A. Just took out his phone when we were driving past and
23 it was either a video or taking a photo and he aimed it at
24 our car.
25
26 Q. Did he hold the phone up to his face?
27 A. No, I heard the car - the phone out towards the car as
28 I was driving by.
29
30 Q. He held the phone out?
31 A. Yes.
32
33 Q. With the shiny side facing him, or which way around?
34 A. With the screen facing myself.
35
36 Q. As you were driving past?
37 A. Yes, that's right. I was a passenger, actually.
38 Emma Laing was the driver. I was the passenger.
39
40 Q. With the screen facing you or the other side facing
41 you?
42 A. Just like that, (indicating). The screen facing me,
43 you know, the actual screen.
44
45 Q. The actual screen facing you?
46 A. It wasn't the back part of the phone, it was the front
47 part. He was either taking a photo or videoing, or he just

1 wanted to intimidate me, I don't know.
2
3 Q. He may have been looking at a message on the phone,
4 something like that?
5 A. All right. Well, he might have been looking at a
6 message on the phone. You know, my perception was that he
7 was videoing and taking a photo, like this (indicating).
8
9 Q. Are you aware that he has reasonably poor eyesight?
10 A. No, I'm not aware of Ronney Oueik's eyesight.
11
12 Q. I want to take you now to 6 to 14 Park Road which you
13 deal with in paragraphs 12, 13, 20 and 22.
14 A. Yes.
15
16 Q. This is a very substantial development, from your
17 observation?
18 A. Yes.
19
20 Q. Do you agree that the developer had applied and
21 obtained a work zone permit at the site?
22 A. Yes.
23
24 Q. What are the conditions of the work zone permit
25 granted?
26 A. Work zone is just for vehicles engaged in the
27 construction site. So if the vehicle is, like, a concrete
28 truck or a vehicle lifting, you know, materials into the
29 building site, it can be parked there. It's not for
30 workers who are, say, just a normal person who's working
31 inside the construction site to park his vehicle there. It
32 is mainly for vehicles engaged in lifting material or
33 putting materials inside a construction site. That's what
34 a work zone is.
35
36 Q. Yes. That's your understanding of the regulation?
37 A. Yes.
38
39 Q. What regulation is it that you gain that from?
40 A. The Road Traffic Act it is.
41
42 Q. What regulation is it that you are enforcing there?
43 A. The regulation?
44
45 Q. Yes.
46 A. I can't recall the regulation, but that's what the
47 definition of a work zone is.

1
2 Q. You are enforcing a law when you're issuing an
3 infringement notice, are you not?
4 A. Yes.
5
6 Q. Are you familiar with the law that you're enforcing?
7 A. Yes, under the Australian Road Rules of 2014. I can't
8 recall the regulation but --
9
10 Q. Did you look at, for example, the actual conditions of
11 the work zone permit granted in relation to this site?
12 A. There's no conditions on a work zone. A work zone
13 sign is just - that's what it's for. For vehicles engaged
14 in lifting goods or, you know, engaged in working for the
15 work zone. It's not for workmen to park their vehicles in
16 there.
17
18 Q. That's your interpretation of the regulation?
19 A. Yes.
20
21 Q. And you would say, "Oh, it doesn't include dropping
22 off and picking up passengers"?
23 A. No.
24
25 Q. Have a look at regulation 181(b).
26 A. Yes, it could include dropping off and picking up
27 passengers.
28
29 Q. You're changing that now, now that I am showing you
30 the regulations, are you?
31 A. But at the same time - that's what it's used for.
32
33 Q. Have you ever looked at the regulation?
34 A. Not for parked vehicles.
35
36 Q. I'll just show you the regulation.
37
38 MR WATSON: I think there might have been an ambiguity for
39 that answer. The witness was answering a different
40 question.
41
42 MR BOLSTER: I think so.
43
44 THE COMMISSIONER: I'll give you leave to approach.
45
46 MR WHEELHOUSE: I'm sorry. I don't want to approach the
47 witness but could I ask --

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

THE COMMISSIONER: Yes.

MR WHEELHOUSE: Q. I'm just showing you the regulation.

A. Oh, okay. Yes, I agree.

Q. You were enforcing a regulation that you didn't know the terms of, correct?

A. No, I know the terms of it.

Q. Well, you do now that you've read the document?

A. No, I know the terms of it, okay.

Q. It doesn't use the terms that you've used to describe it?

A. All right, but it does, okay. It, it - I know the terms of the - the meaning of a work zone.

Q. It says "dropping off, or picking up", doesn't it?

A. It says "dropping off" and "picking up", yes.

Q. It says "engaged in construction in or near", doesn't it?

THE COMMISSIONER: Is this helpful to go through with the witness her interpretation of a regulation, or is there something you might make a submission about?

MR BOLSTER: Commissioner, I don't think it is a fair question. The words "dropping" and "picking up" - "dropping off, or picking up" don't appear in my copy of 181.

THE COMMISSIONER: You can make a submission about it, but I don't know whether exploring the witness's interpretation is helpful.

MR WHEELHOUSE: If I could have the document back, please.

Q. Have you any idea how much, for example, a developer in a development such as the one at 6 to 14 Park Road would pay for the use of a work zone?

A. No, I don't have any idea.

Q. What I suggest to you was occurring was that you were issuing penalty infringement notices in respect of vehicles at Park Road based on your interpretation of what the

1 regulation that you were enforcing said; correct?

2 A. Yes.

3

4 Q. And the persons that were parking there had a
5 different understanding of the regulation to you?

6

7 MR BOLSTER: I object. We don't know, and the witness
8 couldn't possibly know.

9

10 THE COMMISSIONER: Yes, I don't think she can know what
11 their interpretation was, if they had one.

12

13 MR WHEELHOUSE: Commissioner, you are receiving evidence
14 about a conflict in relation to issuing of infringement
15 notices at a work zone in circumstances where there is
16 perhaps legitimately held two different opinions about what
17 the work zone entitlements are.

18

19 THE COMMISSIONER: But how does the witness know what the
20 other opinion is?

21

22 MR WHEELHOUSE: Exactly. I have no further questions.

23

24 THE COMMISSIONER: Thank you. Does anyone else have any
25 questions for this witness? Anything arising?

26

27 MR BOLSTER: A couple of things I would like to clarify.

28

29 **<EXAMINATION BY MR BOLSTER:**

30

31 MR BOLSTER: Q. Ms Laing, the Park Road property you
32 were just asked some questions about, is that located quite
33 close to the Auburn Town Centre?

34 A. Yes, it's at the back.

35

36 Q. It is on the western side of the Auburn Central
37 development?

38 A. Yes.

39

40 THE COMMISSIONER: Just so we are clear, there are two
41 Park Road properties referred to. There's one at 16 to 20
42 and one that is at 6 to 14.

43

44 MR BOLSTER: I am talking about 6 to 14 which is opposite
45 a school, isn't it?

46 A. Opposite Trinity Catholic College.

47

1 Q. I take it there would be significant pressure on
2 getting a parking spot in that area; is that correct?
3 A. Yes, that's correct.
4
5 Q. So if you were a worker on a construction site, or you
6 worked at a school in that area, where would you have to
7 park your car if you were going to do a day's work? Would
8 you have to pay for parking somewhere or would you have to
9 park some considerable distance from the school?
10 A. You'd probably have to park some considerable distance
11 from that area, yes.
12
13 Q. The cars that you observed in the work zone outside
14 Park Road, opposite Trinity College, were they there to do
15 work for were they there --
16
17 MR WHEELHOUSE: I object to that.
18
19 THE WITNESS: They - oh. They weren't vehicles designed
20 to carry goods.
21
22 MR WHEELHOUSE: I object on the basis that this is an
23 attempt to adduce from this person the mind of someone who
24 was involved --
25
26 THE COMMISSIONER: I think that's correct.
27
28 MR BOLSTER: I won't put that question then.
29
30 Q. You were asked some questions about the number of
31 Muslim schools that you patrolled --
32 A. Yes.
33
34 Q. -- in the Auburn area.
35 A. Yes.
36
37 Q. Other than Al-Faisal. You mentioned a college called
38 Sule College?
39 A. Yes.
40
41 Q. Is that the old name of Amity College?
42 A. Yes, that's correct.
43
44 Q. Amity College is opposite the road from the Council
45 Chambers here?
46 A. Yes, that's correct.
47

1 Q. Were you given any directions about Amity or
2 Sule College at any time?
3 A. No.
4
5 Q. Never directed not to go there?
6 A. Never directed, no.
7
8 Q. Were there any other Muslim schools that you patrolled
9 in the course of your duties?
10 A. No, just --
11
12 Q. Just those two?
13 A. Yes.
14
15 MR BOLSTER: Nothing further, Mr Commissioner.
16
17 THE COMMISSIONER: Q. Could I just ask a couple of
18 questions. It is beyond the time that is relevant for me,
19 but a school drop-off zone, how long have you got?
20 A. You've got two minutes in a "No Parking". Because we
21 deal generally with children and parents, you know, it's a
22 bit of a grey area. If someone's got to go - they can't
23 leave the vehicle more than three metres, so you're allowed
24 to stay in two minutes, no more than three metres to leave
25 your vehicle.
26
27 Q. Does the sign say that?
28 A. No, but that's the "No Parking". That's the
29 legislation, the New South Wales legislation.
30
31 Q. Right. I see. Okay.
32 A. So, look, we do allow parents to get out of the car.
33 They can get out of the car, we let them walk up to the
34 fence, but not to go inside the gates. We're pretty
35 lenient, like, you know when we patrol the areas.
36
37 Q. One of the circumstances in which you would give a
38 ticket would be if no-one was in the car?
39 A. Yes. Yes.
40
41 Q. And if they just sat there for --
42 A. No, not so much sitting there, no, we don't really do
43 that. Like, we'd have to go and - if we were vigilantes,
44 we'd be out of the car, marking up everyone's tyre to give
45 them that two minutes.
46
47 Q. So in relation to the two minutes, you're flexible if

1 it goes beyond that --
2 A. We are flexible because --
3
4 Q. -- if one is waiting for their child?
5 A. -- it's mainly if they're parked in "No stopping", the
6 dangerous areas, on pedestrian crossings where children
7 can't be seen; double parking. We're mainly there to keep
8 it a safer place for children and motorists.
9
10 Q. In relation to the school we have been talking about,
11 Al-Faisal, what does the sign actually say in the drop-off
12 zone?
13 A. "No Parking" it is.
14
15 Q. It just says "No Parking"?
16 A. Yes. And then you've got "No Stopping" and - yes.
17
18 THE COMMISSIONER: Does anything arise from what I just
19 asked? All right. Thank you. You're free to go.
20
21 THE WITNESS: Okay, thank you.
22
23 <THE WITNESS WITHDREW
24
25 MR BOLSTER: The next witness, Mr Commissioner, is
26 Emma Laing.
27
28 <EMMA LAING, sworn: [10.23am]
29
30 <EXAMINATION BY MR BOLSTER:
31
32 MR BOLSTER: Q. Your full name is Emma Laing?
33 A. Yes.
34
35 Q. You're currently employed as a ranger with Cumberland
36 Council?
37 A. Yes.
38
39 Q. And you have made a statement in this matter dated
40 17 May 2016?
41 A. Yes.
42
43 Q. Have you got a copy of that statement with you?
44 A. Yes, I do.
45
46 Q. Is that statement true to the best of your
47 information, knowledge and belief?

1 A. Yes, it is.
2
3 MR BOLSTER: Commissioner, I have no further questions.
4 I tender the statement.
5
6 THE COMMISSIONER: That's Exhibit S6.
7
8 **EXHIBIT #S6 STATEMENT OF EMMA LAING DATED 17/05/2016**
9
10 THE COMMISSIONER: Does anyone wish to ask any questions?
11
12 **<EXAMINATION BY MR WHEELHOUSE:**
13
14 MR WHEELHOUSE: Q. Ms Laing, would you mind taking out
15 your statement, please, and going to paragraph 23.
16 A. Yes.
17
18 Q. You there set out a conversation that occurred on
19 21 June 2014?
20 A. Yes.
21
22 Q. You refer to a number of vehicles as part of a
23 conversation, "AU33ZZ", do you see that?
24 A. Yes.
25
26 Q. Do you recall what kind of vehicle that was?
27 A. A silver Honda sedan.
28
29 Q. What about the one next to it, "BGM90A"?
30 A. A silver Subaru station wagon.
31
32 Q. You said that
33
34 *In the road rules under work zone, it*
35 *states that a vehicle can only park in a*
36 *work zone that is undertaking work.*
37
38 Do you see that?
39 A. That's correct.
40
41 Q. From what did you obtain that piece of information?
42 A. From the New South Wales Road Rules, 2014.
43
44 Q. 2014, yes. What particular regulation are you there
45 referring to?
46 A. To the work zone, parking in a work zone.
47

1 Q. You don't remember the number, or anything like that?
2 A. No, I don't.
3
4 Q. Your understanding is that that's what it says, is
5 that right? It states that a vehicle can only park in a
6 work zone that's undertaking work?
7 A. Yes, that's correct.
8
9 Q. And of course the person with whom you were having a
10 discussion had a disagreement with you about that?
11 A. That's correct, yes.
12
13 Q. He said it didn't say that?
14 A. He said it doesn't state that on the sign --
15
16 Q. Yes.
17 A. -- on the street.
18
19 Q. Yes.
20 A. Yes.
21
22 Q. It may well be that you were wrong and he was right?
23 A. I don't - I doubt that.
24
25 Q. You doubt that?
26 A. Yes.
27
28 Q. Why, because you're completely familiar with the
29 regulations, are you?
30 A. Well, that's my job, to be familiar with the
31 regulations.
32
33 Q. You don't say, for example, that that particular
34 regulation allowed people to drop off and pick up people in
35 a work zone?
36 A. No.
37
38 Q. It doesn't say that at all?
39 A. No.
40
41 MR WHEELHOUSE: Counsel Assisting and I have a difference
42 of agreement here as to what regulation 181 says.
43
44 THE COMMISSIONER: The one I've got, is this the right
45 one:
46
47 (1) *A driver must not stop in a work zone*

1 *unless the driver is driving a vehicle that*
2 *is:*
3 *(a) engaged in construction work in or near*
4 *the zone; or*
5
6 *(b) dropping off, or picking up,*
7 *passengers.*

8
9 MR BOLSTER: I have a different version.

10
11 MR WHEELHOUSE: That's the one.

12
13 THE COMMISSIONER: That's the current version,
14 "Road Rules 2014 - Reg 181". That's the one that I have.

15
16 MR WHEELHOUSE: Perhaps I could show the witness the
17 document. (Shown).

18
19 THE WITNESS: Thank you. Yes.

20
21 MR WHEELHOUSE: Q. Having looked at that regulation and
22 accepting from me for the moment, Ms Laing, that that is
23 the correct form of regulation --

24 A. Yes.

25
26 Q. -- what you said, in the Road Rules under "work zone
27 safety" that you can only park in a work zone that's
28 undertaking work --

29 A. Mmm-hmm.

30
31 Q. -- that's not the regulation, is it?

32 A. That's a vehicle --

33
34 THE COMMISSIONER: No, that's not fair.

35
36 MR BOLSTER: Yes.

37
38 THE COMMISSIONER: The witness has said, "I said in the
39 road rules that under work zone it states that a vehicle
40 may park in a work zone." This is about stopping. It
41 can't stop unless it is engaged in construction work, or
42 dropping off or picking up passengers. It may well be a
43 matter for submission.

44
45 MR WHEELHOUSE: It's a matter of semantics, Commissioner.

46
47 Q. In paragraph 32 you describe some activity involving

1 the use of a mobile phone. Can I draw your attention to
2 that?
3 A. Yes.
4
5 Q. You were driving the vehicle?
6 A. No, I was the passenger.
7
8 Q. If your mother says that she was the passenger and you
9 were driving, she would be incorrect?
10 A. Sorry, that - no, I can't recall who was driving. On
11 here it says "We were driving". Sorry, I can't recall who
12 was driving on the day.
13
14 Q. Can you just describe exactly the actions that you say
15 you saw?
16 A. We drove up Harrow Road, patrolling the school, we saw
17 Ronney out the front of the Park Road - sorry, the
18 Harrow Road worksite. When we had done a U-turn around the
19 roundabout, we've come back down, we observed Ronney pull
20 out his phone and point it towards us. We don't know if it
21 was a video or a photo being taken.
22
23 Q. Alternatively, he could have just been looking at the
24 phone?
25 A. I don't agree to that, no.
26
27 Q. What kind of worksite is it at Harrow Road?
28 A. A construction site.
29
30 Q. Do you know what is being constructed there?
31 A. I believe it's a mosque being created.
32
33 MR WHEELHOUSE: No further questions.
34
35 THE COMMISSIONER: Thank you. Anyone else? Anything
36 arising?
37
38 MR BOLSTER: Yes.
39
40 **<EXAMINATION BY MR BOLSTER:**
41
42 MR BOLSTER: Q. Just to clarify and make sure we deal
43 with the version of the work zone that Mr Wheelhouse was
44 asking you about, when you were there --
45 A. Yes.
46
47 Q. -- on 21 June, that you observed the --

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

THE COMMISSIONER: Which year?

MR BOLSTER: Q. In 2014 --

A. Yes.

Q. -- when you observed the silver Honda sedan and the silver Subaru station wagon, were they in the process of picking up or setting down passengers?

A. No, they were locked and unattended.

MR BOLSTER: Nothing further, Mr Commissioner.

THE COMMISSIONER: Thank you for coming, Ms Laing. You are excused.

<THE WITNESS WITHDREW

MR BOLSTER: The next witness, Commissioner, is Mateus Soares.

<MATEUS SOARES, sworn: [10.33am]

<EXAMINATION BY MR BOLSTER:

MR BOLSTER: Q. Mr Soares, you were until 16 May the lead ranger for Cumberland Council; is that correct?

A. Yes.

Q. You prepared and signed a statement on 20 May this year?

A. Yes, that's correct.

Q. Is that statement true to the best of your knowledge, information and belief?

A. Yes.

MR BOLSTER: You will be asked some questions now by some of the other counsel at the table. Commissioner, I tender the statement.

THE COMMISSIONER: That's Exhibit S7.

EXHIBIT #S7 STATEMENT OF MATEUS SOARES DATED 20/05/2016

MR WHEELHOUSE: Commissioner, you may recall yesterday I objected to a portion of his statement saying it was

1 outside the terms of reference.
2
3 THE COMMISSIONER: Which portion is that?
4
5 MR WHEELHOUSE: It is the first portion.
6
7 THE COMMISSIONER: Can you give me a paragraph?
8
9 MR WHEELHOUSE: Down to paragraph 8.
10
11 THE COMMISSIONER: Sorry, paragraph 8?
12
13 MR WHEELHOUSE: 8.
14
15 THE COMMISSIONER: Sorry, paragraph 8, you're objecting
16 to 8?
17
18 MR WHEELHOUSE: Yes, down to paragraph 8. Not his name
19 and address.
20
21 THE COMMISSIONER: I am sorry, from paragraphs 4 to 8?
22
23 MR WHEELHOUSE: From 4 to 8.
24
25 THE COMMISSIONER: Paragraphs 4 to 8?
26
27 MR WHEELHOUSE: Yes.
28
29 THE COMMISSIONER: Just give me a moment. Outside the
30 terms of reference, are you saying that based on the fact
31 this this is interaction before Mr Oueik was a councillor,
32 is that the basis of it?
33
34 MR WHEELHOUSE: Yes, and it's 1999. Mr Mateus will tell
35 us in a moment. I'm happy to proceed with the material.
36
37 THE COMMISSIONER: Would it not be relevant to just
38 background for the later matters dealt with in the
39 affidavit? It wouldn't be something I could make any
40 finding on within the terms of reference, I agree with
41 that, because it is an interaction prior to Mr Oueik.
42 Clearly, it wouldn't be something I could make a finding
43 on, but I think it is just generally relevant to
44 background. I will leave it in on that basis but
45 I couldn't make any findings about it in terms of that.
46
47 Does anyone want to ask any questions?

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

<EXAMINATION BY MR WHEELHOUSE:

MR WHEELHOUSE: Q. I just want to take you to paragraph 4 of your statement.

THE COMMISSIONER: I'll just clarify, the statement of Mateus Soares, dated 20 May 2016, is Exhibit S7.

MR WHEELHOUSE: Q. The events that you are describing there occurred in 1999, didn't they, Mr Soares?

A. No, I commenced employment with Auburn Council in 2000, so it was about 2001.

Q. The development at Water Street, Lidcombe, took place during what period?

A. Sorry?

Q. During what period did the development at Water Street take place?

A. About 2001.

Q. If the development took place in 1999 and 2000, the conversation would have occurred in the year 2000, is that correct?

A. No.

Q. It was a time when the building work had just started, wouldn't you agree?

A. I can't recall.

Q. Look at your document.

A. Yes.

Q. The building work which you agree that you observed was underway?

A. Yes, I believe it was --

Q. It might have been in fact onsite?

A. Yes.

Q. What stage was the development at?

A. I think it was excavation.

Q. So it was just starting?

A. Just started, I think.

1 THE COMMISSIONER: Don't we know when the development
2 consent was granted?

3
4 MR WHEELHOUSE: Yes, 1999.

5
6 THE COMMISSIONER: Was it? You may be right, I'm just -
7 sorry, you proceed. Don't let me hold you up.

8
9 MR WHEELHOUSE: Q. This is a conversation that you've
10 brought out today, if it existed at all, took place about
11 16 years ago?

12 A. About 2001.

13
14 Q. If I'm correct in saying that this development was
15 happening in 2000, it would have taken place 16 years ago?

16 A. About 2001.

17
18 Q. Or 15 years ago, on your evidence?

19 A. Yes.

20
21 Q. You say:

22
23 *I left the site and shortly after received*
24 *a call from Glenn Meehan who was at that*
25 *time my Manager. He said words to the*
26 *effect of, 'He's a future councillor, just*
27 *keep away from there.'*

28
29 A. That's correct.

30
31 Q. You know Mr Oueik didn't become a councillor until
32 2004, don't you?

33 A. Yes.

34
35 Q. I want to suggest to you that no such conversation
36 occurred because in 2001, three years prior to his
37 election, the suggestion he'd be a future councillor would
38 be absurd?

39 A. No, I didn't receive that call.

40
41 Q. And is this statement the first time you've brought
42 this material out in the last 15 years?

43 A. This statement?

44
45 Q. Yes.

46 A. Yes.

47

1 Q. You've sat on it and not told anyone for 15 years, is
2 that how you put it?
3 A. I told my team leader.
4
5 Q. At paragraph 9 you refer to a discussion that took
6 place two years ago.
7 A. Yes.
8
9 Q. This was a discussion concerning the development at
10 6 to 14 Park Road, Auburn?
11 A. That's correct.
12
13 Q. There was an approved work zone there?
14 A. That's correct.
15
16 Q. Did the rangers receive complaints from the developer
17 itself about the fact that cars were parked in the work
18 zone and couldn't get trucks in?
19 A. No, we received complaints from the manager; some
20 complaints came through customer services as well.
21
22 Q. What you're referring to is complaints by the
23 developer about --
24 A. That's correct, that's come through the manager to the
25 rangers.
26
27 Q. Yes. Those complaints arose in circumstances where,
28 for example, a concrete truck was trying to deliver
29 concrete and couldn't get through on the work zone?
30 A. That's correct, yes.
31
32 Q. That situation, would you agree, would create a high
33 degree of urgency?
34 A. Sorry?
35
36 Q. That situation, would you agree, would create a high
37 degree of urgency?
38 A. Yes, you would say that.
39
40 Q. Would you agree with me that if an approved work zone
41 had been granted in respect of that site, the developer
42 would have paid a considerable sum to have the benefit of
43 the work zone?
44 A. That's correct.
45
46 Q. Do you have any idea of the amount?
47 A. No.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

Q. Some tens of thousands of dollars, isn't it?

A. I don't know.

Q. If you look at paragraph 10, it says:

Our Manager at the time, Robert Lawrence would call either the Rangers or Parking Patrol officers and have staff attend as a matter of urgency.

Do you see that?

A. Yes.

Q. If a developer had applied for and been granted a work zone, and he had a concrete delivery sitting in Park Street ready to pour, that would necessarily create a situation of urgency, wouldn't you agree?

A. There were situations where there was not always a concrete truck at the site.

Q. But just take my example, that would create a situation of urgency?

A. Yes.

Q. And it would not be unreasonable for the developer to demand urgent action, don't you agree?

A. Yes.

MR WHEELHOUSE: No further questions. Thank you.

THE COMMISSIONER: Does anyone else have any questions for Mr Soares? Is there anything arising, Mr Bolster?

MR BOLSTER: No, Mr Commissioner.

THE COMMISSIONER: Thank you for coming, Mr Soares. You are free to go.

THE WITNESS: Thank you.

<THE WITNESS WITHDREW

MR BOLSTER: The next witness is Stephanie Griffiths.

MR WHEELHOUSE: Commissioner, could I have annexure A to Ms Griffiths' statement, I don't have a copy. That didn't

1 come with the bundle of material that we received.
2
3 THE COMMISSIONER: So you don't have any of the
4 attachments?
5
6 MR WHEELHOUSE: It is just annexure A that I am missing.
7 I don't know what it is, it just says "Annexure A".
8
9 THE COMMISSIONER: I don't know if I have annexure A
10 either. I have a bundle of 96 pages, that's the whole lot,
11 including the statement that I was provided last night. Do
12 you have a paginated statement, Mr Wheelhouse?
13
14 MR WHEELHOUSE: Yes, I do.
15
16 THE COMMISSIONER: Starting at page 1 and ending at
17 page 96?
18
19 MR WHEELHOUSE: It starts at page 1 and ends at page 96,
20 yes.
21
22 MR ROBSON: From reading the statement, it doesn't appear
23 that all the documents attached to it and paginated are
24 necessarily incorporated in the statement, on my reading.
25 Maybe it's a copying error.
26
27 THE COMMISSIONER: I haven't been right through it.
28
29 MR BOLSTER: I think it hasn't been done in the ordinary
30 course. Annexure B which is referred to in paragraph 29
31 refers to - how about if I clarify all this with the
32 witness?
33
34 MR ROBSON: Certainly.
35
36 MR BOLSTER: We'll go through this after the witness is
37 sworn.
38
39 THE COMMISSIONER: At paragraph 12, there is reference to
40 annexure A.
41
42 MR BOLSTER: Yes.
43
44 THE COMMISSIONER: Is there an annexure A? My statement
45 ends at page 3 and page 4 is just all these handwritten
46 numbers. Is that what everyone has got?
47

1 MR BOLSTER: That's right. I'll clarify that, or attempt
2 to.

3
4 <STEPHANIE LOUISE GRIFFITHS, affirmed: [10.46am]

5
6 <EXAMINATION BY MR BOLSTER:

7
8 MR BOLSTER: Q. Your full name is Stephanie Griffiths?

9 A. Stephanie Louise Griffiths, yes.

10

11 Q. You have signed a statement in this matter recently?

12 A. Yes.

13

14 Q. Do you recall when you signed the document?

15 A. The day before yesterday.

16

17 THE COMMISSIONER: Q. Was that 31 May?

18 A. The 31st.

19

20 MR BOLSTER: Q. Do you have a copy of it there with you?

21 A. Yes, I do.

22

23 Q. With all of the annexures attached?

24 A. Yes.

25

26 Q. You will see there are page numbers at the bottom
27 right-hand corner.

28 A. Yes.

29

30 Q. Let me just ask you a couple of questions to make sure
31 we know what the annexures are that you are referring to.

32 If you go to paragraph 12 on page 2 --

33 A. Yes.

34

35 Q. -- do you see there a reference to "Annexure A"?

36 A. Yes.

37

38 Q. Which seems to be an email from Mr Lawrence to you.

39 A. Yes.

40

41 Q. Just briefly, are you able to identify where that
42 particular email appears in the bundle?

43 A. Well, not without looking through it. I'd have to
44 look all the way through it.

45

46 Q. For present purposes, I was going to take you through
47 the annexures anyway and get some further evidence from

1 you.
2 A. Right.
3
4 Q. One would hope it might become clear when we go
5 through that process. You refer in paragraph 29 to
6 annexure B. Do I take it annexure B is what you had in
7 mind when you said annexure B was the list of infringement
8 numbers that appear on pages 4 and 5?
9 A. Yes, that's correct.
10
11 Q. The rest of the annexures are a collection of emails
12 and photographs and correspondence that you collected over
13 a period of time in relation to each of those numbers; is
14 that correct?
15 A. Yes, in relation to some of those numbers.
16
17 Q. Some of them. Right. I want to take you to
18 approximately five of those.
19 A. Right.
20
21 Q. The first one that I want to take you to is the last
22 set. Would you go, please, to page 90 of the bundle.
23 A. 90?
24
25 Q. Yes. I am asking you about the documents between
26 pages 90 and 96.
27 A. Mmm-hmm.
28
29 Q. If we start off at page 95, you will see there that
30 there's a pink or a shaded box?
31 A. Yes.
32
33 Q. That was something that was referred to Mr Lawrence by
34 Mr Brisby?
35 A. Yes.
36
37 Q. And then it came to you?
38 A. Yes.
39
40 Q. You were copied in on this email chain on Wednesday,
41 28 September, if you look at the top of page 94.
42 A. Yes.
43
44 Q. I take it you have retained these emails about this
45 particular incident; is that correct?
46 A. That's correct.
47

1 Q. These emails all came to you in your position at that
2 time?
3 A. Yes.
4
5 Q. Which would be --
6 A. Team leader of the rangers.
7
8 Q. -- team leader of the rangers. Did you keep these
9 emails for any particular purpose or because you just kept
10 them as part of your files?
11 A. I kept all correspondence, everything.
12
13 Q. Why was that?
14 A. Because it's - just so it was clear to everybody that
15 the information is transparent and so they were kept on the
16 council's file.
17
18 Q. Yes. All right. That's all I want to ask you about
19 that particular bundle of documents. I am now going to ask
20 you about the documents between pages 87 and 81. You will
21 see on page 87 there was an email from Mr Zraika to
22 Mr Brisby on 30 August?
23 A. Yes.
24
25 Q. Do you see that at page 87?
26 A. Yes.
27
28 Q. You were copied in on this subsequent chain on page 86
29 on 6 September 2011?
30 A. Yes.
31
32 Q. Mr Andrews was who, at that time?
33 A. He was - Matthew used to act in my position if I was
34 on leave.
35
36 Q. He reported to you and he was essentially your 2IC,
37 second in command?
38 A. That's correct, yes.
39
40 Q. At page 85 you will see there the representation from
41 the resident?
42 A. Yes.
43
44 MR HOPPER: May I just interject, Commissioner?
45
46 THE COMMISSIONER: My client's name was just mentioned in
47 an email. I haven't been served with that document and

1 know nothing of the content. I would call on a copy to be
2 served on me.
3
4 THE COMMISSIONER: Sure.
5
6 MR BOLSTER: You don't have this annexure, do you?
7
8 MR HOPPER: No, it hasn't been served.
9
10 THE COMMISSIONER: You don't have this statement?
11
12 MR BOLSTER: Do you have the statement?
13
14 MR HOPPER: I have nothing from this witness.
15
16 MR BOLSTER: He will need some time. Could I suggest
17 morning tea, Commissioner?
18
19 THE COMMISSIONER: Yes, that's a good idea. We will break
20 until a quarter past 11 and we will get Mr Hopper a copy of
21 the statement.
22
23 MR HOPPER: I am obliged, thank you.
24
25 MR BOLSTER: It is a very short email chain.
26
27 THE COMMISSIONER: Mr Hopper needs a copy of Ms Griffiths'
28 statement. He hasn't got it. I will adjourn until 11.15
29 and we'll get that done.
30
31 **SHORT ADJOURNMENT**
32
33 THE COMMISSIONER: You have a copy of that statement,
34 Mr Hopper?
35
36 MR HOPPER: I have. Commissioner, I would make this
37 comment - and I'm not sure whether it is right or not - my
38 statement stops at page 30 and it appears to have, at the
39 bottom of the page, just the normal witness and signature
40 that's on every page. It looks like the statement stops
41 abruptly and there are some parts of the statement missing.
42 The statement I've got talks about --
43
44 THE COMMISSIONER: Did you raise this in the time we've
45 been not hearing?
46
47 MR HOPPER: No, I've just been running through it now and

1 I have been trying to work out whether that is correct or
2 not.
3
4 THE COMMISSIONER: The statement of Stephanie Griffiths is
5 actually 96 pages.
6
7 MR HOPPER: The statement itself?
8
9 THE COMMISSIONER: Yes, with annexures.
10
11 MR HOPPER: I am talking just about the statement part.
12
13 THE COMMISSIONER: That's only three pages.
14
15 MR HOPPER: Yes, that's what I wanted to check.
16
17 THE COMMISSIONER: You said 30.
18
19 MR HOPPER: I am sorry, I'll withdraw that.
20
21 THE COMMISSIONER: I am pretty sure you said 30, which
22 threw me. It is a three-page statement in terms of the
23 text of the actual statement, from paragraph 1 - you may be
24 confusing paragraph numbers with pages.
25
26 MR HOPPER: No, I meant paragraph 30.
27
28 THE COMMISSIONER: Yes, 30 paragraphs, three pages and the
29 total bundle is 96. I was told it was actually made
30 available to you on the Objective Connect system.
31
32 MR HOPPER: I must have missed that last night.
33
34 THE COMMISSIONER: All right. I am happy to give you the
35 time today because, through no-one's fault, we are having
36 difficulties filling each day with the number of witnesses
37 that would be completely desirable. Anyway, you've got it
38 now.
39
40 MR HOPPER: Yes, thank you.
41
42 THE COMMISSIONER: Could I just say this about the
43 statements generally. We have taken the view that we would
44 attempt to supply written witness statements of
45 evidence-in-chief, as far as possible, to the various
46 parties so that everyone knows in advance what a witness is
47 likely to say. I am not inviting a debate about this.

1 That may be going beyond the requirements of procedural
2 fairness but, in any event, that's the path we chose. It
3 does have the benefit that people know what's going to be
4 said in advance.

5

6 The downside is that it is a public hearing and when
7 evidence-in-chief is given by written statement, it is
8 obviously much harder for the public to follow what's going
9 on when evidence isn't given entirely orally. I did give
10 consideration to putting statements on the website in
11 advance of the witness giving evidence, but I've decided
12 that that wouldn't be appropriate because, you never know,
13 contingencies might arise and the witness may never get in
14 the witness box.

15

16 What will happen is that once a witness's evidence is
17 complete, their statement will go up on the public website
18 because the evidence will have been given at a public
19 hearing and so it is appropriate that it go on the public
20 website, but statements will not be put on the website in
21 advance of a witness because I just think that that could
22 create problems.

23

24 The benefits of providing statements in advance to
25 parties rather than entirely oral evidence, I think
26 outweighed the benefits of people being able to follow as
27 closely as we'd like the evidence that occurs because it
28 has been given partly on paper rather than on orally.
29 That is all I will say about that. Do we have
30 Ms Griffiths?

31

32 MR BOLSTER: Yes.

33

34 Q. You have your statement there in front of you?

35

36 A. I do.

37

38 Q. Could we go back to the material and I'll start at 87.
39 We're going to go backwards because we're going forwards in
40 time. I just want to clarify it so everyone understands
41 where this line of questioning is going. At page 87 you
42 have a representation by Mr Zraika who was then a
43 councillor; correct?

44

45 A. That's correct.

46

47 Q. That goes to Mr Brisby?

48

49 A. Yes.

1 Q. Who sends an email to Mr Lawrence?
2 A. Yes.
3
4 Q. On 31 August and you see that in the middle of
5 page 86?
6 A. Yes.
7
8 Q. And then Mr Andrew, who we talked about before, sent
9 back to Mr Lawrence his explanation for the infringement
10 notice?
11 A. Correct.
12
13 Q. Is that correct?
14 A. Yes. Yes.
15
16 Q. Going over the page to 85, there is a copy of the
17 representation from the recipient of the notice, Ms Klink,
18 on 10 September?
19 A. Yes.
20
21 Q. It seems to be a second email from Mr Zraika attaching
22 that. Then the next thing we see is on 10 October, on
23 page 84, an email from Mr Brisby to Mr Barnard. Mr Barnard
24 is?
25 A. He is an environmental health officer and he often
26 acted in Robert Lawrence's position when he was away.
27
28 Q. Mr Brisby is sending an email to Mr Barnard that there
29 had been an arrangement to cancel the fine prior to
30 10 October.
31 A. Yes.
32
33 Q. Do you see that?
34 A. It looks like that, yes.
35
36 Q. If you go just up the page and over the page to 83,
37 you will see that you sent to Sam Barnard on the following
38 day an explanation for why the infringement notice was
39 issued?
40 A. Yes.
41
42 Q. It would appear to have been issued by someone by the
43 name of Susteni?
44 A. Susteni
45
46 Q. Was she a ranger at the time?
47 A. He, yes.

1
2 Q. He was a ranger at the time. And that's essentially
3 it as far as that cancellation is concerned?
4 A. That's right.
5
6 Q. Just going back a bit, I think to be fair to
7 Mr Brisby, on 86 you'll see that Mr Andrew did relay to
8 Mr Lawrence the council's position, Susteni's position in
9 the email in the middle of the page. The email that you
10 sent on the 11th was merely a cut and paste of what had
11 earlier been provided?
12 A. Mmm. Yes.
13
14 Q. I just then wanted to turn to the next series of
15 representations that begin at 81 and again, we're going
16 backwards in the bundle. I'm sorry, that's the last one.
17 We start then at page 80. Trish Keating was the mayor to
18 Mr Oueik at the time --
19 A. She was the --
20
21 Q. She was the PA to the mayor, Mr Oueik?
22 A. Yes.
23
24 Q. She sent to Glenn Francis a request for the photo for
25 a particular penalty notice. Do you see that in the middle
26 of page 80?
27 A. Yes. Yes.
28
29 Q. That went to Mr Francis and Mr Brisby?
30 A. Mmm-hmm. Yes.
31
32 Q. Mr Francis asked Mr Lawrence for a brief status on the
33 PIN?
34 A. Yes.
35
36 Q. Then it came down to you?
37 A. Yes.
38
39 Q. And on page 79, at the top of the page, there's an
40 email from you to which you attached a photo showing the
41 chalk marks there were clear; they were the chalk marks on
42 the tyre showing that the vehicle was presumably parked
43 over time?
44 A. That's correct - correct, over the limit, yes.
45
46 Q. Was that infringement cancelled?
47 A. No.

1
2 THE COMMISSIONER: The numbers on page 5 - 1, 2, 3, 4, 5,
3 6, up from the bottom left, is that the number, 3062328089?
4
5 THE WITNESS: Yes.
6
7 THE COMMISSIONER: Have a look at page 5, the left-hand
8 column.
9
10 THE WITNESS: If it's on that list it was cancelled.
11
12 MR BOLSTER: Q. It was cancelled?
13 A. Yes, it was cancelled.
14
15 THE COMMISSIONER: Q. Look at page 5 --
16 A. Yes. Yes, it was cancelled, yes.
17
18 Q. -- the left-hand side, six up from the bottom,
19 3062328089 --
20 A. Every infringement number on that list was cancelled.
21
22 MR BOLSTER: Q. The next matter that I wanted to talk to
23 you about is - would you go over to page 68, please. You
24 will see there there's a representation from Mr Zraika on
25 13 May?
26 A. Yes.
27
28 Q. Mr Brisby asks Mr Lawrence for the details?
29 A. Yes.
30
31 Q. You provided your explanation on 17 May at page 67?
32 A. Yes.
33
34 Q. Correct?
35 A. Yes.
36
37 Q. And then that infringement notice was still cancelled
38 despite your recommendation?
39 A. Yes.
40
41 Q. If you go back to page 70, you will see that
42 Mr Zraika, on 19 May, provided that explanation, in the
43 middle of the page --
44 A. Yes.
45
46 Q. -- to Mr Brisby and in response to that Mr Brisby
47 arranged to cancel it at that time?

1 A. That's correct.
2
3 THE COMMISSIONER: I am sorry, what's the explanation from
4 Mr Zraika? Is it the one that said, "The driver told me"?
5
6 MR BOLSTER: Yes.
7
8 Q. In the examples that I've just been trying to get out
9 of the material, is that a pattern that follows in the
10 remainder of the material?
11 A. In all of them. So --
12
13 Q. So we have a representation from a councillor or a
14 complaint from a resident?
15 A. Yes.
16
17 Q. It goes to Mr Brisby?
18 A. Yes.
19
20 Q. Mr Brisby sent it down to Mr Lawrence?
21 A. Yes.
22
23 Q. Mr Lawrence went to you because you were in charge?
24 A. Yes.
25
26 Q. I take it you then obtain an explanation or a council
27 justification from the relevant staff member?
28 A. Correct.
29
30 Q. Whoever that was?
31 A. Yes.
32
33 Q. It goes back up the line and a decision was made to
34 cancel the PIN?
35 A. Correct.
36
37 Q. What were the guidelines within council at that time
38 for the cancellation of PINs?
39 A. We had a premium service with the State Debt Recovery
40 Office.
41
42 Q. Would you speak up, please.
43 A. Sorry. We had a premium service with the State Debt
44 Recovery Office where they dealt with all of our
45 representations, or they should have, so in an instance
46 where a member of the public was infringed and they didn't
47 know the procedure, they would write to council and they

1 would seek, or they would send the representation to
2 council and often they came directly to me and most of the
3 time they came directly to me. In those instances,
4 I copied - I saved the record but I copied that person's
5 representation and I forwarded it directly to the
6 State Debt Recovery Office for them to deal with the
7 representation and they then dealt with the client.
8

9 Q. Is this what you're saying, that in the ordinary
10 course --

11 A. That's correct, yes.
12

13 Q. -- if I go out and park illegally on Susan Street
14 today and I don't like the ticket that I get and I complain
15 to council, the ordinary course would be that that
16 complaint would go to the State Debt Recovery Office?

17 A. It would be saved in council's records but I would -
18 when I worked here I sent it to the State Debt Recovery
19 Office for them to adjudicate on.
20

21 Q. But was there a procedure, was there an operating
22 procedure to do that?

23 A. That was the procedure, yes.
24

25 Q. Was that in a document?

26 A. I can't be - I'm not sure but that was the procedure
27 that I used the whole time that I was the team leader.
28

29 Q. Over what period of time did you use that procedure?

30 A. I was the team leader for 10 years.
31

32 Q. Did anyone take any issue with that procedure as a
33 procedure?

34 A. Sometimes it was said to me by Mark Brisby, by
35 Robert Lawrence, that council could cancel tickets if they
36 wanted to and so these representations used to come through
37 via councillors or directors to me. I would say that
38 I think that it's not the right thing to do and that we
39 shouldn't adjudicate on that and that it should go to the
40 State Debt Recovery Office.
41

42 Q. Was there a procedure within council that prevented
43 the general manager or any of the senior staff at council
44 from reversing a PIN?

45 A. No.
46

47 Q. No set procedure?

1 A. No.
2
3 Q. So it was really up to the general manager to make
4 decisions on PINs as he saw fit?
5 A. As far as I could see, yes.
6
7 Q. When Mr Burgess was general manager and Mr Brisby was
8 under him, he was the Director of Planning?
9 A. Mmm-hmm.
10
11 Q. Did they withdraw PINs from time to time?
12 A. Yes.
13
14 Q. Did any other senior officer withdraw PINs?
15 A. Did they withdraw PINs personally?
16
17 Q. Yes.
18 A. I don't know. I only withdrew PINs that I was
19 directed to withdraw.
20
21 Q. Perhaps to clarify the language, when I say did they
22 withdraw PINs, did they direct you to withdraw PINs?
23 A. Yes, they did.
24
25 Q. So that the actual act of, presumably, going to the
26 computer where these PINs are set out, that would be
27 something you would do or you'd arrange for your staff to
28 do?
29 A. I did.
30
31 Q. All right. There was some debate, when you came to
32 the witness box, about Annexure A?
33 A. Yes.
34
35 Q. I think some inquiries have been made and it seems to
36 be missing from the document that has been circulated,
37 unfortunately, but I think that that has now been
38 circulated to the Bar table; everyone has a copy.
39 A. Yes.
40
41 Q. Could I show you this copy --
42
43 THE COMMISSIONER: I don't have a copy.
44
45 MR BOLSTER: I have a copy for the Commissioner.
46
47 Q. Is that the document you were referring to as

1 Exhibit A in that paragraph of your affidavit?
2 A. Yes.
3
4 Q. You will see that that talks about a period of time in
5 March of 2011?
6 A. Mmm-hmm.
7
8 Q. If you go to the second page of that.
9 A. Yes.
10
11 Q. There was a meeting with Mr Brisby, Mr Lawrence,
12 yourself and a --
13 A. No. No.
14
15 Q. Page 2?
16 A. Yes, I wasn't in the meeting. That meeting was -
17 Matthew Andrew was in that meeting and he sent the email to
18 me.
19
20 Q. I do apologise.
21 A. Yes.
22
23 Q. He sent that email to you?
24 A. Yes.
25
26 THE COMMISSIONER: What email are you talking about?
27
28 MR BOLSTER: The second one on the page.
29
30 THE COMMISSIONER: Page 2?
31
32 MR BOLSTER: 29 March.
33
34 THE COMMISSIONER: At 12.47pm?
35
36 THE WITNESS: That's the one, yes.
37
38 MR BOLSTER: Yes.
39
40 Q. I just want to clarify the time. Is that March 2011?
41 A. Yes.
42
43 Q. And that was a direction across the Auburn local
44 government area?
45 A. Well, that's the email I received from Matthew because
46 I, obviously, was on leave, so --
47

1 Q. Do you remember it?
2 A. Yes, I remember it, but I - I do remember it, yes.
3
4 Q. You sent the response that's at the top half of that
5 page and commences on the first page of the document, where
6 you took issue with that direction?
7 A. Yes.
8
9 Q. Yes. This was for a period of a month, was it?
10 A. It says on that, in the email, for a four-week period
11 to see if it regulates itself.
12
13 Q. What happened at the end of that four-week period?
14 A. It continued on.
15
16 Q. It continued on. I want to ask you about 2012. Was
17 there another directive in relation to any particular
18 schools that came to you in 2012?
19 A. There was a particular - Al-Faisal school was
20 mentioned.
21
22 Q. What was the difference between the directive
23 concerning Al-Faisal school and this directive?
24 A. Well, this one wasn't carried on. This was a general
25 directive, I feel, and then in every meeting, we had team
26 meetings and it was always Al-Faisal school, "Don't go to
27 Al-Faisal school, don't enforce at Al-Faisal."
28
29 Q. This directive --
30 A. Yes.
31
32 Q. -- the 29 March directive, it was originally for four
33 weeks. How long was that directive enforced for?
34 A. Until I left council.
35
36 Q. Until you left council?
37 A. Yes.
38
39 Q. That directive was in force for that period of time?
40 A. Yes.
41
42 Q. Was that directive obeyed by the rangers?
43 A. Look, I think that the rangers, in the course of their
44 duties, they can't walk past a situation which may be
45 dangerous and certainly they would have enforced situations
46 where they thought it was, you know, dangerous.
47

1 Q. That was a directive, can I suggest to you, that was
2 designed to deal with complaints across the local
3 government area about particular enforcement issues in
4 schools generally?

5 A. I think so, in general, yes.

6
7 THE COMMISSIONER: Q. What are some examples of
8 dangerous situations?

9 A. Well, when vehicles are stopped, they let out their
10 children on a pedestrian crossing when there's heavy
11 traffic. When people park in no-parking areas which are
12 designated for a drop-off or a pick-up, people stay there
13 for 20 minutes, half an hour, have a chat to the other
14 parents, which means that the other vehicles that are
15 trying to come in and pull in they feel that they've got
16 nowhere to go and they can get very panicky and they stop
17 in the middle of the road, double-parking, and the children
18 are running out in between cars, so it's definitely quite a
19 dangerous situation often.

20
21 MR BOLSTER: Q. After March 2011 - and I'm thinking in
22 particular about some time in 2012 - what was the direction
23 that was given, as best you can recall it, about
24 Al-Faisal College?

25 A. Well, not to go there, that they were self-regulating
26 and not to enforce parking restrictions there. However, it
27 was mainly about the no-parking zones. They still - it was
28 never entirely clear. It was always directed at Al-Faisal,
29 but it was never entirely clear whether we to not book just
30 the no-parking zones or the no stoppings, but it was
31 definitely, "Do not book anyone in the no-parking zones."

32
33 Q. Who gave you the direction about Al-Faisal College?

34 A. Robert Lawrence.

35
36 Q. Did he say who had authorised him to give that
37 direction?

38 A. From the top, that was the - he didn't --

39
40 Q. Did he indicate any names?

41 A. Not to me. He said, "From the top".

42
43 Q. What time are we talking about?

44 A. What time of --

45
46 Q. Bearing in mind that the first directive --

47 A. Oh, it was reiterated, after this first directive, in

1 almost every meeting that we had afterwards and
2 particularly if rangers were seen in the area then there
3 was, you know, "Why were you in the area? You shouldn't be
4 there."

5
6 Q. Is this a fair way to summarise it? There was a
7 general directive that is set out in the March 2011 email
8 headed "School Zone Enforcement"?

9 A. Yes.

10
11 Q. And there was a separate directive about Al-Faisal?

12 A. Yes.

13
14 Q. What was the difference between the two directives?

15 A. The difference was that the Al-Faisal directive was
16 repeated over and over again and this was never repeated.

17
18 Q. Did the Al-Faisal directive differ in its content from
19 the general directive?

20 A. From this directive here?

21
22 Q. Yes.

23 A. No.

24
25 Q. I think a minute ago you mentioned that you were told
26 not to go to Al-Faisal?

27 A. Can I just take a moment to read this?

28
29 Q. Yes.

30 A. Yes, we were told not to go to Al-Faisal to enforce.

31
32 Q. Just have a look at paragraph 15 of your statement,
33 would you?

34 A. Yes.

35
36 Q. Is that the difference between the two directives?

37 A. That's right, the no-parking zones.

38
39 Q. I'm talking more about the second sentence in
40 paragraph 15.

41 A. We were directed not to attend Al-Faisal school
42 because they were self-regulating, yes.

43
44 Q. Thank you. I just want to show you another collection
45 of documents that aren't set out in your statement which
46 have been provided to the Commission recently. Would you
47 have a look at this document?

1
2 THE COMMISSIONER: Is this a different topic?
3
4 MR BOLSTER: It is a different topic.
5
6 THE COMMISSIONER: Could I just ask some questions about
7 that?
8
9 Q. I should know this, but the penalty infringement
10 notices that you issue the debt is paid to the State --
11 A. The State Debt Recovery Office.
12
13 Q. Where does the power come from a council to cancel?
14 A. The whole amount doesn't go to the State Debt Recovery
15 Office. When I was working there \$17 from each
16 infringement went to the State Debt Recovery Office and the
17 rest of the money went to the council.
18
19 Q. The council has power to cancel a notice or is that
20 the State Debt Recovery Office?
21 A. Well, it depends on the different councils. I think
22 Parramatta Council has a --
23
24 Q. Let's stick with Auburn.
25 A. -- a core body of people.
26
27 Q. What about Auburn?
28 A. Auburn? No, we had an agreement with the State Debt
29 Recovery Office. We paid a premium service so that they
30 dealt with all representations regarding all tickets and
31 local council tickets.
32
33 THE COMMISSIONER: Q. Could you repeat what you just
34 said?
35 A. We had a premium service with the State Debt Recovery
36 Office that allowed us to send all representations to the
37 State Debt Recovery Office and they dealt with them. We
38 didn't - council --
39
40 Q. Does that mean that if someone is given a ticket in
41 the local government area of Auburn and they wanted it
42 cancelled, as you understood it, the usual procedure would
43 be for them to write to the State Debt Recovery Office and
44 say, "I want a review of this ticket because I don't think
45 I should have got it for these reasons"?
46 A. Yes.
47

1 Q. That's the first step?
2 A. That's right.
3
4 Q. And then it would be for the State Debt Recovery
5 Office to make a decision saying, "No, you have to pay it"?
6 A. Yes, that's right, and often if the --
7
8 Q. "Or we will cancel it"?
9 A. Yes.
10
11 Q. I don't understand. Where did the power come from
12 from the council itself, Auburn Council to cancel it? Are
13 you aware of it?
14 A. I'm not aware of it.
15
16 THE COMMISSIONER: That may be explored elsewhere.
17
18 MR BOLSTER: Q. When your rangers issue a parking
19 ticket, it has the options on the back of it, doesn't it?
20 A. Yes.
21
22 Q. The options are, "Fill in a form and you can go to
23 court"?
24 A. Yes.
25
26 Q. Or you can pay?
27 A. Yes.
28
29 Q. Or you can make a representation to SDR0?
30 A. Yes.
31
32 Q. Does it have on the back of it, an Auburn Council
33 ticket, any option to write to Mr Brisby or --
34 A. It doesn't give you an option to write. It does say
35 on the front of a ticket, from memory, that it's an
36 Auburn Council infringement but it doesn't say, "Write to
37 Auburn Council".
38
39 Q. It doesn't recognise that as a proper response?
40 A. No.
41
42 Q. The document I've just shown you - is your document
43 doublesided, is it printed on two sides?
44 A. One of them is.
45
46 THE COMMISSIONER: Is this "Customers request job
47 details"?

1
2 MR BOLSTER: Yes.
3
4 Q. Would you turn over to the middle of the document.
5 There is an email from you to Mr Lawrence.
6
7 THE COMMISSIONER: Just so we don't get lost with paper,
8 are you tendering that?
9
10 MR BOLSTER: I will tender all of those with the
11 statement.
12
13 THE COMMISSIONER: At the end, yes.
14
15 MR BOLSTER: I just wanted to identify everything first.
16
17 Q. Do you see there's an email from you to Mr Lawrence on
18 19 April?
19 A. Yes.
20
21 Q. You sent this email to Mr Lawrence because Mr Yousef,
22 one of your staff, had observed what he perceived to be an
23 infringement at the Park Road development, 6-14 Park Road,
24 Auburn?
25 A. Yes.
26
27 Q. You summarised what he observed in the second half of
28 that email; correct?
29 A. Yes.
30
31 Q. If you go over the page, you will see that there's an
32 earlier email from Mr Lawrence to rangers and that's back
33 on 19 March.
34 A. Yes.
35
36 Q. Am I right in thinking this - because he'd sent that
37 email to you and the rangers back on 19 March and because
38 it said that all staff are to direct dealings concerning
39 that site to the manager who will direct appropriate
40 inquiries --
41 A. Yes.
42
43 Q. -- that you raised it with Mr Lawrence?
44 A. That's correct.
45
46 Q. If you go over the page to the photograph, is this the
47 photograph that was presented to you by your staff member

1 about what he observed on 5 April, early in the morning?
2 A. Yes. Yes.
3
4 Q. The front page of the document is the formal record in
5 the council computer system --
6 A. Yes.
7
8 Q. -- of that contravention?
9 A. Yes.
10
11 Q. So that is something that Mr Yousef has recorded; he's
12 the staff member, isn't he?
13 A. Yes.
14
15 Q. He has recorded that observation of what he observed
16 on 12 April?
17 A. Yes.
18
19 Q. Is it fair to say that you were, essentially, seeking
20 Mr Lawrence's direction as to whether the matter should be
21 pursued and an infringement notice issued?
22 A. That's correct.
23
24 Q. What did Mr Lawrence say, do you recall?
25 A. Well, it doesn't look as though there's any response
26 at all, which is often the way.
27
28 Q. Do you recall what happened in relation to this
29 matter?
30 A. No infringement would have been issued.
31
32 MR BOLSTER: We'll make some inquiries about that, but
33 that's all I wish to ask you about that. Could I tender
34 the statement, the annexures and this small bundle all
35 together, please, Commissioner.
36
37 THE COMMISSIONER: That is the statement of
38 Stephanie Griffiths which was undated but which the witness
39 has said that she signed on 31 May 2016, which also
40 contains documents going to page 96, and the document on
41 the front page has an email from Robert Lawrence to
42 Stephanie Griffiths of 30 March 2011 and the customer
43 request job details, request number 131977, will all be
44 part of exhibit S8.
45
46
47

1 EXHIBIT #S8 STATEMENT OF STEPHANIE GRIFFITHS SIGNED BY THE
2 WITNESS ON 31/05/2016, CONTAINING DOCUMENTS GOING TO
3 PAGE 96, TOGETHER WITH AN EMAIL FROM ROBERT LAWRENCE TO
4 STEPHANIE GRIFFITHS OF 30/03/2011 AND CUSTOMER REQUEST JOB
5 DETAILS, REQUEST NUMBER 131977
6

7 MR BOLSTER: Those are my questions, thank you.
8

9 THE COMMISSIONER: Does anyone wish to ask Ms Griffiths
10 any questions?
11

12 MR HOPPER: If no-one else does, I do. My senior
13 colleagues can go first.
14

15 THE COMMISSIONER: Mr Watson, nothing from you?
16

17 MR WATSON: Not from me, Mr Commissioner.
18

19 THE COMMISSIONER: Nothing from Mr Wheelhouse?
20

21 MR WHEELHOUSE: I have some questions but I'm happy to
22 defer to Mr Hopper.
23

24 MR HOPPER: I'm happy if my friend goes first.
25

26 <EXAMINATION BY MR WHEELHOUSE:
27

28 MR WHEELHOUSE: Q. Ms Griffiths, could I take you to
29 paragraph 9 of your statement, please. You say in your
30 statement that there were a number of parking issues
31 relating to schools around drop-off and pick-up times.
32

33 A. Mmm-hmm.
34

35 Q. And that the Al-Faisal College was particularly
36 problematic. You've identified the problem being that
37 people were arriving and utilising the no-parking zone
38 earlier than the actual time the school was opened or
39 closing, depending on whether it was a drop-off or a
40 pick-up?
41

42 A. Yes. Yes.
43

44 Q. And that was causing a problem in the sense that there
45 was a conflict between what the rangers had to regulate and
46 what the parents were desiring to do with their children.
47 That problem was, first of all, a general problem in
relation to schools, but a particular problem in relation
to the Al-Faisal College?

1 A. Correct.
2
3 Q. It was a consequence of that problem that the schools
4 made representation to the council that they at least for a
5 period try a period of self-regulation and that's what you
6 refer to in your document which was Annexure A to your
7 statement; is that correct?
8 A. No.
9
10 Q. Would you go to exhibit S8. It was originally
11 Annexure A to your statement. I've just been handed it.
12 I may have the wrong nomenclature.
13 A. Yes.
14
15 Q. You will see an email dated 29 March 2011 from
16 Matthew Andrews to rangers?
17 A. Yes.
18
19 Q. At that time, on 29 March 2011, you were the head of
20 the rangers?
21 A. I was.
22
23 Q. At that point in time Mr Robert Lawrence was your
24 immediate superior?
25 A. Yes.
26
27 Q. Who was Matthew Andrews at that point in time?
28 A. Matthew Andrews was acting in my position as I was on
29 leave.
30
31 Q. Oh, I see.
32 A. That's why he emailed the rangers, with the result --
33
34 Q. You will see that the "Subject" is "TRIM school zone
35 enforcement". What does TRIM stand for?
36 A. TRIM is the record system in council where all the
37 documents are kept.
38
39 Q. This would have gone into the TRIM record keeping --
40 A. Yes, with access to everybody.
41
42 Q. It refers to a meeting with "Mark Brisby and
43 Robert Lawrence and myself", meaning Matthew Andrews?
44 A. Correct.
45
46 Q. And it was decided that the schools in the local
47 government area were to be enforced as follows. And you

1 will see:

2

3 *Mark and the schools have asked that this*
4 *be done over a four-week period.*

5

6 Do you see that it self-regulates itself; that's the very
7 last sentence?

8 A. It says --

9

10 Q. It says:

11

12 *Mark and the schools have asked that this*
13 *be done over a four-week period.*

14

15 Do you see that?

16 A. Yes, yes, sorry, yes, to see if it regulates itself.

17

18 Q. Would you agree with me that what is there being
19 discussed is that representations have been made by the
20 schools in the area --

21 A. Well, I --

22

23 Q. -- that there be a self-regulatory period started?

24 A. No. I don't think there would be a record of any
25 school requesting that from council.

26

27 Q. There may not be, but isn't the writer, the head of
28 your department, referring to the discussion and saying in
29 there that the schools have asked? Do you see that?

30 A. Okay, yes.

31

32 Q. What I'm suggesting to you is that the motivation to
33 solve the problem of the conflict between the need to issue
34 infringement notices in relation to the problem of parking
35 outside schools at drop-off and pick-up times and the
36 desire of the parents to drop off their children without
37 incurring an infringement notice, the impetus to solve that
38 problem came from the schools themselves?

39 A. Well, one would hope, yes, the schools would want a
40 solution.

41

42 Q. Would you speak up?

43 A. The schools, I'm sure, would want a solution to the
44 problems, yes.

45

46 Q. What was happening from the beginning at least or the
47 end of March 2011 was a search to solve that problem?

1 A. Yes. Yes.
2
3 Q. That immediately created a conflict between the duties
4 of the rangers to fulfil their task and the desires of the
5 parents?
6 A. I don't agree with that because in actual fact we were
7 also told not to educate the parents because it was our -
8 what actually the rangers did in most instances they were
9 standing outside the school and educating the parents about
10 what the pick-up zone actually meant and it didn't mean to
11 sit there for 20 minutes in the car. So it wasn't that
12 parents were actually being infringed, they were being
13 educated, and we were also told in this email here not to
14 educate. "Do not educate the drivers that are sitting in
15 their vehicles".
16
17 Q. My learned friend, Counsel Assisting, said you
18 responded to this email, that I have drawn your attention
19 to, by the document on top of the page that I'm just
20 referring to --
21 A. Yes.
22
23 Q. -- which seems to be an email sent by you on 30 March.
24 A. That is correct.
25
26 Q. You must have been back on leave the day after.
27 A. I must have been.
28
29 Q. Your position was, as set out in the email, that it's
30 not up to you to draft the legislation, it's up to you to
31 enforce it?
32 A. That's correct.
33
34 Q. And then you asked the question, "What happens after
35 one month?" Then if you go over the page you will see that
36 Mr Lawrence comes back to you and says, "In my opinion, for
37 what it's worth, it will be chaos. We still have to police
38 all other parking issues". Do you see that?
39 A. Yes.
40
41 Q. What I'm suggesting to you is that what's occurring
42 here is on the one side you've got the mayor and the
43 general manager trying to solve the problem, responding to
44 what the schools were saying to them, and on the other side
45 there was the problem you were facing which is your
46 requirement to enforce legislation as you saw fit?
47 A. No, that's not - as I saw fit. We would often get

1 complaints as well from members of the public and from the
2 school saying that the rangers weren't there enough, so -
3 yes.
4

5 Q. I used the wrong choice of words - as you saw your
6 duty or obligation?

7 A. Yes, to the public.
8

9 Q. Yes. Could I take you now to page 68 and 69 of the
10 statement of Ms Simms. Could I have that shown to the
11 witness? Commissioner, it is pages 68, 69 and 70.
12

13 THE COMMISSIONER: Just tell us when you've found those
14 pages.
15

16 THE WITNESS: Okay. Yes, I've got 68, 69 and 70.
17

18 MR WHEELHOUSE: Q. We don't have access to all the
19 minutes of the meetings of the toolbox.
20

21 THE COMMISSIONER: I am not sure the witness is on the
22 right spot. I can see a photograph.
23

24 THE WITNESS: 68?
25

26 THE COMMISSIONER: My 68 is different. Is that the right
27 statement?
28

29 MR WHEELHOUSE: It is the statement of Irene Simms,
30 annexure page 68.
31

32 THE COMMISSIONER: She has the wrong statement.
33

34 MR WHEELHOUSE: "Chaos" was the word used earlier.
35

36 THE COMMISSIONER: I think we're right now.
37

38 THE WITNESS: Okay.
39

40 MR WHEELHOUSE: Q. Thank you. You will see this records
41 a meeting called a toolbox meeting?

42 A. Yes.
43

44 Q. What is a toolbox meeting?

45 A. It's a meeting that's held usually once a month to
46 discuss how the team is going, to discuss workplace health
47 and safety and keep everyone up to speed with what's going

1 on.
2
3 Q. Who takes the minutes?
4 A. At that time it was - I think it was Susan Frusker who
5 was the administration officer
6
7 Q. And she was an efficient minute taker?
8 A. I don't know if I could comment on her work skills,
9 but I am assuming so.
10
11 Q. She was chosen to do that job because she had the
12 skill to do it?
13 A. Yes, that was her - that was part of - that was part
14 of her duties, that's correct, yes.
15
16 Q. You would agree with that?
17 A. Yes.
18
19 Q. And you will see that there is a reference to you
20 being present at the meeting on 18 May 2011?
21 A. Yes.
22
23 Q. You will see down the page there are some dot points?
24 A. Yes.
25
26 Q. It says:
27
28 *MB - Mayor currently has schools as big*
29 *issue. Continue with parking at schools.*
30 *(SG discussions on parking signs @*
31 *schools). Mayor working with engineers*
32 *looking at changing signs ...*
33
34 Et cetera.
35 A. Yes.
36
37 Q. Was this minute taken at a time when there was
38 self-regulation amongst the schools?
39 A. That was taken on 18 May.
40
41 Q. 2011?
42 A. Yes. Yes.
43
44 Q. What I want to suggest --
45 A. So it was taken after the meeting.
46
47 Q. Yes.

1 A. Yes.
2
3 Q. Say that again, sorry, I didn't hear what you said?
4 A. Well, the minutes - this toolbox meeting was on
5 18 May.
6
7 Q. Yes.
8 A. And the email from Matthew Andrews to me was on
9 29 March, so yes.
10
11 Q. So that followed the discussion?
12 A. That would mean that they would still be apparently
13 self-regulating.
14
15 Q. What I want to suggest to you is that this doesn't
16 suggest that there was a single issue in relation to the
17 Al-Faisal school?
18 A. That's true, yes.
19
20 Q. That's because the policy, I want to suggest to you,
21 that was being put forward about non-issuing of penalty
22 infringement notices in the no-parking zones was applying
23 across the board?
24 A. That's not correct.
25
26 Q. There's no record of it applying --
27 A. There may not be a record of it but it's definitely
28 not correct.
29
30 Q. What I'm suggesting to you is that if this is an
31 accurate note of the minute, it doesn't identify that the
32 particular policy that you're referring to, namely, that
33 the non-parking was exclusive to Al-Faisal, was in
34 existence?
35 A. Sorry, could you repeat that?
36
37 Q. Yes. It was a very bad question, I do apologise.
38 What I'm putting to you is that if there was a particular
39 policy derived from the manager, because this is a
40 Managers Update, that rangers not issue penalty
41 infringement notices only to the Al-Faisal school, that
42 would have been recorded in the minute?
43 A. Not necessarily.
44
45 Q. Because what's being discussed at the meeting, isn't
46 it, is the issue of school parking?
47 A. There's definitely problems with all schools with

1 parking but we were directed not to issue infringements and
2 not to enforce the regulations at Al-Faisal school because
3 they were self-regulating.

4

5 Q. What I'm suggesting to you is if that had been the
6 case, as you say, it would have been recorded in the
7 Managers Update?

8 A. No, not necessarily.

9

10 Q. Because it immediately followed the exchange of emails
11 that we've referred to in March 2011?

12 A. No. We were directed not to enforce Al-Faisal.

13

14 Q. I want to suggest to you that had that been the case,
15 it would have been noted in the toolbox meeting which was
16 the record of the policy that you were adopting?

17 A. Not everything was recorded in the toolbox meetings,
18 not everything. Often there were verbal instructions,
19 people didn't put things in writing. We were told and
20 threatened on occasion, "Do you want to be suspended?",
21 such words such as that.

22

23 Q. Would you go down to the next document which is
24 page 69 of Ms Simms's statement, you will see there is
25 another meeting of 17 August. Again, you'll see there is
26 an attendance by yourself, I assume that's SG?

27 A. Yes.

28

29 Q. And then there was a discussion about:

30

31 *RL to check with engineers re incorrect*
32 *signs at schools (Al-Faisal).*

33

34 A. Yes.

35

36 Q. Then you'll see a Managers Update, and then over the
37 page you see "School zones". "SG" - that's you - "requests
38 email exactly what MB" - who is "MB" a reference to?

39 A. Just a minute. Sorry. Mark Brisby.

40

41 Q. Mark Brisby, is it?

42 A. I'd say so.

43

44 Q.

45 *... wants Rangers/parking officers to do in*
46 *drop off zones.*

47

1 Do you see that?
2 A. Just a moment. Okay, yes. So I've requested
3 Mark Brisby to put something firmly in writing to confirm -
4 to confirm.
5
6 Q. Yes.
7 A. Because it was never very - well, it wasn't put in
8 writing.
9
10 Q. Yes. And you'll see the next dot point:
11
12 *Further discussions on no booking in school*
13 *zones even if car unattended.*
14 *RL advises school zones self regulating as*
15 *advised by Mayor, GM ...*
16
17 A. Yes.
18
19 Q. Is that general manager?
20 A. Yes.
21
22 Q. "& Director". Who is the "Director" reference to?
23 A. I don't know who the director was at the time. It was
24 probably Glenn Francis. I'm not sure who - to be honest,
25 I'm not sure who the director was --
26
27 Q. I'm not asking you to speculate or guess.
28 A. No, I don't know.
29
30 Q. What I'm suggesting to you is that this is an accurate
31 minute. The policy on no booking was being applied to
32 school zones generally and not exclusively to the Al-Faisal
33 College because if it had been specific to the Al-Faisal
34 College, and this is more than a month after the earlier
35 meeting, the minute would have recorded it as so?
36 A. I'm saying not necessarily.
37
38 THE COMMISSIONER: I think that's a submission. In
39 fairness, this is a meeting that went for, according to it,
40 45 minutes. It's a pretty short minute for a 45-minute
41 meeting. Anyway.
42
43 MR WHEELHOUSE: What I'm putting to this witness is that
44 the minute is inconsistent with what the oral evidence is.
45
46 THE COMMISSIONER: Yes, go ahead.
47

1 THE WITNESS: Yes, it is inconsistent.
2
3 MR WHEELHOUSE: Q. We don't have the rest of the
4 minutes, Ms Griffiths, we just got these two because they
5 were attached to another statement?
6 A. Yes.
7
8 Q. What happened was that after each meeting, at the next
9 ensuing meeting there was a review of the minutes --
10 A. Yes, usually, yes.
11
12 Q. -- to see whether the minutes were accurate?
13 A. Yes.
14
15 Q. Was that minute ever corrected as being inaccurate?
16 A. Not to my knowledge.
17
18 Q. And that's because it was accurate; correct?
19 A. No, it wasn't accurate.
20
21 Q. Then why wasn't it corrected?
22 A. I don't know - because it was never actually put there
23 in the first place. We were given verbal directions on
24 numerous occasions not to attend Al-Faisal College.
25
26 Q. Can I take you now, please, to your affidavit, page
27 79, in relation to infringement notice 3062328089.
28
29 THE COMMISSIONER: Page 79, was that the page?
30
31 MR WHEELHOUSE: Page 79, Commissioner.
32
33 THE COMMISSIONER: Thank you. Yes.
34
35 MR WHEELHOUSE: Q. Is there anything on the piece of
36 paper that you've produced, apart from your handwritten
37 schedule, that establishes that this penalty notice was
38 terminated or declared not --
39 A. Is there anything on my handwritten schedule?
40
41 Q. No. Is there anything on the actual formal
42 documentation that you've produced that establishes that
43 the notice was not pursued?
44 A. There's nothing on here that says that but I know that
45 it was cancelled. There would be a further documentation
46 in the TRIM file to say that that was cancelled.
47

1 Q. But there's nothing on this page that establishes that
2 fact, is there?
3 A. That's true, yes.
4
5 Q. All we have is your handwritten note.
6 A. No, I haven't written on that. I've written - I've
7 given you a list of infringements that were cancelled.
8
9 Q. Yes.
10 A. Yes.
11
12 Q. That's your handwritten note?
13 A. It is, yes.
14
15 Q. And from what did you take that handwritten note?
16 A. From the TRIM file. Every infringement that
17 I cancelled that I believed shouldn't have been cancelled
18 I wrote down.
19
20 Q. There are many, many, many infringement notices that
21 were cancelled over the period, were there not?
22 A. That's correct.
23
24 Q. If you go to - and I'm trying to find an example -
25 page 6, is that an example of what a person received when
26 they get a penalty notice?
27 A. Yes. That's the front copy.
28
29 Q. What else is there?
30 A. Sorry?
31
32 Q. What else does the person receive when they get an
33 infringement notice from the Auburn Council?
34 A. Well, it depends --
35
36 THE COMMISSIONER: It says "Issuing Authority
37 Auburn Council", which I suspect probably means that under
38 the Fines Act the issuing authority has got some sort of
39 power to cancel a notice. I don't know.
40
41 MR WHEELHOUSE: Q. What I'm trying to ascertain is what
42 a person actually gets who receives one of these
43 infringement notices. Do you get the penalty notice, the
44 piece of paper that is at page 6 of your affidavit?
45 A. Yes.
46
47 Q. If you are an infringer?

1 A. Yes. You would get that under your windscreen or you
2 may get it mailed to you.
3
4 Q. But this is the limit, this is all you get, is that
5 right, you get no other piece of paper?
6 A. No, not necessarily, depending on the infringement.
7 It was for --
8
9 Q. Let's say parking outside a school.
10 A. No.
11
12 Q. You get this? (Indicating)
13 A. You get that, yes.
14
15 Q. And there's nothing there that says if you want to
16 complain or seek to challenge the notice, you should write
17 to the premium State Debt Recovery Office?
18 A. That's because there's only the front side of the
19 ticket here. On the reverse side of the ticket it gives
20 you your options of one, pay the ticket, two, elect to go
21 to court, three, make representations to the State Debt
22 Recovery Office.
23
24 Q. On the back-side of the ticket?
25 A. On the back-side of the ticket.
26
27 MR WHEELHOUSE: Could I have a moment, Commissioner? I'd
28 just like to check the document.
29
30 THE COMMISSIONER: Yes, that's all right.
31
32 MR WHEELHOUSE: We were just handed a document, which has
33 been called exhibit S8, which is a document styled as
34 Customer Request Job Details".
35
36 THE COMMISSIONER: Yes. It's part of exhibit S8, yes.
37
38 MR WHEELHOUSE: Q. Do you know, sitting in the witness
39 box, what the terms of the work zone were that were issued
40 in respect of this particular site?
41 A. In terms of the work zone?
42
43 Q. The work zone authorisation.
44 A. This is not about the work zone, though, is it. This
45 is about hours of construction, I think, illegal hours of
46 construction, so this is regarding the illegal hours of
47 construction and the trucks entering and continuing to work

1 before 8am on a Saturday.

2

3 MR WHEELHOUSE: I have no further questions.

4

5 THE COMMISSIONER: Thank you. Does anyone else have any
6 questions? Mr Hopper?

7

8 MR HOPPER: I have some questions, Commissioner.

9

10 THE COMMISSIONER: All right.

11

12 <EXAMINATION BY MR HOPPER:

13

14 MR HOPPER: Q. Ms Griffiths, when was it when you started
15 working for the council?

16 A. September 4, 2000.

17

18 Q. 2000?

19 A. Correct.

20

21 Q. So you were working with Auburn City Council for
22 approximately 14 years?

23 A. Yes.

24

25 Q. Was that always in a capacity as team leader?

26 A. No.

27

28 Q. What was the position you first started at with
29 council?

30 A. Ranger.

31

32 Q. A ranger?

33 A. Yes.

34

35 Q. When you were employed as a ranger you were given a
36 contract of employment?

37 A. Yes.

38

39 Q. You need to answer.

40 A. Yes. I said yes.

41

42 Q. Everything is being recorded, thank you. A general
43 term of your contract of employment would be to follow all
44 reasonable directions of management?

45 A. Correct, yes.

46

47 Q. At what time were you promoted to the team leader,

1 what point in time?
2 A. Probably - I don't remember exactly - about three
3 years later.
4
5 Q. All right. Around 2003 some time?
6 A. 2003, 2004 maybe.
7
8 Q. Did you work at any other councils or anywhere else as
9 a ranger before being employed by Auburn City Council?
10 A. No.
11
12 Q. This was your first job as a ranger?
13 A. Yes, in Australia.
14
15 Q. Yes. Did you work overseas?
16 A. I did, yes.
17
18 Q. As a ranger?
19 A. Yes.
20
21 Q. And there were similar provisions overseas but perhaps
22 the legislation was different?
23 A. Correct.
24
25 Q. Is that fair to say?
26 A. Yes.
27
28 Q. How long did you do that work for overseas?
29 A. Oh, a short period of time, maybe six months.
30
31 Q. Over the course of 14 years you've become quite
32 familiar with the relevant legislation?
33 A. I hope so. Not all of it.
34
35 Q. We all have those difficulties. Would it be fair to
36 say that over the course of 14 years there have been
37 various representations made to councils from various
38 people about fines that have been issued by rangers at
39 Auburn City Council?
40 A. That's correct.
41
42 Q. And that goes as far back as 2000 to when you finished
43 in 2014?
44 A. Yes, but I wasn't party to any representations until
45 I became the team leader.
46
47 Q. Sure, but you were aware that sometimes fines would be

1 overturned or sometimes they'd be upheld?
2 A. No, not necessarily, no. I only became aware of
3 representations being sent to council when I was a team
4 leader and even - yes, when I was a team leader.
5
6 Q. You had probably 11 years of experience with
7 representations?
8 A. Yes.
9
10 Q. Some would be upheld, some would be overturned, would
11 it be fair to say, during that time?
12 A. I sent them to the State Debt Recovery Office, so
13 I didn't actually have a record of how many were upheld or
14 overturned.
15
16 Q. Certainly, but probably too many to remember off the
17 top of your head?
18 A. Too many representations?
19
20 Q. Yes, there would have been many.
21 A. There would have been many representations, yes.
22
23 Q. It is fair to say that the SDR0 was a management
24 policy of council at that time, until Mr Burgess became the
25 general manager?
26 A. I don't know what the situation was before Mr Burgess
27 became the general manager.
28
29 Q. Please, could you just speak up?
30 A. I don't know what the situation was before he became
31 the general manager. All I know is that I can say that
32 when I was team leader, I sent the representations to the
33 State Debt Recovery Office.
34
35 Q. During your course as the team leader and as a ranger,
36 there have been occasions where people who have received
37 parking infringement notices have taken them to court?
38 A. Correct.
39
40 Q. And said, "I'm not guilty", or, "I want the court to
41 look at the penalty"?
42 A. Yes.
43
44 Q. When these matters go to court, say it is an
45 infringement that you issued, you would go to court as a
46 ranger?
47 A. Yes.

1
2 Q. And be the prosecuting person in the Local Court?
3 A. Yes. Sometimes there's a duty officer there, though,
4 a duty solicitor.
5
6 Q. A duty officer from council?
7 A. From the court.
8
9 Q. Yes. Is it a solicitor appointed by council?
10 A. No, not - no, not on every occasion.
11
12 Q. So you would approach a duty solicitor at the
13 Local Court and seek their assistance?
14 A. If necessary, yes.
15
16 Q. But most often you would present the case yourself?
17 A. Correct.
18
19 Q. If it was your infringement?
20 A. Yes.
21
22 Q. And that happened with all the rangers, or a similar
23 thing happened with all the rangers from Auburn City
24 Council when one of their infringements was dealt with?
25 A. Yes.
26
27 Q. Were you acting for State Debt Recovery Office when
28 you went down there or were you acting for Auburn City
29 Council?
30 A. We were acting for Auburn City Council.
31
32 Q. Yes. Do you know where that power comes from?
33 A. It's given to us by the general manager.
34
35 Q. That's right. The general manager's power, would you
36 know, comes from the Local Government Act to proceed with
37 prosecutions?
38 A. Mmm-hmm.
39
40 Q. And that gives the council an authority to prosecute
41 matters in courts of law; you would agree with that?
42 A. Yes.
43
44 Q. In your statement there was annexed a number of emails
45 relating to representations to Mr Brisby?
46 A. Yes.
47

1 Q. Is it your assertion, from your evidence today in your
2 statement, that you thought that representations going to
3 Mr Brisby were inappropriate in relation to infringement
4 notices?

5 A. I don't know if "inappropriate" is the right word.
6 I would have said that most people who receive an
7 infringement don't necessarily know the process and
8 certainly we received letters of representation directly to
9 council rather than them going to the State Debt Recovery
10 Office.

11
12 Q. Where does your knowledge come from that these
13 representations have to go to state debt recovery?

14 A. Because I'm not the adjudicator. I couldn't
15 adjudicate on that, it's not my role to do that.

16
17 Q. Where do you understand the authority comes from that
18 these matters should go, properly go to State Debt Recovery
19 Office for them to adjudicate?

20 A. Because I attended two or three occasions the State
21 Debt Recovery Office where we paid a premium service, we
22 elected to do that, so that all the representations went
23 through to them. We paid for that service so that the
24 situation wouldn't arise where we were seen to be doing the
25 wrong thing, I suppose, and adjudicating on a situation
26 which I wasn't necessarily equipped to deal with.

27
28 Q. Is it then that if someone, say the general manager of
29 Auburn City Council, adjudicates over whether an
30 infringement notice should be prosecuted or not, they're
31 doing the wrong thing?

32 A. Well, that's for you to - for the Commissioner to
33 decide.

34
35 THE COMMISSIONER: Just a second. I don't think that's an
36 appropriate question. If the general manager has got power
37 and you can establish that, that's the law, you can make
38 that submission. It doesn't need to be explored with the
39 witness. The witness has given her understanding.

40
41 MR HOPPER: I won't press that, Commissioner.

42
43 Q. You see, we discussed a little bit earlier in your
44 evidence under the Local Government Act that that Act gives
45 the general manager power to initiate prosecutions in the
46 Local Court. We have agreed in your evidence that the
47 prosecution is run by council. Do you agree with that?

1 A. Mmm-hmm.
2
3 Q. In the Local Court?
4 A. Yes.
5
6 Q. That's in relation to penalty notices.
7 A. Yes.
8
9 Q. Are you aware of the provisions of section 24A of the
10 Fines Act?
11 A. No. Well, I may be aware if you read it to me, not
12 from the number.
13
14 Q. I'll read it to you so then we can at least understand
15 each other. Section 24A, Application for review of penalty
16 notice:
17
18 *(1) An application may be made by or on*
19 *behalf of any person for a review of the*
20 *decision to issue a penalty notice in*
21 *respect of the person.*
22
23 You understand that?
24 A. Mmm-hmm.
25
26 Q.
27 *(2) An application for a review:*
28
29 *(a) is to be made in writing to the*
30 *issuing agency for the penalty notice or to*
31 *the Commissioner (if the fine under the*
32 *penalty notice is payable to*
33 *Commissioner), and*
34
35 *(b) is to include the mailing address of*
36 *the applicant and the grounds on which the*
37 *review is sought (including supporting*
38 *evidence).*
39
40 Did you understand that?
41 A. I understood, yes.
42
43 Q. Would you now agree that the law authorises the
44 council to review a penalty notice because they're the
45 issuing authority?
46 A. I would say that there would also have to be some
47 evidence for the actual infringement to be reviewed and not

1 just a letter or an email, "Can you look at this
2 infringement?", and then, "Let's just cancel it." There
3 would have to be some sort of process. There would have to
4 be --

5
6 Q. Let's go through that. Isn't it the case that some
7 representations in relation to some fines were made in
8 writing and they were forwarded to the general manager of
9 council, being Mr Brisby?

10
11 THE COMMISSIONER: Just before you answer that, why is
12 that a question for this witness? She has given evidence
13 about certain infringements being cancelled, that that
14 decision wasn't made by her. There may well be power under
15 the Act for other people, including people at council, to
16 cancel penalty infringement notices and that's something
17 you can just make a submission on.

18
19 MR HOPPER: Yes.

20
21 THE COMMISSIONER: How is this protecting your client's
22 interests by exploring this with the witness?

23
24 MR HOPPER: The general feel of the evidence, from this
25 witness and other rangers, is that there seems to be some
26 resistance in this process of councillors making
27 representations on behalf of constituents and some bad
28 feeling that this should have been dealt with in another
29 way. That evidence I think needs to be addressed because
30 I've got a bundle full of documents here where my client
31 has made a number of representations and there seems to be
32 some sort of inference being raised in the evidence that
33 this was somehow inappropriate.

34
35 THE COMMISSIONER: When you say you've got a bundle of
36 documents, is this a bundle of documents that is a bundle
37 that has been made available to you by the inquiry or is
38 this your own bundle?

39
40 MR HOPPER: Yes. The bundle of documents, specifically,
41 is the bundle annexed to this witness's statement; that's
42 the source of the question.

43
44 THE COMMISSIONER: I will give you a little bit more leave
45 to ask questions.

46
47 MR HOPPER: I haven't got much further to go on this

1 point.

2

3 THE COMMISSIONER: Yes.

4

5 MR HOPPER: Q. You are aware that Councillor Zraika made
6 a number of representations and they are annexed to your
7 statement and you've read those?

8 A. Yes.

9

10 Q. You would agree, after I've made you aware of what the
11 legislation is, that it is perfectly legitimate for
12 Councillor Zraika to make representations on behalf of
13 constituents?

14 A. I think he can make representations. I don't know
15 whether it is the correct thing to do when it's a relative
16 or, as he states in one of them, I think it says a cousin.
17 I don't know how correct it is. All I know is whenever a
18 an infringement was cancelled that I thought wouldn't
19 actually necessarily follow state debt recovery guidelines,
20 I kept a record of it as well.

21

22 Q. But state debt recovery guidelines aren't part of
23 Auburn City Council, are they?

24 A. I don't know. I think that - it's just that - okay.
25 The State Debt Recovery Office has a guideline for what
26 they look at when they're actually apportioning or
27 cancelling tickets. Auburn Council didn't have that.

28

29 Q. But Auburn City Council was at the relevant time your
30 employer, not the State Debt Recovery Office?

31 A. Sorry?

32

33 Q. Auburn City Council at the relevant time was your
34 employer and not the State Debt Recovery Office?

35 A. That's correct.

36

37 Q. And a general condition, as you've agreed, of your
38 contract of employment was to follow reasonable directions
39 of management?

40 A. And I always followed their directions. It was put in
41 the email to me "cancel the ticket" and I cancelled the
42 ticket.

43

44 Q. That's right. No-one is suggesting that you have done
45 anything wrong in that regard?

46 A. Good.

47

1 Q. Let me assure you of that. Would you agree that there
2 has been some tension amongst the rangers in regard to the
3 directions of management, in regard to the cancellation or
4 decision not to proceed with these infringements?

5 A. I think that that's fair to say that that would be
6 true.

7

8 Q. Councillor Zraika never came and approached you
9 directly about any of these issues, did he?

10 A. Not me personally, no.

11

12 Q. Councillor Zraika never said to you that you could be
13 suspended or anything along those lines?

14 A. No.

15

16 Q. It is fair to say he never attempted to interfere
17 directly to you or with other rangers about the work that
18 they were doing?

19 A. I can only speak for myself. He definitely didn't
20 interfere with me directly.

21

22 MR HOPPER: Thank you very much.

23

24 MR ROBSON: I just have one question.

25

26 **<EXAMINATION BY MR ROBSON:**

27

28 MR ROBSON: Q. The document that has come before the
29 Commission as S8, its original form was a three-page
30 document in your statement to which there are attached
31 approximately 92 pages.

32 A. Yes.

33

34 Q. Of those 92 pages, pages 4 and 5 were in fact two
35 pages on which there were numerous handwritten figures
36 which I assume were penalty infringement notices?

37 A. Yes, that's correct.

38

39 Q. Is that your handwriting?

40 A. That's my handwriting.

41

42 Q. When did you make those two pages, when did you record
43 those?

44 A. When I was still employed at council.

45

46 Q. The 93 pages attached thereto, were they documents
47 which you took with you when you ceased your employment?

1 A. No.
2
3 Q. Where did those documents come from?
4 A. They were provided by - I don't know - Darren.
5
6 Q. And you've read them all carefully?
7 A. Well, I remember most of them.
8
9 Q. I'll ask the question again.
10 A. Sorry?
11
12 Q. I'll ask the question again. Have you read them all
13 carefully?
14 A. I've read them all.
15
16 Q. Thank you. Carefully?
17 A. I wouldn't say carefully because I was produced -
18 I was given them today.
19
20 Q. You were given them when?
21 A. Today I had these copies given to me.
22
23 Q. When you refer to Annexures A and D, you're not
24 referring to those 93 documents; is that right?
25 A. Yes, those documents are there, yes.
26
27 Q. Sorry?
28 A. Yes.
29
30 Q. When you signed your document - please don't
31 misconstrue my tone, I'm not being critical of you on
32 this - when you signed pages 1, 2 and 3 of this document,
33 did it have 92 pages attached to it?
34 A. No, it didn't.
35
36 Q. You signed it without reading those?
37 A. The two annexures, in my understanding, were the email
38 from myself to Robert, which is this one --
39
40 Q. Thank you.
41 A. -- and the --
42
43 Q. Excuse me for repeating myself but the fact is you say
44 to this Commission you haven't read those 92 pages
45 carefully; that's correct, isn't it?
46 A. I have read them in the past carefully. They were all
47 recognisable to me. This morning I haven't read them all

1 carefully.

2

3 Q. I accept that and I'm not being critical. They are
4 documents that have been extracted by other people, given
5 to you and attached to your statement; is that correct?

6 A. That's correct.

7

8 MR ROBSON: Thank you. I have no further questions.

9

10 THE COMMISSIONER: Thank you. Does anyone else have any
11 questions?

12

13 MR BOLSTER: Just very briefly.

14

15 <EXAMINATION BY MR BOLSTER:

16

17 MR BOLSTER: Q. You were asked some questions about
18 procedures for dealing with fines both within council and
19 by the state debt recovery service --

20 A. Yes.

21

22 Q. -- by my learned friend. You also mentioned that the
23 council had paid for a premium service.

24 A. Yes.

25

26 Q. Could you explain what that is?

27 A. Well, I wasn't party to actually doing the payment,
28 but it was a service which meant that we paid extra, in my
29 understanding, to the State Debt Recovery Office to deal
30 with all representations so that the council didn't have to
31 deal with them.

32

33 Q. Is this a fair summary of it, that council at some
34 point in time outsourced its fine processing functions to
35 SDR0?

36 A. That's my understanding.

37

38 Q. And there was some sort of formal arrangement entered
39 into?

40 A. There should have been - yes, there would have been.

41

42 Q. And a fee was paid for that service?

43 A. To my knowledge, yes.

44

45 Q. Did you have someone at SDR0 who you dealt with, a
46 counterpart who you could communicate with to make sure
47 that they were doing what they had to do on behalf of the

1 council?
2 A. Not one person in particular but to various people,
3 yes.
4
5 Q. So there was a client, there was an Auburn Council
6 client representative at SDR0?
7 A. That's correct, yes.
8
9 Q. And you liaised with them regularly about --
10 A. Regularly, daily.
11
12 Q. -- fine processing issues?
13 A. Yes.
14
15 Q. So there would be fine processing issues and SDR0
16 decision making conveyed to you?
17 A. Yes.
18
19 Q. And there would be feedback from you?
20 A. Definitely, yes.
21
22 Q. On a daily basis?
23 A. Daily. They would ask me for photographs and
24 information.
25
26 Q. The process of entering into that agreement, who in
27 council would be the person? Do you know who?
28 A. I don't know. I know that I was at a meeting at the
29 SDR0 with Robert Lawrence, but whether he actually dealt
30 with that or not I don't know.
31
32 MR BOLSTER: Thank you very much.
33
34 THE COMMISSIONER: Who is after lunch?
35
36 MR BOLSTER: Mr Honeyman.
37
38 THE COMMISSIONER: Is there anyone else available?
39
40 MR BOLSTER: Ms Simms is technically available but I think
41 that --
42
43 THE COMMISSIONER: No, I think it was --
44
45 MR BOLSTER: -- people at the bar want to --
46
47 THE COMMISSIONER: -- Ms Musgrave who said she would

1 prefer Mr Game to be here.

2

3 MR BOLSTER: Yes, that's why I think we can't force it.

4

5 THE COMMISSIONER: Tomorrow is Mr Francis.

6

7 MR BOLSTER: Mr Francis and legal argument.

8

9 THE COMMISSIONER: And who else?

10

11 MR ROBSON: I could have Mr Brisby available in the
12 afternoon, if that's convenient.

13

14 THE COMMISSIONER: We will discuss that after lunch. We
15 will adjourn for lunch and come back at about two. You're
16 excused, thank you, Ms Griffiths.

17

18 <THE WITNESS WITHDREW

19

20 LUNCHEON ADJOURNMENT

21

22

23

24

25

26

27

28

29

30

31

32

33

34

35

36

37

38

39

40

41

42

43

44

45

46

47

1 UPON RESUMPTION

2

3 MR BOLSTER: Thank you, Commissioner. The first witness
4 after lunch is Mr Honeyman.

5

6 <ROBERT HONEYMAN, sworn: [2.00pm]

7

8 <EXAMINATION BY MR BOLSTER:

9

10 THE COMMISSIONER: There is another appearance, is there?

11

12 MR C IRELAND: Yes, Commissioner. My apologies, I should
13 have mentioned my appearance. My name is Ireland. I will
14 be seeking leave to appear in due course to represent, on a
15 limited basis, Mr Malouf, just for the purposes of taking
16 objections and any necessary re-examination.

17

18 THE COMMISSIONER: Thank you. I grant that leave.

19

20 MR BOLSTER: Q. Mr Honeyman, you prepared a statement on
21 18 May 2016?

22

A. I did.

23

24 Q. Do you have a copy of that in front of you with page
25 numbers?

26

A. I do.

27

28 Q. Starting 1 through to 200-odd.

29

30 MR WATSON: 286.

31

32 THE WITNESS: Yes.

33

34 MR BOLSTER: Q. I am going to take you through that
35 statement. The statement you have in front of you is the
36 one you signed on 18 May 2016?

37

A. Correct.

38

39 Q. You were asked by Mr May to come in and carry out
40 essentially an audit in the terms that you have described
41 of some staff files at Auburn Council, correct?

42

A. Correct.

43

44 Q. When Mr May spoke to you about coming over, did he
45 indicate a reason why he had a particular concern?

46

A. Mr May indicated that as a result of matters which
47 were being heard involving Botany Bay Council, that he'd

1 become aware of people involved in that hearing who had
2 been involved in Auburn City Council and because he'd just
3 recently come to Auburn City as administrator, he wanted me
4 to just look into various issues, as described in here,
5 because he wanted to be happy with how things were here,
6 having regard to that.

7
8 Q. Could you go over to page 3 of your statement which
9 has a document with the heading "Annexure 1".

10 A. Yes.

11
12 Q. Is that a draft of the initial report you provided to
13 Mr May on 23 April 2016?

14 A. It is.

15
16 Q. Then if you go over to page 8 and following, is that
17 the final report that you provided to him on 29 April 2016?

18 A. Yes, it is.

19
20 Q. You subsequently prepared a second report, which we'll
21 come to in due course, but just for the purposes of
22 identification, that report is annexure 5 and it begins at
23 page 219 of the bundle?

24 A. Yes, that's it.

25
26 Q. I just wanted to correct something - there's no
27 annexure 2 referred to in the statement, we simply go from
28 annexure 1 to annexure 3; is that correct?

29 A. Yes, it wasn't in this form.

30
31 Q. Just an error in the numbering. The only other matter
32 I just wanted to raise with you, just so we can identify
33 the documents, is annexure 4. It comprises your working
34 papers and the various contracts and documents you looked
35 at for the purpose of preparing your first report?

36 A. I'd have to accept that that's what it is. It was a
37 huge amount of paper, which I did provide to copy.

38
39 Q. I just want to take you through your first report and
40 focus on some of the key issues in it. As far as the
41 appointment of Mr Brisby was concerned, do I take it that
42 your role was to ascertain how he was appointed, the terms
43 of his appointment, and how his performance was managed and
44 reviewed over the period in which he was general manager?

45 A. Correct.

46
47 Q. Was your task in relation to Mr Fitzgerald Senior a

1 similar task?
2 A. It was really related to his appointment. It didn't
3 go into any of the performance issues because it was a
4 limited time contract of six months, so it was really about
5 the process which arrived at Mr Fitzgerald being appointed
6 as acting general manager.

7
8 Q. Could you turn now to page 9.

9 A. Yes.

10

11 Q. Under heading 1(a), you state that the review deals
12 with both the general manager and the deputy general
13 managers. I assume you did the same process for deputy
14 general managers?

15 A. Correct.

16

17 Q. My questions are really focused on the general manager
18 for present purposes.

19 A. Okay.

20

21 Q. In paragraphs 1 and 2 you outline the history that you
22 ascertained from the records held by council; is that
23 correct?

24 A. That's correct.

25

26 Q. Did you have access to Mr Brisby's employment file?

27 A. Yes.

28

29 Q. And to the relevant file of council that established
30 the appointment of the general manager?

31 A. That's correct.

32

33 Q. So you had access to the contracts, the various
34 council minutes and the like?

35 A. Yes.

36

37 Q. All right. In paragraph 3 on page 10 you deal with
38 the deputy general managers. I don't want to trouble you
39 with that for present purposes. Could you go down to
40 subparagraph (c). You will see there there is the heading:

41

42 *Review performance reviews and increases*
43 *are done correctly*

44

45 You're familiar, I take it, with the Office of Local
46 Government Guidelines on performance reviews in the case of
47 senior staff and, in particular, general managers?

1 A. Correct, yes. Yes, I am.
2
3 Q. That sets out, does it not, a non-binding code or
4 regime that the councillors are required to implement in
5 order to effectively manage the engagement of their general
6 manager?
7 A. Well, it certainly suggested they take them into
8 consideration, yes.
9
10 Q. The only staff member that the councillor appoints or
11 engages or contracts with is the general manager, is that
12 correct?
13 A. Correct.
14
15 Q. It is the general manager then who deals with the
16 staff of the council and has overall responsibility for the
17 council staff; correct?
18 A. Yes, correct.
19
20 Q. When you came to carry out your review of Mr Brisby's
21 performance reviews, what files did you go through?
22 A. I went to his personal file to examine what
23 documentation was present on that file.
24
25 Q. What other files did you go to?
26 A. The only other references I made were the council
27 minutes to track --
28
29 Q. When you're looking for a performance review -
30 I should just pause there. You've been a financial
31 director working in local government for many, many years;
32 is that correct?
33 A. That's correct.
34
35 Q. You were at Sutherland Council, I believe?
36 A. Yes, I was.
37
38 Q. For how long were you at Sutherland Council?
39 A. 27 years.
40
41 Q. What was the position that you reached at that
42 council?
43 A. Corporate services director.
44
45 Q. In that role, did you have oversight of the
46 general manager's contract and performance reviews in that
47 organisation?

1 A. Yes, through the personnel section, which was under my
2 division, all of the contracts and the review processes
3 were managed through the manager personnel.
4

5 Q. As an auditor when you're looking for performance
6 review documentation, what sort of documentation are you
7 precisely looking for?

8 A. Well, it does depend, obviously, on the nature of the
9 council, but certainly key performance indicators in a form
10 that are meaningful to a council to allow them to judge
11 whether or not a general manager has developed a program
12 and in words can present to the council those indicators
13 and an ability to report against those indicators so he can
14 be judged on his ensuing performance.
15

16 Q. Would there be a paper trail of key issues, key
17 performance and indicators, that the general manager ought
18 be abreast of?

19 A. Yes, I would think so. Yes.
20

21 Q. Give us a couple of typical performance indicators for
22 a general manager?

23 A. Well, it can - in our council the Works Program was a
24 particular issue that the council wanted to ensure that if
25 there was going to be \$40 million worth of funds allocated
26 to do a whole range of things, that those things would be
27 progressed for the most part, subject to failings with
28 other levels of government or whatever.
29

30 Q. The performance issues there might be underperformance
31 which might --

32 A. Yes.
33

34 Q. -- trouble the council, or over-performance which
35 might also trouble the council?

36 A. It would really be overperformance because council's
37 funds are limited, but underperformance for a whole range
38 of reasons can occur.
39

40 Q. It would be an identification of issues that were of
41 importance to the council that they had raised with the
42 general manager at the time of his employment, is that a
43 fair statement?

44 A. Yes, certainly, certainly. And because of the nature
45 of that agreement, it's usual that the GM will prepare a
46 draft and discuss those with the mayor and the members of
47 whatever panel is put in place, which is usually

1 representative of whatever interests there are on a
2 council, that they will agree on these as being the main
3 things they want the general manager to do and have the
4 organisation implement on behalf of the council and the
5 community.
6

7 Q. When you went to Mr Brisby's personnel file, did you
8 find any documents along those lines?

9 A. Yes, I did find one document which I believed was a
10 2014 document which would be a performance agreement.
11

12 Q. Was it performance agreement? Do you recall what the
13 key indicators were?

14 A. No, I didn't, because I - it was - it was of the same
15 vintage as the ones I was looking at. I had the deputy's
16 files at the same time and I was wanting, because I could
17 see that two agreements were all signed by both parties,
18 both the GM and the deputy GMs, but the GM's document
19 wasn't signed, so I wasn't sure if it was a complete
20 document or not, but, to me, it had general issues relating
21 to the performance of the work staff, administration and
22 functions of the council.
23

24 Q. Who gave you access to the various documents?

25 A. Manager (Human Resources).
26

27 Q. That's Mr Tzoukos?

28 A. Mr Tzoukos.
29

30 Q. He provided you with full access to all of the files
31 relevant to the general manager?

32 A. And the other staff I mentioned, yes.
33

34 Q. You were satisfied that you had access to all of the
35 files when you went through the material?

36 A. Yes.
37

38 Q. You weren't concerned that anything had been kept from
39 you?

40 A. No. No. In fact, I can say if I ever - if I found
41 something that wasn't there, if you like, if I thought
42 something should be there and it wasn't, and I raised it,
43 Peter Tzoukos would make due inquiries through the
44 electronic system and make sure I had a copy if that
45 existed.
46

47 Q. Did you raise with him the lack of any performance

1 review documentation going forward to council?
2 A. I raised with him the fact that I could only find one
3 document and the answer was, "Those are the documents."
4
5 Q. That's it?
6 A. That's his personal file, yes.
7
8 Q. Did you raise with him or seek to obtain from him any
9 documents that actually went forward to the council in a
10 business paper for council, for consideration by them?
11 A. Yes, I did, and I wasn't able to obtain those papers,
12 if there were any.
13
14 Q. Did he say whether there were any?
15 A. I think he said he wasn't aware of any documents.
16
17 Q. I think if you turn to page 76 of your statement, you
18 will see there that there's a minute of a performance
19 review committee meeting held on 6 August 2014?
20 A. Yes.
21
22 Q. Was there any business paper recording the material
23 that went to council when they came to consider that
24 resolution?
25 A. The notice papers precede that page.
26
27 Q. Yes.
28 A. If they're in the correct order.
29
30 Q. I see, beginning on page 71?
31 A. On 71, yes.
32
33 Q. Right. They just deal with the procedural framework,
34 those minutes, don't they?
35 A. Correct.
36
37 Q. There was nothing of any substance?
38 A. There was nothing else provided, apart from those to
39 me.
40
41 Q. Is it consistent with your experience that the paper
42 trail about the performance review would not include in the
43 business papers the substantive issues that council was
44 being asked to address on the performance review of the
45 general manager?
46 A. Certainly, the consideration - it is usual that there
47 is a performance review panel made up of a number of

1 councillors, whoever that might be. It's usual that's
2 agreed upon between the general manager and the council
3 because my former general manager had a choice of who he'd
4 have on there, his nomination, and certainly those meetings
5 were held in an informal basis prior to a formal adoption
6 of a report to the council. I have to say that at
7 Sutherland Council those matters were dealt with in-staff
8 confidential because there were some pretty robust
9 discussions, I could imagine from time to time. I was not
10 present at any of those, so those papers are not public
11 papers, nor is the discussion, because they're in that
12 closed session. But I would expect that there was
13 something before the councillors on the evening when these
14 things were discussed and it may well be that's why I'm not
15 able to find them because they are in closed session
16 papers.

17
18 Q. Wouldn't it be important, 12 months down the track, if
19 there's a dispute between the general manager and council -
20 say they have to go to court over a termination issue,
21 wouldn't it be important for what was ultimately raised,
22 considered, argued robustly, however it was, and then
23 determined by council, shouldn't there be a paper trail of
24 that for that very reason?

25 A. I think it's vital, yes.

26
27 Q. Ordinarily, wouldn't you expect, even if it was
28 "Staff in Confidence", that there would be some paper trail
29 of what was discussed when council ultimately came to deal
30 with the performance review?

31 A. Yes.

32
33 Q. The minutes show that he passed his performance review
34 and was given a satisfactory rating; correct?

35 A. Correct.

36
37 Q. That entitled him to an increase in salary in the
38 ordinary course under his contract; correct?

39 A. Yes.

40
41 Q. I want to deal then with Mr Fitzgerald. What were you
42 able to ascertain about Mr Fitzgerald's contract? In this
43 respect I am drawing your attention to pages 13 and 14 of
44 your statement. Mr Fitzgerald was engaged, wasn't he, as
45 the acting general manager whilst Mr Brisby's position was
46 filled?

47 A. Correct.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

Q. Whether there any deficiencies in the record-keeping in relation to Mr Fitzgerald's file?

A. I was not provided with a file for Mr Fitzgerald.

Q. Did you ask for one?

A. I asked for the information concerning his appointment and the process that preceded that and that is documented. I wasn't given a personnel file as such for Mr Fitzgerald, and I'm not aware of any performance agreements for Mr Fitzgerald signed for that six months. To be quite honest, I wasn't expecting the same approach with Mr Fitzgerald as I would have expected with the subsequent general manager.

Q. Is that because he was appointed on an interim basis and --

A. Correct.

Q. -- corners may have been cut?

A. That's right. I think time would have been of the essence with relation to his appointment because of what preceded that, with John Burgess not being there, and going through a process where seeking out people with appropriate qualifications and experience to come immediately almost, there was quite a large pool to start with from the records I was shown, which came down to a lot fewer in the end, and ultimately Mr Fitzgerald was appointed.

Q. Even though he was still there for six months, would it not have been prudent for some form of performance indicator or agreement to have been reached with him about what he was to do in that six-month period?

A. Yes, it would have.

Q. Were you aware that Mr Fitzgerald, one of the major tasks that he engaged in whilst he was there, was a restructure of staff within council?

A. Correct.

THE COMMISSIONER: Just before you get there, you directed the witness's attention to page 13 of the document which is part of his report of 29 April. There is a reference to a document under the heading "Contract and Extensions" from 27 September 2013 to a document 27 September 2013 relating to Mr Fitzgerald that has been completed by the general manager as the only signatory. Do we have that document?

1 Is it part of this bundle?
2
3 MR BOLSTER: I think it is. Let me find it.
4
5 THE COMMISSIONER: I couldn't find it, so that is why I am
6 asking.
7
8 MR BOLSTER: Q. Is it in your report, Mr Honeyman?
9 A. I thought it was. I had a copy of it. In fact, I've
10 got an electronic copy of it, but it was an agreement dated
11 27 September 2013 and it was signed by Mark Brisby.
12
13 Q. Did you sight a version signed by Mr Fitzgerald?
14 A. No, I didn't.
15
16 THE COMMISSIONER: If it is not in the bundle that is
17 attached to Mr Honeyman's statement, I think it should be.
18
19 MR BOLSTER: Q. Do you have it in your files with you at
20 the moment?
21 A. I'm not sure. I'd have to go through the whole lot,
22 but I do know it's on my phone because I had another copy
23 sent to me.
24
25 Q. All right. We may make some inquiries about that.
26
27 THE COMMISSIONER: We may need to get it. Someone,
28 I don't know, it may be of no interest to anyone, but in
29 case somebody wanted to ask a question about it, I think
30 the document needs to be --
31
32 MR BOLSTER: There is a witness who will follow you and
33 when you have finished giving your evidence, you might --
34
35 THE WITNESS: I can certainly make sure that it is printed
36 over in the office.
37
38 MR BOLSTER: Q. We can bring you back if we need to.
39 A. Yes.
40
41 Q. I wanted to turn then to your second report which
42 begins, as I said, at page 219.
43 A. Yes.
44
45 Q. This report was about certain payments that had been
46 made to members of council and Mr Fitzgerald?
47 A. Correct.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

Q. You deal with Mr Fitzgerald at pages 219 to 220. I think the position is this, isn't it, that from October 13 to December 15, that is after Mr Brisby is appointed as general manager and Mr Fitzgerald ceased being the acting general manager, he was paid consultancy fees totalling \$144,000?

A. Correct.

Q. Were you able to identify the work that was performed referable to those payments?

A. No, I only had the information which was provided by way of written correspondence to the Office of Local Government in response to a letter they sent to the council and what was described in that agreement of 27 September 2013, and the discussions I had with Mark Brisby about the range of work that Mr Fitzgerald undertook whilst he was in that consultancy role.

Q. Could you go over to page 274, which is about 10 pages from the end of your statement.

A. 274?

Q. Yes, please. They are the invoices for the payments that we are talking about issued by Mr Fitzgerald?

A. Correct.

Q. Were you troubled by the way in which the work was described on a monthly basis?

A. It was certainly a minimal description.

Q. Ordinarily, when a consultant would provide services of that value to a council, particularly at the level Mr Fitzgerald was operating at, would you expect something more than simply "Services provided for Consultation and Advice January 2014 - As agreed"?

A. Yes, I would, and by example, I think earlier there's invoices for Mr Harrison who assisted with the recruitment processes and at least on his invoices - I can't tell you the number, I'm afraid, but it would be very early in the stack, his invoices did go through by date and described the sort of work that he was doing, which I think at least provides more detailed information which then can be checked back by whoever supervises.

THE COMMISSIONER: I think they start at page 21.

1 THE WITNESS: Sorry.
2
3 THE COMMISSIONER: Q. Am I right. Would you look at
4 page 21.
5 A. Excuse me, Commissioner. Yes, that's correct.
6
7 Q. Did these documents come from you? These are your
8 records that you have provided; is that right?
9 A. Well, these are from council's --
10
11 Q. Yes, but they were given to you --
12 A. That's correct.
13
14 Q. -- for the purpose of you doing the report?
15 A. Yes.
16
17 Q. And then you provided them?
18 A. Yes.
19
20 MR BOLSTER: Q. You obtained all of these documents
21 whilst you were doing the task Mr May had asked you to
22 undertake; correct?
23 A. Correct.
24
25 Q. You were employed by the council for that express
26 purpose?
27 A. Yes, exactly.
28
29 Q. On page 20 you see Mr Harrison's particularisation of
30 an invoice, or the supporting particulars for an invoice of
31 \$16,000, issued on page 21, on 25 October 2013?
32 A. Yes.
33
34 Q. Do you see the itemisation on page 20?
35 A. The itemisation for that is on the --
36
37 THE COMMISSIONER: It is page 21, isn't it? There's
38 page 20 and the bill is page 21.
39
40 MR BOLSTER: Yes.
41
42 Q. Is that the sort of itemisation --
43 A. That's correct, that's what I'm referring to.
44
45 Q. That's what you would expect?
46 A. Yes. Something along those lines is far more
47 informative.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

Q. Again, assume Mr Fitzgerald and council were in dispute about payment, the terms of the payment, or the work that was done, wouldn't it be important for council to have some sort of record of the terms upon which this engagement was made?

A. Short of a consistent diary process where meetings - update meetings were held between the supervisor and Mr Fitzgerald, there would be little more to go on other than some of the things that are referred to in the correspondence, such as policy development, or those sorts of things where a very distinctive outcome has been achieved and that was all relating to his work, but it wouldn't fit in with any dates at all. It would just be up to a point where it was adopted by the council.

Q. Just going back to those invoices at the end of the bundle at page 276 and following, leaving aside two months on those invoices, there's a flat \$6,000 a month fee. Is that consistent with someone being engaged for specific consultancy services? Wouldn't they be paid on an hourly basis?

A. Look, I am sorry I haven't got that agreement, but in the agreement it does say that there will be --

THE COMMISSIONER: I'm sorry to cut you off, I think for everyone's benefit it might be better if we found this agreement so the people can see it, because people might want to cross-examine about it. I will break for five minutes so you can get it.

THE WITNESS: Yes, certainly.

THE COMMISSIONER: The witness keeps talking about it. I think it is better if everyone has it since he is giving evidence about it. I will adjourn for five minutes and hopefully in that five minutes the document can be located because I am interested in it at least. We will adjourn for five minutes and we will try and get that document.

SHORT ADJOURNMENT

MR BOLSTER: Q. Have you been able to locate the agreement in question, Mr Honeyman?

A. Yes.

Q. Do you have a copy of it there?

1 A. No.
2
3 Q. You don't? Mr Sear, could you provide the witness
4 with a copy of that?
5 A. Yes.
6
7 Q. That's the agreement with Mr Fitzgerald --
8 A. Correct.
9
10 Q. -- that you found on the file or were provided with by
11 the relevant officers?
12 A. Yes. Yes, it is.
13
14 Q. Was it signed by Mr Fitzgerald?
15 A. No.
16
17 THE COMMISSIONER: Q. The second page that has just been
18 removed, what is that? Is it personal details?
19 A. Yes.
20
21 MR BOLSTER: Q. The second page has personal information
22 of Mr Fitzgerald which would be proper to reveal. We will
23 edit that out and produce that in due course.
24 A. Correct.
25
26 Q. What is your opinion, based on your experience over
27 27-odd years, of a consultancy agreement when remuneration
28 of \$6,000 per month, up to 20 hours per month, the way
29 that's framed, is that normal, is that standard?
30 A. I don't believe I've seen anything quite like it
31 before. It seemed a very generous arrangement to me.
32 Basically, an hour a day, roughly, based on the 20 hours
33 per month.
34
35 Q. There's nothing that you were able to identify from
36 his file or the council files to indicate what he did for
37 that hour a day?
38 A. Nothing other than the information contained in the
39 letter to the Office of Local Government.
40
41 Q. And that's contained in your statement?
42 A. And that's in here.
43
44 Q. I won't take you to that, that speaks for itself.
45 A. Yes.
46
47 Q. I want to turn now to the issue of your investigation

1 of expenses by certain councillors. There was only one
2 issue that you expressed any concern about and that was a
3 claim for car washing by Mr Attie; is that correct?
4 A. That, together with the car leasing for travel, yes.
5 There were two.
6
7 Q. Yes, the leasing arrangements.
8 A. Yes, there were two.
9
10 Q. I just want to identify the issues as they were dealt
11 with by council, that is what I am focusing on here, how
12 council dealt with this issue as it arose and the
13 circumstances in which it arose. There was a Mr Hon Ming
14 Ho who was an accountant employed by council at the time
15 this claim was made; correct?
16 A. Correct.
17
18 Q. If you turn to pages 230 and 231, you will see claim
19 forms for Mr Attie for both the car allowance on page 231,
20 in the sum of \$7,800 - yes?
21 A. Correct.
22
23 Q. And on page 230, a claim for car washing from
24 September 12 to May 13 in the sum of \$2,275?
25 A. Correct.
26
27 Q. Mr Cockayne and Mr Hong Wing Ho were respectively -
28 Mr Cockayne, was he involved with corporate services?
29 A. Yes, governance manager.
30
31 Q. Governance management. It's his job to make sure that
32 people get what they're entitled to under their terms of
33 employment; correct?
34 A. Yes. He'd be ensuring the payments under the facility
35 and payments policy would be appropriate.
36
37 Q. Could you go to 237, you will see there that
38 Mr Cockayne sent Mr Hong Wing Ho an email in which he
39 expressed his views about both the car allowance claim and
40 the car wash claim?
41 A. Correct.
42
43 Q. And then the manager of finance, Mr Hong Wing Ho, he
44 responded to that on 2 October 2013. The substance of his
45 response commences in the bottom quarter of page 235 in
46 relation to the leasing claim; correct?
47 A. Yes, correct.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

Q. And what he said about the car wash claim is at points 2 through 7 on page 236?

A. Correct.

Q. How was that dispute resolved?

A. Finally, the amounts that were agreed upon for payment came about because of the approval for payment by Mr Fitzgerald as Acting GM and in the other case, Mr Fitzgerald and Mr Brisby.

Q. I just want to deal with the car wash claim very briefly. Mr Ho took the point, did he not, that reimbursement of a claim such as that for an out-of-pocket expense such as that would normally require the production of some form of receipt?

A. Correct.

Q. Was there in any of the paperwork that you saw any receipt to substantiate the car wash claims?

A. Nothing, no.

Q. There was, was there not, a collection of credit card records or an extract of the credit card payments referable to car wash claims by the mayor in a prior period, wasn't there?

A. Correct.

Q. If you go to page 226, do you see about a third of the way down the page, examples of where the mayor has used his credit card, his mayoral credit card; presumably he had a personal credit card as well and he may have paid in cash on a number of occasion, but he used his mayoral credit card for six car washes between December 2013 and the beginning of February 2014?

A. Correct.

Q. At let's say \$50 each, one was a \$12 car wash at that particular establishment referred to there, but \$50 each --

THE COMMISSIONER: That looks like parking, doesn't it?

THE WITNESS: A parking fee.

MR BOLSTER: Q. I do apologise. That's five car washes over that period. What was the calculation that was ultimately agreed to pay to Mr Attie in respect of car

1 washes? How much did he get on account of car washing?
2 A. He received his claimed amount, less \$70 deduction.
3
4 Q. Less \$70?
5 A. Which was for something previously paid.
6
7 Q. His claim was from September through May, so that's
8 nine months; correct?
9 A. Correct.
10
11 Q. \$2,275 divided by 9 is just over \$240 a month for car
12 washing?
13 A. Yes.
14
15 Q. What was your opinion of that based upon your
16 experience?
17 A. I thought that the references to the policy were
18 correct and I checked the policy. There were two
19 provisions: one which said they shouldn't be paid a
20 general allowance which, in the case even though it is for
21 a specific thing, it wasn't related to a specific amount
22 per issue, and the other one was that you really should
23 have receipts or invoices or credit card statements or
24 something that back up your payment request.
25
26 Q. Did you look at any historical records for other
27 mayors and their history of car washing?
28 A. I looked at the documents which were public documents
29 through the council. They recorded their credit card
30 statement transactions and the reason I went to the \$50
31 calculation was that was the highest figure, and in no case
32 did any of the previous mayors, or any other person, have
33 any more than two car washes in any given month, and
34 I applied that calculation for the purpose of comparison.
35
36 MR BOLSTER: Yes, nothing further.
37
38 **<EXAMINATION BY MR WATSON:**
39
40 MR WATSON: Q. Mr Honeyman, I have heard you give some
41 evidence about deficiencies you see in the relations
42 between the council and Mr Brisby. You gave some evidence
43 about that, do you remember?
44 A. Deficiencies in relation to paperwork?
45
46 Q. Well, deficiencies in documentation and the like?
47 A. Yes, yes, correct.

1
2 Q. You've had 50 years experience in local government?
3 A. Almost.
4
5 Q. Not almost. You started in 1965?
6 A. Well, I mean up to last July, yes. Sorry.
7
8 Q. The point about this is that in your position say at
9 Sutherland, would you be the person who the councillors
10 would have depended upon to advise them about what they had
11 to do to get the documentation in place?
12 A. No, the general manager would.
13
14 Q. All right. The councillors would be looking to one of
15 the specialists, one of the very experienced people?
16 A. In our case, yes.
17
18 Q. So the criticism that you make in relation to those
19 matters about Mr Brisby, the deficiencies in documentation,
20 you're not criticising the councillors, are you?
21 A. No.
22
23 Q. Similarly, you were critical of matters relating to
24 the documentation on the appointment of Peter Fitzgerald
25 Senior as a consultant?
26 A. Correct.
27
28 Q. During the consultancy period?
29 A. Yes.
30
31 Q. And again, the formulation of the terms of that
32 arrangement would be a matter where the councillors would
33 be looking to rely upon the staff, the experienced staff?
34 A. Correct.
35
36 Q. So any complaint that you have about that deficiency
37 would reflect upon the staff rather than the councillors?
38 A. Correct.
39
40 Q. I'm using that silly pronunciation "councillors" just
41 so that it is clear.
42 A. Yes.
43
44 Q. If we look at the deficiency in that documentation on
45 the appointment of Mr Fitzgerald Senior as a consultant,
46 one of the complaints that you make was that it failed to
47 specify sufficiently the tasks to which he was to attend?

1 A. Correct.
2
3 Q. Did you have a look at whether or not there were any
4 records of discussions about those sorts of matters
5 between, say, Mr Brisby and the councillors?
6 A. No, I didn't. I went to Mr Brisby and spoke to him
7 about the whole arrangement with Mr Fitzgerald.
8
9 Q. Was he able to satisfy you as to the tasks which it
10 was intended that Mr Fitzgerald would attend to?
11 A. Only in general terms in that Mr Brisby indicated he
12 was the responsible officer for supervising Mr Fitzgerald.
13 Many of the tasks for Mr Fitzgerald would come through him,
14 but that Mr Fitzgerald was generally available to all
15 senior staff, probably more than that, all senior staff as
16 a referral point for policy or mentoring in relation to the
17 nature of local government, because of his seniority as a
18 long-serving employee and mayor.
19
20 Q. I guess what you were being told was the same sort of
21 thing which a councillor might have been told had they made
22 the inquiry?
23 A. Possibly.
24
25 Q. In other words, Mr Brisby was justifying the
26 appointment of Mr Fitzgerald as a consultant?
27 A. Correct.
28
29 Q. I want to turn to the burning issue of the car wash.
30 You will recall that you've been shown this statement -
31 I'll pause there and say this: I appear for Mr Attie, so
32 that it is clear and to be fair to you.
33 A. Yes.
34
35 Q. You will recall that you were shown the pages where
36 there was some concern about the nature and size of
37 complaints/claims made by Mr Attie?
38 A. Correct.
39
40 Q. One of those related to car washes?
41 A. Yes.
42
43 Q. Another one related to a car allowance?
44 A. Yes.
45
46 Q. And another one related to an allowance for electrical
47 usage at his home?

1 A. Yes.
2
3 Q. In terms of Mr Attie's claim, you will have seen that
4 they were lodged on the basis that there was the perception
5 that there was a monthly allowance permitted in respect of
6 car expenses; correct?
7 A. That seems to be the assumption, yes.
8
9 Q. That seemed to be the assumption behind the claim
10 because it was in round numbers?
11 A. Yes.
12
13 Q. Similarly, there was an assumption that Mr Attie was
14 entitled to a round figure, a lump sum, in relation to the
15 car washes?
16 A. Yes.
17
18 Q. And that was, if you like, the nub of the dispute
19 between Hong Wing Ho and Barry Cockayne?
20 A. Yes, it was.
21
22 Q. I'm just going to stop there - C-O-C-K-A-Y-N-E?
23 A. Yes.
24
25 Q. What I really want to get down to here is: Mr Attie's
26 claims were based upon what was perceived to be an
27 appropriate basis, a round figure, which was an allowance;
28 correct?
29 A. It appears that way, that's what he was under the
30 impression of.
31
32 Q. And not only that, at least in some circles of the
33 staff of the council, Mr Attie was quite correct to do so?
34 A. I can't comment on that.
35
36 Q. Obviously he was because that's what Mr Brisby and
37 Mr Cockayne had promoted to Hong Wing Ho as the correct
38 approach?
39 A. I don't know they promoted it. They certainly
40 authorised it in the end but --
41
42 Q. That's what I mean. At least they thought this was
43 the proper approach. You see that, don't you?
44 A. Well, I see what I see but I don't know that they -
45 I can't - I can't feel - they authorised those payments in
46 the end.
47

1 Q. Yes. Do you know whether this dispute was even
2 referred back to Mr Attie?
3 A. During those discussions I'm not aware.
4
5 Q. See, as far as the records show, Mr Attie put in the
6 claim in accordance with the perceived system and the
7 matter was dealt with internally by the council; is that
8 correct?
9 A. Correct.
10
11 Q. Without reference back to Mr Attie?
12 A. I'm not aware if it was referred back to him.
13
14 Q. As far as we know, sitting here, Mr Attie would say,
15 "I did what I was told to do. They paid me a sum of money.
16 Thank you." That's right, isn't it?
17 A. Well, I'm not sure he said "thank you". He had a
18 claim for over \$11,000 knocked down to half of that.
19
20 Q. Yes.
21 A. So I don't know what he said and I don't know what
22 council - sorry, I don't know what Peter Fitzgerald said to
23 Ned Attie, and I'm not sure what Mark Brisby said to him.
24
25 Q. Exactly.
26 A. All I can see from the records is the toing-and-froing
27 between the financial and government staff arriving at a
28 payment to be made.
29
30 Q. But while we're here and public money is being spent
31 on this inquiry, on this particular aspect, as I read your
32 report, it suggested that Mr Attie might, on your
33 interpretation of the practice, have been overpaid \$3,561;
34 is that right?
35 A. On my calculation.
36
37 MR WATSON: Thank you.
38
39 THE COMMISSIONER: I will just go from right to left.
40 Mr Wheelhouse?
41
42 MR WHEELHOUSE: I have no questions, Mr Commissioner.
43
44 THE COMMISSIONER: Mr Hopper.
45
46 MR HOPPER: I have just a couple.
47

1 <EXAMINATION BY MR HOPPER:
2

3 MR HOPPER: Q. In relation to the terms in which Mr May
4 engaged you, in paragraph 4 of your statement you said, in
5 essence, you were engaged to review various aspects of the
6 appointments and the remunerations of the council's general
7 manager and deputy general managers?

8 A. Correct.
9

10 Q. Is that right?

11 A. Correct.
12

13 Q. Did that include any investigation about why
14 Mr Burgess was no longer a councillor?

15 A. No.
16

17 Q. In putting this report together, you have relied on
18 your extensive experience working in local government?

19 A. Yes.
20

21 Q. Just to understand the basics, basically the
22 councillors make policy at council meetings, then the role
23 of the general manager is to implement that policy through
24 various directions and delegations to staff?

25 A. Correct.
26

27 Q. When you were reviewing the aspects of appointments
28 and remuneration of the general manager, you would be
29 looking at, wouldn't you, the efficient implementation of
30 council policy via a general manager and through the staff?
31 Would that be one thing you would consider looking at?

32 A. To the extent that I needed to look at that using
33 funds of council, the point that I reached was that in the
34 hiring of, or the appointment of Peter Fitzgerald and
35 Mark Brisby, the total remuneration package for each of
36 those gentlemen was the same as the previous general
37 manager had been paid 14 months previously.
38

39 Q. Yes.

40 A. To that extent that's - and the mayor would have had
41 to have been involved, he was the only one left standing at
42 that point, there were no other senior staff he would have
43 been referring to prior to the appointment of
44 Peter Fitzgerald, except his support staff, and the basis
45 of appointing, in my view, those two, but Peter Fitzgerald
46 particularly at the same level was reasonable, and when
47 that transferred to Mark Brisby, I thought it was very

1 reasonable for the ratepayers because there had been no
2 increase in that package over that period of time from
3 Burgess through to Brisby.

4
5 Q. On a general point, then, would you agree that if
6 staff weren't implementing council policy to a various
7 degree, the more they weren't implementing it, the less
8 efficient the organisation would be performing?

9 A. It would certainly impact on the bottom line, yes.

10
11 Q. You also said in paragraph 5 that you spoke to a
12 number of council employees, including but not limited to
13 Mark Brisby, Richard Sheridan and Peter Tzoukos and
14 Barry Cockayne.

15 A. Yes.

16
17 Q. Was that to get a general gist of the dynamics?

18 A. It was because there were various people responsible
19 for various parts of my inquiries. Barry Cockayne was in
20 governance, Peter was in human resources, Richard was in
21 finance, and Mark, of course, was the GM.

22
23 Q. Yes. What I am getting at, because I asked you
24 whether that was to get a gist of the dynamics of how
25 council was operating and performing, during those
26 inquiries did you get any sense that there had been at any
27 stage a tension between what the council policy was to that
28 being implemented by the staff?

29 A. At that given point when I was there?

30
31 Q. Or at any time during those discussions.

32 A. At any time? Well, the impression I gained in
33 relation to Mr Brisby was that he had brought the
34 organisation together, for want of a better term, after
35 what must have been a very difficult time when John Burgess
36 had been the GM, and I don't pretend to know anything about
37 all of that, but it seemed that that upheaval would,
38 I would imagine, cause a massive problem for the
39 organisation internally and very possibly between the
40 elected body and the staff. I got the firm impression that
41 Mr Brisby had done a great job in mending those fences, if
42 you like, and getting staff back on track.

43
44 Q. You would say that you got a sense that before
45 Mr Brisby's appointment as general manager, there was some
46 difficulties with staff implementing council policy for
47 various reasons?

1 A. Yes, that's a fair comment.
2
3 Q. And that caused a problem for the efficient running of
4 the organisation of council?
5 A. Yes.
6
7 MR HOPPER: Thank you.
8
9 THE COMMISSIONER: Mr McCann?
10
11 MR McCANN: Yes, sir.
12
13 **<EXAMINATION BY MR McCANN:**
14
15 MR McCANN: Q. Mr Honeyman, you were shown a three-page
16 document earlier being the agreement between Mr Fitzgerald
17 and the council.
18 A. Yes.
19
20 Q. Do you still have it there?
21 A. I've got it, yes.
22
23 THE COMMISSIONER: It's down to one page.
24
25 THE WITNESS: Page 1 and 2. I've got page 1, yes.
26
27 MR McCANN: Q. Could I hand you this one which is three
28 pages which has a hole marking through it.
29
30 MR BOLSTER: Do you have a problem with identifying that
31 information?
32
33 MR McCANN: I do.
34
35 Q. I believe earlier it was suggested to you that there
36 was no signing of the agreement between the parties?
37 A. Yes, I did say that, there was no signature on the
38 document I had.
39
40 Q. Is there a signature on the bottom of that particular
41 document on page 3?
42 A. Yes, there is.
43
44 Q. Does it appear to be that of Mr Fitzgerald?
45 A. Yes, it is. Can I add something?
46
47 THE COMMISSIONER: Yes, you can, you can add something.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

THE WITNESS: The first document I got was page 1. The only time I've seen the three pages together in this form is as per what I've provided. When I first got it, I had page 1 and I think these other two documents were shown to me because I made inquiries about the cancellation of the ABN, which figures in the report, and I was asked to make comment on that and I think you've read my comments about the ABN cancellation.

MR McCANN: Yes, thank you. Could you return that document, please.

Q. Mr Honeyman, you indicated earlier that you have had many years of experience in working at local council?

A. Yes.

Q. I expect during that time you have been through a number of restructures at the council?

A. Yes.

Q. As you know, of any restructure there's a lot of tension within the staff, et cetera?

A. Absolutely.

Q. Yes. Are you also aware of section 333 of the Local Government Act regarding the requirement for the general manager to take steps to review the staffing arrangements following a general election?

A. Correct. I'm not saying I know that section but I know that's a requirement.

MR McCANN: Nothing further, thank you, Commissioner.

THE COMMISSIONER: That third page that you asked the witness a question about, I understand it has some personal information that you don't want introduced into evidence.

MR McCANN: In fact page 2 has as well.

THE COMMISSIONER: Pages 2 and 3 you do not want introduced into evidence, but are you going to ask me to draw some conclusion on the basis of page 3 and the signature you referred to?

MR McCANN: What I would seek is that the private details of pages 2 and 3 be redacted.

1
2 THE COMMISSIONER: Just be redacted?
3
4 MR McCANN: Yes, but certainly the signature remain on
5 page 3.
6
7 THE COMMISSIONER: If the personal details are redacted,
8 you would be happy for the document to go into evidence as
9 a three-page rather than a one-page document?
10
11 MR McCANN: Yes, certainly.
12
13 THE COMMISSIONER: Yes. I think we will do that. Thank
14 you.
15
16 MR ROBSON: Might I have access to that?
17
18 THE COMMISSIONER: Yes, certainly. It was given back,
19 I think. Should we mark it for identification?
20
21 MR McCANN: Thank you.
22
23 THE COMMISSIONER: I will make it MFI-1.
24
25 MR ROBSON: Q. Mr Honeyman, this document about which
26 you have just given some evidence, you hadn't been given
27 the whole document, that's correct, isn't it? When you
28 first saw this document, you hadn't been given the whole of
29 the document?
30 A. Yes, I'd be fairly sure I only saw the first page on
31 my initial inquiries.
32
33 Q. There is not a criticism in my question. Is it fair
34 to say that you were given a selection of documents in
35 preparing your report; is that correct?
36 A. Correct.
37
38 Q. Thank you. Is it fair to say that in relation to a
39 number of concerns to which you may have been directed, you
40 were satisfied that some things had been conducted
41 appropriately and some which you did not?
42 A. Correct.
43
44 Q. In relation to the appointment of Mr Brisby as general
45 manager, I think you expressed some concern as to the
46 paucity of documentation, would that be fair?
47 A. In relation to performance management, yes.

1
2 Q. In relation to his appointment as general manager, you
3 are aware that a consultant was brought in?
4 A. Correct.
5
6 Q. An independent consultant was brought in because he
7 had had already been employed by the council in another
8 position?
9 A. Yes.
10
11 Q. Indeed, I think you know, there were 45 applicants for
12 that job, culled down to a number and down to a few, is
13 that correct?
14 A. I have put the numbers in. I can't remember the exact
15 numbers.
16
17 Q. Thank you. Indeed, you're aware, are you not, that
18 John Harrison of Harrison & Associates undertook the
19 recruitment role and gave an assessment of the various
20 applicants?
21 A. That's my understanding.
22
23 Q. Have you seen that particular document, that report
24 prepared by Mr Harrison?
25 A. No.
26
27 Q. Would you accept that that was a detailed report
28 analysing and making a recommendation in relation to
29 Mr Brisby's appointment?
30 A. I would expect it would be that.
31
32 Q. Would it also be fair to say that in relation to the
33 reconsideration or the consideration or assessment of the
34 decision made by council in relation to Mr Brisby's
35 remuneration, I think you had some concern there at some
36 stage as to the lack of documentation. Is that putting it
37 fairly?
38 A. No, I wasn't concerned. In fact, I just felt that it
39 was a reasonable, very reasonable position for the council
40 to take based on the remuneration of the previous GM. Not
41 the acting GM, but the previous GM.
42
43 Q. Indeed, I think you also expressed the view that if
44 council acts unanimously in relation to those matters, you
45 could assume as night follows day that the matters would be
46 properly reviewed. Is that putting it fairly?
47 A. I can't assume that, but unanimous --

1
2 Q. I'll withdraw that and put it this way. Would it be
3 reasonable to assume that on the basis that the council had
4 made a decision which was adopted unanimously, that the
5 performance of the staff had in fact been reviewed,
6 notwithstanding the lack of documentation?
7 A. I'd be of that opinion.
8
9 Q. I have put that slightly unfairly. That's what you
10 said in your report.
11 A. I think I understand what you mean.
12
13 Q. Just so I understand, you made some comments in
14 relation to Mr Brisby's position, but, to be fair, there
15 were, to use your words, massive problems within the
16 council when he took over; that's correct, isn't it?
17 A. I think there was disruption in the council caused
18 by --
19
20 Q. The expression used --
21 A. -- Mr Burgess.
22
23 Q. I am sorry, I interrupted you. Did you wish to finish
24 your answer?
25 A. I'm sorry, I don't know that I used "massive", but
26 there certainly were disruptions in the council as a result
27 of losing the previous GM.
28
29 Q. I must say my note says that you said there were
30 massive problems, I might be incorrect about that.
31 A. Okay.
32
33 Q. But be that as it may, there were significant
34 problems?
35 A. Significant.
36
37 Q. I think your sworn evidence also was that as far as
38 you are aware Mr Brisby did, to use your words, "a great
39 job"?
40 A. Yes. That was the information that had come back to
41 me from staff who I was speaking to.
42
43 Q. And that was reflective of other inquiries you
44 undertook?
45 A. Yes.
46
47 MR ROBSON: Commissioner, I have no further questions.

1
2 THE COMMISSIONER: Mr Ireland, I take it you have no
3 questions?
4
5 MR IRELAND: No questions.
6
7 MR BOLSTER: No.
8
9 THE COMMISSIONER: That document that I said was MFI, what
10 I will direct - do you want to tender Mr Honeyman's
11 statement?
12
13 MR BOLSTER: Yes.
14
15 THE COMMISSIONER: Mr Honeyman's statement will be S10 and
16 MFI-1 will become part of S10.
17
18 MR ROBSON: Might I return that to Mr Bolster, for the
19 record.
20
21 THE COMMISSIONER: Yes, do that, and I will direct that
22 the personal information that Mr McCann wants redacted be
23 redacted. At that point it will become part of
24 Exhibit S10.
25
26 MR McCANN: Thank you, Commissioner.
27
28 THE COMMISSIONER: I think we will get Mr McCann just to
29 check that what he wants redacted is redacted before we
30 make it part of Exhibit S9.
31
32 The statement of Robert Honeyman dated 18 May 2016,
33 and the agreement dated 27 September 2013 that is signed by
34 Mr Brisby in relation to Peter Fitzgerald as acting general
35 manager will also become part of Exhibit S9.
36
37 **EXHIBIT #S9 STATEMENT OF ROBERT HONEYMAN DATED 18/05/2006**
38 **INCLUDING AGREEMENT DATED 27/09/2013 BETWEEN MARK BRISBY**
39 **AND PETER FITZGERALD**
40
41 THE COMMISSIONER: Thank you. You are free to go. Thanks
42 for coming.
43
44 THE WITNESS: Thank you.
45
46 <THE WITNESS WITHDREW
47

1 MR BOLSTER: The next witness is Mr Malouf, Commissioner.
2 My learned friend, Mr Ireland, wishes to lead some evidence
3 from Mr Malouf.

4
5 THE COMMISSIONER: All right.

6
7 MR BOLSTER: I simply wish to tender the transcript --

8
9 THE COMMISSIONER: I think you should take control of that
10 first and then we will work out what is happening with
11 Mr Ireland after that.

12
13 MR BOLSTER: Yes.

14
15 <JOSEPH MALOUF, sworn: [3.21pm]

16
17 <EXAMINATION BY MR BOLSTER:

18
19 MR BOLSTER: Q. Mr Malouf, you gave evidence at a
20 private hearing in relation to this inquiry some two weeks
21 ago?

22 A. Yes.

23
24 Q. Have you yourself been provided with a transcript of
25 that hearing?

26 A. I did access it Monday.

27
28 MR BOLSTER: I formally tender that transcript,
29 Mr Commissioner.

30
31 THE COMMISSIONER: That transcript can be Exhibit PH1.

32
33 **EXHIBIT #PH1 PRIVATE HEARING TRANSCRIPT OF JOSEPH MALOUF**
34 **HELD ON 11/05/2016**

35
36 MR BOLSTER: Mr Commissioner, formally, for the record,
37 the bundle of documents concerning Station Street that
38 I showed the witness during the private hearing, could that
39 be marked for identification or should it be tendered?

40
41 THE COMMISSIONER: It is up to you whether you want to
42 tender it.

43
44 MR BOLSTER: At the moment it just needs to be marked for
45 identification. If someone needs to tender it, I will
46 tender it.

47

1 MR WHEELHOUSE: Commissioner, can I have access to that
2 document because the documents we have are very hard to
3 read.

4
5 THE COMMISSIONER: Certainly, yes.

6
7 MR BOLSTER: Nothing in it is not included in the
8 Station Street bundle.

9
10 MR WHEELHOUSE: Having taken that from the internet, the
11 copies are quite poor. I am not saying I haven't received
12 the material. Having downloaded it --

13
14 THE COMMISSIONER: You need to be able to read it.

15
16 MR WHEELHOUSE: Yes.

17
18 THE COMMISSIONER: So you want that marked for
19 identification?

20
21 MR BOLSTER: Yes. Someone may tender it, I don't know.

22
23 THE COMMISSIONER: I will mark it MFI-2.

24
25 **MFI-2 BUNDLE OF DOCUMENTS CONCERNING STATION STREET SHOWN**
26 **TO JOSEPH MALOUF DURING PRIVATE HEARING HEARD ON 11/05/2016**

27
28 THE COMMISSIONER: If questions were asked about it in the
29 private hearing, ultimately it should be tendered, but
30 I will make it MFI-2 for the moment.

31
32 MR WHEELHOUSE: Might I have access to the material too,
33 please, Commissioner?

34
35 MR BOLSTER: I tender the set of numbered plans of the
36 Station Street development that I showed the witness during
37 the hearing as well. I have copies for my learned friends.

38
39 THE COMMISSIONER: The bundle of plans in relation to
40 numbers 40-46 Station Street that Mr Malouf was asked
41 questions about at his private hearing which took place on
42 11 May 2016 will be Exhibit PH2.

43
44 **EXHIBIT #PH2 BUNDLE OF PLANS IN RELATION TO**
45 **40-46 STATION STREET REFERRED TO IN PRIVATE HEARING OF**
46 **JOSEPH MALOUF HELD ON 11/05/2016**

47

1 MR BOLSTER: I don't have one for everyone, but I don't
2 think everyone needs one. If anyone needs one that doesn't
3 have one, let me know.
4

5 Q. Perhaps the witness might be shown a copy of that to
6 confirm that fact. Would you show the witness my copy.
7 You will recall during the private hearing I asked you
8 questions and the Commissioner asked you questions about
9 those plans?

10 A. Yes.

11
12 Q. They are the plans which you recall being asked
13 questions about?

14 A. Yes. I'm looking for section 96. Yes.
15

16 Q. Could I ask you just very briefly, since you gave your
17 evidence and you have been summonsed to appear today, is
18 there anything you want to correct from the evidence that
19 you gave to the Commission back two or three weeks ago?

20 A. No. I mean, I just told you what I remember from
21 14 years ago. There was just one plan which I didn't see
22 that day when we were discussing it, which was a section 96
23 plan which I saw later when I was at home looking through
24 it, that's the only thing I don't remember talking about
25 that day.
26

27 MR BOLSTER: I have no further questions.
28

29 MR WHEELHOUSE: Could I put something. Perhaps
30 Counsel Assisting might be able to ask the witness to
31 correct the proposition at page 25, line 13, which was
32 incorrectly put to the witness by Counsel Assisting.
33

34 THE COMMISSIONER: This is in the transcript?
35

36 MR WHEELHOUSE: Yes.
37

38 MR BOLSTER: 25?
39

40 MR WHEELHOUSE: Page 25, line 13. The Commissioner knows
41 my client was first elected to council in 2004. The
42 proposition contained in Counsel Assisting's question,
43 which the witness readily adopted, is simply incorrect and
44 I invite Counsel Assisting to correct that.
45

46 MR BOLSTER: Yes, I am happy to correct that. I don't
47 think there's any dispute about that. I thank my learned

1 friend for drawing that to my attention.

2

3 THE COMMISSIONER: What you are saying is that Mr Oueik
4 was not elected to council until 2004, so the question at
5 page 25, line 11, is based on an incorrect premise and the
6 answer is incorrect because of that?

7

8 MR WHEELHOUSE: Yes. There is no point in me
9 cross-examining on that, Commissioner, and that is why I'm
10 inviting my learned friend to correct it because what he
11 has done is put a cross-examination question containing a
12 proposition and have the witness adopt it. It is plainly
13 incorrect and it is significant.

14

15 THE COMMISSIONER: Yes. I think you have withdrawn it.

16

17 MR BOLSTER: Yes, I have.

18

19 THE COMMISSIONER: Thank you.

20

21 MR WHEELHOUSE: Was that struck from the record as
22 evidence?

23

24 THE COMMISSIONER: Yes, I'll do that. All right. You
25 don't have any questions for Mr Malouf?

26

27 MR BOLSTER: No. I think Mr Ireland does.

28

29 THE COMMISSIONER: Mr Ireland, do you want leave to ask
30 some questions?

31

32 MR IRELAND: Yes, Commissioner, just extremely briefly,
33 possibly one or two questions only.

34

35 THE COMMISSIONER: Concerning?

36

37 MR IRELAND: Concerning 40-46 Station Street and the
38 specific nature of my client's role at that time in
39 relation to the issue of certification for that property.

40

41 THE COMMISSIONER: All right. I will give you leave to do
42 that.

43

44 MR IRELAND: Thank you, Commissioner.

45

46

47

1 <EXAMINATION BY MR IRELAND:

2

3 MR IRELAND: Q. Mr Malouf, how many certificates under
4 the Environmental Planning and Assessment Act did you issue
5 for the 40-46 Station Street property?

6 A. Just the occupation certificate.

7

8 Q. The only certificate that you issued was the
9 occupation certificate issued on 11 July 2002; is that
10 correct?

11 A. That's correct.

12

13 Q. You did not issue any construction certificates, for
14 example, in relation to that property?

15 A. No, I didn't.

16

17 Q. At that time, Mr Malouf, when you issued that
18 occupation certificate on 11 July 2002, around about how
19 long had you been employed by this council?

20 A. I was employed January 2001, January/February,
21 I think, something like that.

22

23 Q. You conducted your responsibilities under supervision;
24 is that correct?

25 A. Yes, it was my first job ever in council.

26

27 Q. Who was your immediate superior?

28 A. At that time Rajendra, I can't pronounce his surname
29 but Rajendra.

30

31 Q. Rajendra Rajbhandary?

32 A. Yes, something like that.

33

34 Q. At the time you issued the occupation certificate on
35 11 July 2002, do you recall whether or not you were aware
36 of the precise location of internal walls in that property,
37 or would that have been a focus of your inspection?

38 A. I don't recall the actual inspection itself or the
39 walls, and I'm not sure if I would be looking for walls if
40 I did, but I don't remember. I don't recall the actual day
41 that I did that inspection.

42

43 Q. Why do you say you wouldn't be looking for walls?

44 A. Well, at that stage of my career, my first job, I just
45 wouldn't have been looking to the fine details. I probably
46 would have looked at smoke alarms and balustrade levels and
47 safety aspects of the building, to my ability anyway, but

1 I wouldn't have gone into fine details. I probably had
2 four or five inspections to do that day, so I'd just go
3 from one to the other, that would have been my normal day.
4
5 Q. So you were looking at matters of BCA compliance and
6 safety, particularly fire safety issues?
7 A. Yes. I possibly would have stood outside on the
8 street and looked at the building from the outside and just
9 counted the windows coming down, and those kind of quick
10 checks, but I would not have gone into fine details at that
11 time.
12
13 Q. At that time did you have any qualifications as a
14 planner or only as a building inspector?
15 A. A building inspector, and I qualified 10 years prior
16 to that. That was my first job.
17
18 Q. As a building inspector?
19 A. As a building inspector.
20
21 Q. And no planning qualifications at all?
22 A. Not at all.
23
24 MR IRELAND: Thank you. I have no further questions.
25
26 THE COMMISSIONER: Does anyone want to seek leave to ask
27 any questions of Mr Malouf?
28
29 MR WHEELHOUSE: I will, Commissioner. I will be very
30 short.
31
32 THE COMMISSIONER: Nothing from you, Mr Watson?
33
34 MR WATSON: No, Commissioner.
35
36 THE COMMISSIONER: Mr Wheelhouse.
37
38 **<EXAMINATION BY MR WHEELHOUSE:**
39
40 MR WHEELHOUSE: Q. Could I take you to page 9 of your
41 transcript, please, Mr Malouf.
42 A. I don't have a copy.
43
44 Q. Could the witness be given page 9 of Exhibit PH1.
45 A. Thank you.
46
47 THE COMMISSIONER: Just let me get mine, Mr Wheelhouse.

1 What page were you going to?

2

3 MR WHEELHOUSE: Page 9.

4

5 THE COMMISSIONER: Just give me a moment. Go ahead.

6

7 MR WHEELHOUSE: Q. Mr Malouf, you gave evidence at the
8 private hearing of a practice adopted by you in July of
9 2002, although it was your first inspection. But when you
10 carried out an inspection for the purpose of signing off on
11 an occupation certificate, you took with you the
12 development application consent plans?

13 A. Yes. Well, the file would have been given to me, the
14 whole file.

15

16 Q. I think you gave evidence that one of the secretaries
17 within the department organised the file for you and handed
18 it to you as you walked out the door, as it were?

19 A. Yes.

20

21 Q. The plans that have been shown to you by
22 Counsel Assisting, can the Commissioner assume they were
23 the plans you were handed for the purpose of your
24 inspection?

25 A. Yes.

26

27 Q. Do you have a copy of those with you now?

28 A. Yes.

29

30 Q. Evidence has been given before the Commission that 24
31 of the units constructed as two bedroom units appeared to
32 have a third bedroom. That evidence derives from an
33 inspection that occurred on 28 October 2008. Do you
34 understand that?

35 A. Yes.

36

37 Q. An inspection by Mr Mooney. May the Commission take
38 it that at the time you carried out the inspection that you
39 did, you were capable of reading a set of development
40 application plans?

41 A. Yes.

42

43 Q. You were sufficiently familiar with them so you knew,
44 for example, what a wall was and what a wall wasn't?

45 A. Yes. I wasn't familiar with the plans until they were
46 given to me that day.

47

1 Q. But you could read a set of plans?
2 A. Of course, yes.
3
4 Q. And you were familiar with plans, it was not a skill
5 you had to learn on the day, as it were?
6 A. No.
7
8 Q. If you accept from me, if you wouldn't mind, that what
9 was ascertained in 2008 was that at least 24 of the rooms
10 had extra walls and doors in them as at that date --
11 A. Yes.
12
13 Q. -- would you agree that that was something that you
14 can't have any recollection of observing when you inspected
15 the building in July 2002?
16 A. No, I've got no recollection.
17
18 Q. You've got no recollection of observing that?
19 A. No.
20
21 Q. At page 18 of your transcript, you say that if you had
22 observed something like that, that is something about which
23 you would have made a note. Would you go to page 18 of the
24 transcript. I think you used the expression if you had
25 picked it up, you would have said something, line 26.
26 A. Line 26. Yes.
27
28 Q. Is your evidence, first of all, that you carried out
29 the inspection?
30 A. Yes.
31
32 Q. You had the plans with you when you carried out the
33 inspection?
34 A. Yes.
35
36 Q. You knew the task that you were performing which was
37 to inspect the building for the purpose of executing an
38 occupation certificate?
39 A. Yes.
40
41 Q. And you understood that to be a significant
42 certificate to issue?
43 A. Yes.
44
45 MR IRELAND: Commissioner, I possibly should have stood up
46 before now. I think there is some ambiguity that my
47 learned friend might like to clarify in relation to which

1 plans Mr Malouf may have had. It's probably what has been
2 put before but subject to your thoughts.
3
4 MR WHEELHOUSE: That was in my first question, I asked him
5 did he have the plans with him --
6
7 MR IRELAND: I know that but --
8
9 MR WHEELHOUSE: -- being the subject of the tender, but I
10 am happy to clarify that.
11
12 MR IRELAND: I thank my learned friend.
13
14 MR WHEELHOUSE: Q. I'll put it again. When you did your
15 inspection --
16 A. Yes.
17
18 Q. -- in July 2002, you were carrying out an inspection
19 in relation to the issue of an occupation certificate which
20 you understood to be an important task?
21 A. I wouldn't remember what I was thinking. Now I do.
22 Now I know.
23
24 Q. But you would have known at the time, then --
25 A. That was my first --
26
27 Q. -- being an inspector for 18 months, you would
28 understand that a person couldn't occupy a building, that's
29 the basic issue?
30 A. Yes. True, yes.
31
32 Q. You understood it was a significant document?
33 A. Yes.
34
35 Q. Do you understand what the purpose of the occupation
36 certificate was?
37
38 MR IRELAND: I object to the question in that form. It
39 has a statutory purpose. Could it be clarified, with
40 respect.
41
42 MR WHEELHOUSE: Q. Do you have any present recollection
43 of what your understanding was at the time for the issue of
44 an occupation certificate?
45 A. I don't recall. I mean, if I had to answer, I'd
46 probably think it's fit to occupy, you know, it's safe.
47

1 Q. Finished in accordance with the lodged plans, would
2 that be a better description?

3 A. I probably didn't think that.
4

5 Q. You have agreed you had the plans. My learned friend
6 wishes me to clarify which plans you had, and we should
7 clarify that first.

8 A. I mean, I don't remember which plans I had, but I'm
9 assuming this is what was in the file and there are plans
10 that have walls and don't have walls. In the latest
11 section 96 plan, that's because I looked at this recently,
12 it shows there are walls there.
13

14 Q. But not walls and doors?
15

16 THE COMMISSIONER: Didn't he say he couldn't remember
17 anything about this?
18

19 MR IRELAND: If that's the case, in light of the
20 question --
21

22 THE COMMISSIONER: At page 4 of the transcript, the
23 question is:
24

25 *The first property I want to talk to you*
26 *about is 14 to 22 ...*
27

28 Well, that's Water Street.
29

30 MR BOLSTER: Can I raise a separate issue because I don't
31 want the Commission to be misled. My friend is placing
32 great reliance upon that bundle of plans. That is a bundle
33 of plans I extracted from about four boxes of council files
34 of all of the plans that appeared to be sent.
35

36 MR WHEELHOUSE: I will put the question again.
37

38 MR BOLSTER: There is no way that bundle could have been
39 produced to the witness back in 2002. I don't want to
40 waste the Commission's time.
41

42 MR WHEELHOUSE: Thank you for that, Counsel Assisting.
43

44 Q. As you walked out the door, Mr Malouf, you were handed
45 by the officer of the council a set of plans which were
46 described by that person to you as the development
47 application consent plans that you should have regard to

1 for the purpose of your inspection; correct?
2 A. I would have been given the files for the inspections
3 for that day.

4
5 Q. You have no idea --
6 A. I can't recall what it was. It's 14 years ago.

7
8 THE COMMISSIONER: He said at page 10 about this - the
9 question was:

10
11 Q. *This is development of 40-46 Station*
12 *Street Auburn. Are you familiar with that*
13 *site just sitting here today?*

14 A. No.

15
16 Q. *Have you read anything about it in the*
17 *press?*

18 A. No.

19
20 MR WHEELHOUSE: Q. I'll put the question to you
21 directly. What I am suggesting is that if 24 of the units
22 of the building you inspected had been transformed from a
23 two bedroom unit to a three bedroom unit, contrary to the
24 plans, that would be a substantial alteration to the
25 building from a visual point of view?

26 A. Yes.

27
28 Q. Notwithstanding your experience, if you had the
29 development application plans, it would be something of
30 such significance that you would be unlikely to have missed
31 in your inspection?

32 A. No, I could have missed it. I mean, I don't even know
33 if the walls were there like that.

34
35 Q. That is what I am putting. I am putting to you either
36 you were so - I don't want to be negative - inattentive in
37 your inspection that you missed the alteration of 24 two
38 bedroom units, or the other explanation was that the
39 changes didn't exist at the time you made your inspection?

40 A. That's right.

41
42 Q. That's a possibility, isn't it?

43 A. That is a possibility. Or I had the wrong plan in my
44 hand. I don't recall the day, but there's a few things
45 that could have happened.

46
47 Q. It is pretty difficult to have the wrong plans in your

1 hands when the plans have 40-46 Station Street down the
2 bottom in bold?
3 A. No, the right address. There's a plan here with
4 walls, which was the last stamped plan, section 96 plan.
5
6 THE COMMISSIONER: He also says at page 19 of the
7 transcript, "I don't remember doing the actual inspection."
8
9 THE WITNESS: No.
10
11 THE COMMISSIONER: That's line 39.
12
13 MR WHEELHOUSE: That's correct.
14
15 THE COMMISSIONER: Yes, but you are asking the question.
16 You can make a submission, which is from one of your
17 questions in a previous submission, I think, but in terms
18 of what he can recall or asking him about what he did when
19 he was there, the answer is that he just does not remember
20 this at all.
21
22 MR WHEELHOUSE: Q. The significant thing is, isn't it,
23 Mr Malouf, that if you had noticed a difference between the
24 plans you held and the building as constructed, you would
25 have said something about it and made a note?
26
27 MR IRELAND: I object to the question. There can be a
28 wide range of differences. My learned friend needs to
29 clarify, with respect, what difference he is talking about.
30
31 THE COMMISSIONER: Yes, I think that's right.
32
33 MR WHEELHOUSE: I am just going from the evidence that he
34 gave, himself.
35
36 THE COMMISSIONER: You are going back to page 18 where he
37 answered that if he had noticed something, he would have
38 said something.
39
40 MR WHEELHOUSE: Yes.
41
42 THE COMMISSIONER: Yes. We have got that evidence.
43
44 MR WHEELHOUSE: Q. The evidence is of course you didn't
45 say anything because you didn't notice anything?
46
47 THE COMMISSIONER: He says he does not remember this

1 inspection at all. How can you put to him he didn't notice
2 something?

3
4 MR WHEELHOUSE: I'll put this to him.

5
6 Q. You didn't make a note, correct, of what you noticed?

7 A. Not that I remember or recall.

8
9 Q. And you didn't tell anyone, like your immediate
10 superiors, to whom you were answerable?

11 A. Again, I don't remember but of course that's something
12 I would have said if there was something that I was
13 uncomfortable with.

14
15 Q. Would you agree with me, it follows from your
16 evidence, then, that you didn't notice anything?

17 A. Well, I don't recall the inspection.

18
19 Q. Accepting the two propositions I've just said, it
20 follows from what I've just said that you didn't notice
21 anything; correct?

22
23 MR IRELAND: Commissioner, I object. That question has
24 been answered. It doesn't follow.

25
26 THE COMMISSIONER: You can put a submission to me, "Well,
27 look, there's no" - the witness did an inspection which he
28 doesn't remember. He did an inspection, there's no record
29 of him saying, "Look, I've noticed something out off
30 kilter here and there's no note and that's a submission,
31 but I don't know you can explore it much further with the
32 witness who is saying, "I just don't recall this inspection
33 at all."

34
35 MR WHEELHOUSE: I'm putting something slightly different.
36 I understand what you're saying.

37
38 THE COMMISSIONER: Yes.

39
40 MR WHEELHOUSE: I'm not here to aggravate you,
41 Commissioner.

42
43 THE COMMISSIONER: No, no, I'm not aggravated.

44
45 MR WHEELHOUSE: Q. What I'm putting is the positive, not
46 the negative. I am saying if it is the evidence that you
47 made no note of seeing something consistent with the

1 alteration to the walls, which you've agreed, you
2 answered --
3 A. Yes.
4
5 Q. You need to say "yes"?
6 A. Yes, sorry, yes.
7
8 Q. And if you never reported anything to your superior --
9 A. Yes.
10
11 Q. -- and that's what you agree is the evidence?
12 A. Yes.
13
14 Q. Is that also your recollection of not reporting
15 anything to your superior?
16 A. I don't recall anything that day or around that time.
17
18 Q. There is no note in the files that you've looked at
19 that you've checked contemporaneously of you having
20 reported anything to a superior or made a note?
21 A. Nothing in the documents that I was given, no.
22
23 Q. What I am putting to you then, it follows either that
24 you just completely missed the alteration to the building
25 or, alternatively, the alterations hadn't occurred at the
26 time you made the inspection?
27 A. That's correct.
28
29 Q. What I'm putting to you is that bearing in mind it was
30 your first job and you were attempting to be diligent, it
31 is more likely to be the second proposition, namely, the
32 alterations hadn't occurred and you just missed them
33 completely?
34
35 MR BOLSTER: I object.
36
37 MR IRELAND: I object as well. Commissioner, this witness
38 shouldn't be asked to speculate on the likelihood of those
39 two alternative propositions.
40
41 THE COMMISSIONER: Yes. He also gave evidence that he
42 couldn't remember even what his practice was at the time it
43 is so long ago. I don't know that any answer would be
44 helpful along those lines.
45
46 MR WHEELHOUSE: Well, it's not as if it is a letterbox,
47 Commissioner.

1
2 THE COMMISSIONER: No. True.
3
4 MR WHEELHOUSE: And it is not as if the inspector wasn't
5 being diligent, there's no question there.
6
7 THE COMMISSIONER: You're in a position where you have
8 asked a question which, as I have said, is really a
9 submission that either Mr Malouf didn't notice, or the
10 additional bedrooms weren't there at the time.
11
12 MR WHEELHOUSE: Yes.
13
14 THE COMMISSIONER: If he can't remember anything about it
15 and he can't even remember his practice, I'm not sure that
16 it's proper to ask him what are the percentage chances of
17 one or the other.
18
19 MR WHEELHOUSE: Well, I'm gambling. Commissioner, he
20 didn't walk around with a blindfold on. He was doing his
21 first job, it was a big job, and the assumption is he was
22 carrying out his duties to the best of his ability.
23
24 MR BOLSTER: These are all matters for submission,
25 Mr Commissioner.
26
27 THE COMMISSIONER: Anyway, you proceed. I do not think we
28 need to be speculating about percentages when someone is
29 saying "I don't even remember my practice and I don't
30 remember this development at all". You can explore the
31 witness's practices with him, if he has a new recollection.
32
33 MR WHEELHOUSE: Q. I will try one more question. Did
34 you have a practice at the time of carrying a notebook or
35 carrying a notepad with you?
36 A. No.
37
38 Q. What did you use to record what you observed?
39 A. Well, we had an inspection - just an inspection sheet.
40
41 Q. And you ticked off the inspection sheet?
42 A. Not ticked off. We just filled things out. Like I'd
43 put notes for --
44
45 Q. That was the document my learned friend showed you in
46 the examination?
47 A. Sorry?

1
2 Q. That was the BCA document that was shown to you during
3 the course of your evidence?
4 A. No, no. My inspection sheet. There was an inspection
5 sheet, my final --
6
7 Q. There was an inspection sheet and you filled that out?
8 A. Yes.
9
10 Q. What information did the inspection sheet record?
11 A. Well, I don't - I couldn't read it when I printed it
12 out.
13
14 Q. Sorry?
15 A. I couldn't read it when I printed it out, really.
16
17 Q. Does it exist?
18
19 THE COMMISSIONER: Is that in the larger bundle relating
20 to this development?
21
22 MR BOLSTER: Yes. The inspection sheet I showed him, just
23 for the record, is in the Water Street file.
24
25 THE COMMISSIONER: Water Street or Station?
26
27 MR BOLSTER: No, the Water Street file. There is a BCA
28 checklist that begins at page 84 of the bundle.
29
30 MR WHEELHOUSE: Could I get my Water Street files?
31
32 THE COMMISSIONER: Yes, go ahead.
33
34 MR BOLSTER: It goes through to page 94. I only showed
35 him that because I asked him whether that formal checklist,
36 the BCA checklist, was a form that he used at the time.
37 I think he did the BCA checklist for Water Street.
38
39 THE COMMISSIONER: What pages are you referring to?
40
41 MR BOLSTER: Pages 84 to 94.
42
43 THE COMMISSIONER: 84 to 94 of?
44
45 MR BOLSTER: Water Street.
46
47 THE COMMISSIONER: Water Street, but the witness is being

1 asked questions about Station.
2
3 MR BOLSTER: My learned friend asked about the document
4 I showed him.
5
6 THE COMMISSIONER: I see.
7
8 MR BOLSTER: This is the document that I showed him. He
9 asked him questions about this, whether there was a
10 document like this. My recollection is he asked him
11 whether there is a document like this for Station Road.
12
13 MR WHEELHOUSE: I am indebted to my learned friend because
14 I had made an incorrect assumption. I thought the document
15 that was shown to the witness had been completed in respect
16 of the Station Street property. Can I clarify that with
17 the witness, please?
18
19 THE COMMISSIONER: Yes, go ahead.
20
21 MR WHEELHOUSE: Q. What you were shown in the course of
22 the private hearing, Mr Malouf, was the Building Code of
23 Australia inspection list in respect of another building;
24 correct?
25 A. Correct.
26
27 Q. You were asked questions about whether you completed a
28 document such as this for the purpose of the Station Street
29 inspection.
30 A. Yes. This document was for a BCA assessment and I was
31 asked, I think, from what I remember, is there such a list
32 for occupation certificates at the end of the job, which
33 there isn't. There was no checklists.
34
35 Q. There must have been a document in which to record
36 what you observed in relation to Station Street, do you
37 agree?
38 A. Yes, I would have filled out a one-page, just a
39 one-page inspection certificate, yes.
40
41 Q. Does that exist? Have you been shown that document?
42
43 MR BOLSTER: No.
44
45 MR WHEELHOUSE: He said he filled out a one-page
46 inspection certificate.
47

1 THE WITNESS: I said I would have. That's what I would
2 normally do.
3
4 MR BOLSTER: Don't have it; haven't seen it.
5
6 MR WHEELHOUSE: No further questions.
7
8 THE COMMISSIONER: Does anyone else have any questions for
9 Mr Malouf? Mr Robson? No. Anything arising?
10
11 MR BOLSTER: No.
12
13 MR IRELAND: Just one question from me, Commissioner.
14
15 **<EXAMINATION BY MR IRELAND:**
16
17 MR IRELAND: Could I ask that the witness be shown what I
18 understand is an exhibit which is the actual occupation
19 certificate of 18 July 2002 for Station Street.
20
21 THE COMMISSIONER: Is that in the bundle, Mr Bolster,
22 Station Street?
23
24 MR BOLSTER: Perhaps now I will tender MFI-B.
25
26 MR WHEELHOUSE: Could I return MFI-2, please,
27 Commissioner?
28
29 MR IRELAND: Q. Would you turn to pages 18 and 19 of
30 MFI-2.
31
32 THE COMMISSIONER: Sorry, MFI-2.
33
34 MR BOLSTER: MFI-2, I tender that.
35
36 THE COMMISSIONER: What page do you want him to look at?
37
38 MR IRELAND: Pages 18 and 19.
39
40 THE COMMISSIONER: The occupation certificate of 18 July
41 2002.
42
43 MR IRELAND: They are the only parts that I am referring
44 to, Commissioner.
45
46 THE COMMISSIONER: All right.
47

1 MR IRELAND: Q. Mr Malouf, would you have a look at
2 pages 18 and 19 yourself and let me know when you have had
3 a look at that?
4 A. Yes, I've had a look at that.
5
6 THE COMMISSIONER: I don't think it is in the bundle 3.
7 Does that mean Mr Wheelhouse doesn't have a copy? You
8 don't have a copy of this, Mr Wheelhouse?
9
10 MR WHEELHOUSE: I don't believe so, Commissioner, I'm
11 sorry.
12
13 MR BOLSTER: There is an unsigned copy of it in the bundle
14 at 229-230.
15
16 MR WHEELHOUSE: That will be sufficient.
17
18 MR BOLSTER: It is exactly the same.
19
20 THE COMMISSIONER: I am sorry, what page did you say?
21
22 MR BOLSTER: 229-230.
23
24 THE COMMISSIONER: Is that exactly the same as what the
25 witness has got, other than the signature?
26
27 MR BOLSTER: Yes.
28
29 THE COMMISSIONER: Could I have a look at that, please?
30 Thanks. Just for everyone's purposes, pages 229 and 230 of
31 the Station Street bundle, yes, it's exactly the same
32 document, Mr Wheelhouse, other than for that one, it has
33 Mr Malouf's signature.
34
35 MR WHEELHOUSE: Thank you, Commissioner.
36
37 MR IRELAND: Q. Mr Malouf, have you had a look at those
38 two pages?
39 A. Yes.
40
41 Q. That's a copy of the signed copy of the occupation
42 certificate that you issued on 18 July 2002, is it not?
43 A. Yes.
44
45 Q. In terms of turning to the second page, you will see
46 there a typewritten statement there beginning, "I, Joe
47 Malouf, hereby certify" followed by four paragraphs, do you

1 see that section of the occupation certificate?

2 A. Yes.

3

4 Q. Is it fair to say that that represents a checklist of
5 items that you had regard to in determining whether to
6 issue the occupation certificate?

7 A. Yes.

8

9 Q. So what you were looking for, turning to item 2 --

10

11 MR WHEELHOUSE: I object. I'm repeating my learned
12 friend's objection, namely, he has no recollection of what
13 he did, so asking him isn't of any assistance.

14

15 THE COMMISSIONER: I understood it is a question about
16 what the requirements under the Environmental Planning and
17 Assessment Act are. Isn't that what you're going to?

18

19 MR IRELAND: Yes, as stated in paragraph 2. It may be a
20 matter for submissions but it's also a matter that appears
21 on the face of the witness's own signed document.

22

23 THE COMMISSIONER: You can proceed.

24

25 MR IRELAND: Q. Mr Malouf, can I ask you to refer to
26 paragraph 2 on the second page of the occupation
27 certificate, in that slab of text that I just referred you
28 to. That sets out, does it not, the relationship between
29 the plans and specifications for the building and the
30 construction certificate that you would have been
31 considering for the purposes of issuing the occupation
32 certificate?

33 A. Yes.

34

35 Q. So you would have been asking yourself the general
36 question as to whether there has been a construction
37 certificate issued with respect to the building in general;
38 is that fair to say?

39 A. Yes.

40

41 Q. And in terms of a level of fine detail analysis or a
42 planning assessment as to whether particular bedrooms or
43 dining rooms were used for particular purposes, at that
44 time, on 11 July 2002, did you see that as, as far as you
45 recall, as part of your role?

46 A. No, I wouldn't have.

47

1 MR IRELAND: Thank you, Commissioner. No further
2 questions.
3
4 THE COMMISSIONER: Do you have anything further?
5
6 MR BOLSTER: Nothing, thank you.
7
8 THE COMMISSIONER: Tomorrow we are going to have to start
9 at 10 rather than 9.30, if that doesn't inconvenience
10 anyone, with Mr Francis and then who are the other
11 witnesses?
12
13 MR BOLSTER: Yes. Mr Brisby is available in the
14 afternoon, I understand, and we have Ms Simms as well.
15 I think Mr Francis will be quite substantial.
16
17 THE COMMISSIONER: After Mr Francis is it Ms Simms and
18 then Mr Brisby or --
19
20 MR BOLSTER: Mr Brisby, yes. I'm not sure precisely in
21 what order.
22
23 THE COMMISSIONER: All right. We will adjourn until 10am
24 tomorrow.
25
26 MR WHEELHOUSE: Commissioner, you asked for a submission
27 on that privilege point. I have one page.
28
29 THE COMMISSIONER: Thank you.
30
31 MR WHEELHOUSE: Nothing more than I have said. If we
32 could have some copies made, we would appreciate it.
33
34 MR WATSON: Perhaps it could go on the website. Can you
35 upload it?
36
37 MR BOLSTER: We'll get some copies done now.
38
39 THE COMMISSIONER: We will adjourn until 10am tomorrow.
40 Thank you. You are excused too, Mr Malouf. Thank you for
41 coming.
42
43 <THE WITNESS WITHDREW
44
45 **AT 4.00PM THE INQUIRY WAS ADJOURNED TO FRIDAY, 3 JUNE 2016**
46 **AT 10.00AM**
47

\$	<p>13 [10] - 188:17, 201:8, 203:13, 229:25, 273:43, 274:42, 276:4, 280:24, 297:31, 297:40</p> <p>131977 [2] - 240:43, 241:5</p> <p>14 [14] - 201:23, 203:12, 205:41, 206:42, 206:44, 218:10, 253:22, 254:31, 254:36, 273:43, 287:37, 297:21, 304:26, 305:6</p> <p>15 [6] - 217:18, 217:42, 218:1, 236:32, 236:40, 276:4</p> <p>16 [4] - 206:41, 214:26, 217:11, 217:15</p> <p>17 [5] - 197:1, 200:12, 209:40, 229:31, 248:25</p> <p>17/05/2016 [1] - 210:8</p> <p>18 [21] - 188:18, 193:20, 200:37, 202:16, 202:19, 246:20, 246:39, 247:5, 266:21, 266:36, 294:32, 302:21, 302:23, 303:27, 306:36, 312:19, 312:29, 312:38, 312:40, 313:2, 313:42</p> <p>18/05/2006 [1] - 294:37</p> <p>181 [2] - 205:32, 211:42</p> <p>181" [1] - 212:14</p> <p>181(b) [1] - 204:25</p> <p>19 [9] - 188:19, 229:42, 239:18, 239:33, 239:37, 306:6, 312:29, 312:38, 313:2</p> <p>1965 [1] - 283:5</p> <p>1999 [4] - 215:34, 216:11, 216:23, 217:4</p>	<p>267:27, 268:21, 280:44, 281:3, 289:25, 290:39, 290:41, 290:47, 314:9, 314:19, 314:26</p> <p>2.00pm [1] - 266:6</p> <p>20 [12] - 190:47, 203:13, 206:41, 214:30, 216:8, 235:13, 244:11, 277:29, 277:34, 277:38, 279:28, 279:32</p> <p>20/05/2016 [1] - 214:44</p> <p>200-odd [1] - 266:28</p> <p>2000 [7] - 216:13, 216:23, 216:24, 217:15, 253:16, 253:18, 254:42</p> <p>2001 [6] - 216:13, 216:21, 217:12, 217:16, 217:36, 299:20</p> <p>2002 [11] - 299:9, 299:18, 299:35, 301:9, 302:15, 303:18, 304:39, 312:19, 312:41, 313:42, 314:44</p> <p>2003 [2] - 254:5, 254:6</p> <p>2004 [4] - 217:32, 254:6, 297:41, 298:4</p> <p>2008 [2] - 301:33, 302:9</p> <p>2011 [14] - 193:20, 199:11, 223:29, 233:5, 233:40, 235:21, 236:7, 240:42, 242:15, 242:19, 243:47, 246:20, 246:41, 248:11</p> <p>2012 [9] - 187:36, 188:9, 188:26, 193:43, 194:22, 195:11, 234:16, 234:18, 235:22</p> <p>2013 [8] - 274:45, 275:11, 276:16, 277:31, 280:44, 281:34, 294:33</p> <p>2014 [14] - 188:12, 188:26, 199:11, 204:7, 210:19, 210:42, 210:44, 212:14, 214:4, 254:43, 271:10, 272:19, 276:36,</p>	<p>281:35</p> <p>2016 [11] - 184:29, 209:40, 216:8, 240:39, 266:21, 266:36, 267:13, 267:17, 294:32, 296:42, 315:45</p> <p>21 [8] - 201:1, 210:19, 213:47, 276:46, 277:4, 277:31, 277:37, 277:38</p> <p>219 [3] - 267:23, 275:42, 276:2</p> <p>22 [2] - 203:13, 304:26</p> <p>220 [1] - 276:2</p> <p>226 [1] - 281:29</p> <p>229 [1] - 313:30</p> <p>229-230 [2] - 313:14, 313:22</p> <p>23 [2] - 210:15, 267:13</p> <p>230 [3] - 280:18, 280:23, 313:30</p> <p>231 [2] - 280:18, 280:19</p> <p>235 [1] - 280:45</p> <p>236 [1] - 281:3</p> <p>237 [1] - 280:37</p> <p>24 [4] - 301:30, 302:9, 305:21, 305:37</p> <p>24A [2] - 258:9, 258:15</p> <p>25 [8] - 187:3, 188:19, 200:45, 277:31, 297:31, 297:38, 297:40, 298:5</p> <p>25/05/2016 [1] - 187:27</p> <p>26 [2] - 302:25, 302:26</p> <p>27 [6] - 269:39, 274:45, 275:11, 276:15, 294:33</p> <p>27-odd [1] - 279:27</p> <p>27/09/2013 [1] - 294:38</p> <p>274 [2] - 276:20, 276:22</p> <p>276 [1] - 278:18</p> <p>28 [2] - 222:41, 301:33</p> <p>286 [1] - 266:30</p> <p>29 [9] - 220:30, 222:5, 233:32, 234:32, 242:15, 242:19, 247:9, 267:17, 274:43</p> <p>2IC [1] - 223:36</p>	<p>229:2, 262:32, 267:8, 267:28, 268:37, 289:41, 290:41, 290:43, 290:47, 291:5, 313:6, 315:45</p> <p>3.21pm [1] - 295:15</p> <p>30 [8] - 223:22, 224:38, 225:17, 225:21, 225:26, 225:28, 240:42, 244:23</p> <p>30/03/2011 [1] - 241:4</p> <p>3062328089 [3] - 229:3, 229:19, 250:27</p> <p>31 [3] - 221:17, 227:4, 240:39</p> <p>31/05/2016 [1] - 241:2</p> <p>31st [1] - 221:18</p> <p>32 [1] - 212:47</p> <p>333 [1] - 290:26</p> <p>39 [1] - 306:11</p>
1	<p>1 [15] - 184:27, 211:47, 220:16, 220:19, 225:23, 229:2, 258:18, 262:32, 266:28, 267:28, 268:21, 289:25, 290:2, 290:5</p> <p>1" [1] - 267:9</p> <p>1(a) [1] - 268:11</p> <p>10 [10] - 219:5, 227:18, 227:22, 227:30, 231:30, 268:37, 276:20, 300:15, 305:8, 315:9</p> <p>10.00AM [1] - 315:46</p> <p>10.23am [1] - 209:28</p> <p>10.33am [1] - 214:22</p> <p>10.46am [1] - 221:4</p> <p>10am [2] - 315:23, 315:39</p> <p>11 [9] - 201:11, 224:20, 255:6, 296:42, 298:5, 299:9, 299:18, 299:35, 314:44</p> <p>11.15 [1] - 224:28</p> <p>11/05/2016 [3] - 295:34, 296:26, 296:46</p> <p>11th [1] - 228:10</p> <p>12 [7] - 188:18, 203:13, 220:39, 221:32, 240:16, 273:18, 280:24</p> <p>12-month [1] - 191:16</p> <p>12.47pm [1] - 233:34</p>	<p>2</p> <p>2 [18] - 184:29, 221:32, 229:2, 233:15, 233:30, 258:27, 262:32,</p>	<p>3</p> <p>3 [15] - 184:30, 201:23, 220:45,</p>	<p style="text-align: center;">4</p> <p>4 [12] - 215:21, 215:23, 215:25, 216:5, 220:45, 222:8, 229:2, 253:16, 261:34, 267:33, 287:4, 304:22</p> <p>4.00PM [1] - 315:45</p> <p>40-46 [6] - 296:40, 296:45, 298:37, 299:5, 305:11, 306:1</p> <p>43 [3] - 201:5, 201:19, 201:34</p> <p>45 [2] - 249:40, 292:11</p> <p>45-minute [1] - 249:40</p> <p>47 [3] - 201:5, 201:19, 201:34</p>
	2		3	5
				<p>5 [9] - 222:8, 229:2, 229:7, 229:15, 240:1, 261:34, 267:22, 288:11</p> <p>50 [1] - 283:2</p>
				6
				<p>6 [10] - 203:12, 205:41, 206:42, 206:44, 218:10, 223:29, 229:3,</p>

<p>251:25, 251:44, 272:19 6-14 [1] - 239:23 67 [1] - 229:31 68 [11] - 193:13, 193:19, 195:30, 199:29, 229:23, 245:9, 245:11, 245:16, 245:24, 245:26, 245:30 69 [7] - 197:4, 197:11, 200:14, 245:9, 245:11, 245:16, 248:24</p>	<p>9.30am [1] - 184:29 9.34am [1] - 186:30 90 [3] - 222:22, 222:23, 222:26 92 [4] - 261:31, 261:34, 262:33, 262:44 93 [2] - 261:46, 262:24 94 [4] - 222:41, 310:34, 310:41, 310:43 95 [1] - 222:29 96 [12] - 220:10, 220:17, 220:19, 222:26, 225:5, 225:29, 240:40, 241:3, 297:14, 297:22, 304:11, 306:4</p>	<p>232:25 Act [10] - 203:40, 251:38, 256:36, 257:44, 258:10, 259:15, 290:27, 299:4, 314:17 acted [1] - 227:26 Acting [1] - 281:9 acting [9] - 242:28, 256:27, 256:28, 256:30, 268:6, 273:45, 276:6, 292:41, 294:34 action [1] - 219:27 actions [2] - 202:20, 213:14 active [1] - 192:5 activity [3] - 187:42, 188:9, 212:47 acts [1] - 292:44 actual [13] - 202:43, 202:45, 204:10, 225:23, 232:25, 241:37, 244:6, 250:41, 258:47, 299:38, 299:40, 306:7, 312:18 add [2] - 289:45, 289:47 additional [1] - 309:10 address [4] - 215:19, 258:35, 272:44, 306:3 addressed [1] - 259:29 adduce [1] - 207:23 adjourn [6] - 224:28, 265:15, 278:36, 278:38, 315:23, 315:39 ADJOURNED [1] - 315:45 ADJOURNMENT [3] - 224:31, 265:20, 278:41 adjudicate [4] - 231:19, 231:39, 257:15, 257:19 adjudicates [1] - 257:29 adjudicating [1] - 257:25 adjudicator [1] - 257:14 administration [2] - 246:5, 271:21 administrator [1] - 267:3 adopt [1] - 298:12 adopted [4] - 278:15,</p>	<p>293:4, 297:43, 301:8 adopting [1] - 248:16 adoption [1] - 273:5 advance [5] - 225:46, 226:4, 226:11, 226:21, 226:24 Advice [1] - 276:36 advise [1] - 283:10 advised [3] - 197:22, 197:46, 249:15 advises [3] - 197:16, 197:45, 249:14 affidavit [5] - 193:43, 215:39, 233:1, 250:26, 251:44 affirmed [1] - 221:4 afraid [1] - 276:40 afternoon [3] - 198:32, 265:12, 315:14 afterwards [1] - 236:1 agency [1] - 258:30 aggravate [1] - 307:40 aggravated [1] - 307:43 ago [10] - 217:11, 217:15, 217:18, 218:6, 236:25, 295:21, 297:19, 297:21, 305:6, 308:43 agree [44] - 189:21, 190:13, 190:17, 190:18, 190:35, 190:44, 191:18, 191:22, 191:26, 191:30, 193:46, 193:47, 194:13, 195:7, 195:27, 195:28, 196:28, 199:5, 200:27, 203:20, 205:5, 213:25, 215:40, 216:29, 216:35, 218:32, 218:36, 218:40, 219:18, 219:27, 243:18, 244:6, 246:16, 256:41, 257:47, 258:43, 260:10, 261:1, 271:2, 288:5, 302:13, 307:15, 308:11, 311:37 agreed [8] - 257:46, 260:37, 273:2, 276:36, 281:7, 281:47, 304:5, 308:1 agreement [18] - 211:42, 237:28, 264:26, 270:45,</p>	<p>271:10, 271:12, 274:32, 275:10, 276:15, 278:23, 278:24, 278:28, 278:44, 279:7, 279:27, 289:16, 289:36, 294:33 AGREEMENT [1] - 294:38 agreements [2] - 271:17, 274:10 ahead [4] - 249:46, 301:5, 310:32, 311:19 aimed [1] - 202:23 AI [60] - 188:4, 188:13, 188:38, 188:44, 189:5, 189:29, 189:34, 190:5, 190:29, 191:5, 191:10, 191:13, 191:32, 196:7, 196:17, 196:18, 197:30, 197:36, 198:11, 198:14, 198:16, 198:17, 198:20, 198:22, 199:25, 199:41, 200:5, 200:9, 200:14, 200:20, 200:45, 201:2, 201:12, 207:37, 209:11, 234:19, 234:23, 234:26, 234:27, 235:24, 235:28, 235:33, 236:11, 236:15, 236:18, 236:26, 236:30, 236:41, 241:34, 241:47, 247:17, 247:33, 247:41, 248:2, 248:12, 248:32, 249:32, 249:33, 250:24 Al-Faisal [57] - 188:4, 188:13, 188:38, 188:44, 189:5, 189:29, 189:34, 190:5, 190:29, 191:5, 191:10, 191:13, 191:32, 196:7, 196:17, 196:18, 197:36, 198:11, 198:14, 198:16, 198:17, 198:20, 198:22, 199:25, 199:41, 200:5, 200:9, 200:14, 200:45,</p>
7				
<p>7 [3] - 188:7, 188:9, 281:3 70 [6] - 197:8, 197:11, 200:13, 229:41, 245:11, 245:16 71 [2] - 272:30, 272:31 76 [1] - 272:17 79 [4] - 228:39, 250:27, 250:29, 250:31</p>	A			
8	<p>A" [1] - 220:7 ability [3] - 270:13, 299:47, 309:22 able [11] - 221:41, 226:26, 272:11, 273:15, 273:42, 276:10, 278:43, 279:35, 284:9, 296:14, 297:30 ABN [2] - 290:7, 290:9 abreast [1] - 270:18 abruptly [1] - 224:41 absolutely [1] - 290:24 absurd [1] - 217:38 accept [5] - 199:32, 263:3, 267:36, 292:27, 302:8 accepting [2] - 212:22, 307:19 access [11] - 242:40, 245:18, 268:26, 268:33, 271:24, 271:30, 271:34, 291:16, 295:26, 296:1, 296:32 accordance [2] - 286:6, 304:1 according [1] - 249:39 account [1] - 282:1 accountant [1] - 280:14 accurate [5] - 247:31, 249:30, 250:12, 250:18, 250:19 achieved [1] - 278:13 act [2] - 223:33,</p>			
9				
<p>9 [9] - 188:20, 201:2, 218:5, 241:29, 268:8, 282:11, 300:40, 300:44, 301:3 9.30 [1] - 315:9</p>				

<p>201:2, 201:12, 207:37, 209:11, 234:19, 234:23, 234:26, 234:27, 235:24, 235:28, 235:33, 236:11, 236:15, 236:18, 236:26, 236:30, 236:41, 241:34, 241:47, 247:17, 247:33, 247:41, 248:2, 248:12, 249:32, 249:33, 250:24</p> <p>Al-Faisal [2] - 197:30, 200:20</p> <p>Al-Faisal [1] - 248:32</p> <p>alarms [1] - 299:46</p> <p>all [1] - 309:30</p> <p>alleviate [1] - 192:18</p> <p>alleviated [1] - 199:16</p> <p>allocated [1] - 270:25</p> <p>allow [2] - 208:32, 270:10</p> <p>allowance [7] - 280:19, 280:39, 282:20, 284:43, 284:46, 285:5, 285:27</p> <p>allowed [3] - 208:23, 211:34, 237:36</p> <p>almost [4] - 236:1, 274:25, 283:3, 283:5</p> <p>alteration [4] - 305:24, 305:37, 308:1, 308:24</p> <p>alterations [2] - 308:25, 308:32</p> <p>alternative [1] - 308:39</p> <p>alternatively [3] - 198:46, 213:23, 308:25</p> <p>ambiguity [2] - 204:38, 302:46</p> <p>Amity [3] - 207:41, 207:44, 208:1</p> <p>amount [6] - 190:24, 218:46, 237:14, 267:37, 282:2, 282:21</p> <p>amounts [1] - 281:7</p> <p>AN [1] - 241:3</p> <p>analysing [1] - 292:28</p> <p>analysis [1] - 314:41</p> <p>AND [2] - 241:4, 294:39</p> <p>Andrew [3] - 227:8, 228:7, 233:17</p> <p>Andrews [6] - 223:32,</p>	<p>242:16, 242:27, 242:28, 242:43, 247:8</p> <p>annexed [3] - 256:44, 259:41, 260:6</p> <p>annexure [16] - 219:46, 220:6, 220:9, 220:30, 220:40, 220:44, 222:6, 222:7, 224:6, 245:30, 267:22, 267:27, 267:28, 267:33</p> <p>Annexure [6] - 220:7, 221:35, 232:32, 242:6, 242:11, 267:9</p> <p>Annexures [1] - 262:23</p> <p>annexures [8] - 187:10, 221:23, 221:31, 221:47, 222:11, 225:9, 240:34, 262:37</p> <p>answer [12] - 194:36, 194:39, 199:4, 204:39, 253:39, 259:11, 272:3, 293:24, 298:6, 303:45, 306:19, 308:43</p> <p>answerable [1] - 307:10</p> <p>answered [3] - 306:37, 307:24, 308:2</p> <p>answering [1] - 204:39</p> <p>anyway [5] - 221:47, 225:37, 249:41, 299:47, 309:27</p> <p>apart [2] - 250:36, 272:38</p> <p>apologies [1] - 266:12</p> <p>apologise [3] - 233:20, 247:37, 281:45</p> <p>appear [11] - 186:16, 186:24, 193:23, 205:31, 220:22, 222:8, 227:42, 266:14, 284:31, 289:44, 297:17</p> <p>appearance [3] - 186:16, 266:10, 266:13</p> <p>appeared [2] - 301:31, 304:34</p> <p>applicant [1] - 258:36</p> <p>applicants [2] - 292:11, 292:20</p>	<p>Application [1] - 258:15</p> <p>application [6] - 258:18, 258:27, 301:12, 301:40, 304:47, 305:29</p> <p>applied [5] - 197:29, 203:20, 219:15, 249:31, 282:34</p> <p>applying [2] - 247:22, 247:26</p> <p>appointed [6] - 256:9, 267:42, 268:5, 274:16, 274:28, 276:5</p> <p>appointing [1] - 287:45</p> <p>appointment [15] - 267:41, 267:43, 268:2, 268:30, 274:7, 274:22, 283:24, 283:45, 284:26, 287:34, 287:43, 288:45, 291:44, 292:2, 292:29</p> <p>appointments [2] - 287:6, 287:27</p> <p>appoints [1] - 269:10</p> <p>apportioning [1] - 260:26</p> <p>appreciate [2] - 185:20, 315:32</p> <p>approach [6] - 204:44, 204:46, 256:12, 274:12, 285:38, 285:43</p> <p>approached [1] - 261:8</p> <p>appropriate [7] - 226:12, 226:19, 239:39, 257:36, 274:24, 280:35, 285:27</p> <p>appropriately [1] - 291:41</p> <p>approval [1] - 281:8</p> <p>approved [2] - 218:13, 218:40</p> <p>April [7] - 185:24, 239:18, 240:1, 240:16, 267:13, 267:17, 274:43</p> <p>area [32] - 187:37, 188:12, 188:27, 188:28, 188:29, 188:39, 191:1, 191:35, 191:38, 192:5, 192:10, 192:24, 192:25,</p>	<p>192:28, 193:46, 197:29, 198:16, 198:23, 198:26, 207:2, 207:6, 207:11, 207:34, 208:22, 233:44, 235:3, 236:2, 236:3, 237:41, 242:47, 243:20</p> <p>areas [13] - 187:37, 188:3, 188:8, 188:28, 188:38, 190:40, 195:4, 198:28, 198:30, 198:35, 208:35, 209:6, 235:11</p> <p>argued [1] - 273:22</p> <p>argument [2] - 196:10, 265:7</p> <p>arise [3] - 209:18, 226:13, 257:24</p> <p>arising [5] - 194:27, 206:25, 213:36, 219:33, 312:9</p> <p>arose [3] - 218:27, 280:12, 280:13</p> <p>arrange [2] - 193:15, 232:27</p> <p>arranged [1] - 229:47</p> <p>arrangement [5] - 227:29, 263:38, 279:31, 283:32, 284:7</p> <p>arrangements [2] - 280:7, 290:28</p> <p>arrived [1] - 268:5</p> <p>arriving [2] - 241:36, 286:27</p> <p>ascertain [3] - 251:41, 267:42, 273:42</p> <p>ascertained [2] - 268:22, 302:9</p> <p>aside [1] - 278:18</p> <p>aspect [1] - 286:31</p> <p>aspects [3] - 287:5, 287:27, 299:47</p> <p>assertion [1] - 257:1</p> <p>Assessment [2] - 299:4, 314:17</p> <p>assessment [4] - 292:19, 292:33, 311:30, 314:42</p> <p>assist [1] - 186:9</p> <p>assistance [2] - 256:13, 314:13</p> <p>assisted [1] - 276:38</p> <p>Assisting [10] - 184:20, 184:21, 185:45, 211:41, 244:17, 297:30,</p>	<p>297:32, 297:44, 301:22, 304:42</p> <p>Assisting's [1] - 297:42</p> <p>Associates [1] - 292:18</p> <p>assume [8] - 248:26, 261:36, 268:13, 278:2, 292:45, 292:47, 293:3, 301:22</p> <p>assuming [2] - 246:9, 304:9</p> <p>assumption [5] - 285:7, 285:9, 285:13, 309:21, 311:14</p> <p>assure [1] - 261:1</p> <p>AT [2] - 315:45, 315:46</p> <p>attached [9] - 220:23, 221:23, 228:40, 250:5, 261:30, 261:46, 262:33, 263:5, 275:17</p> <p>attaching [1] - 227:21</p> <p>attachments [1] - 220:4</p> <p>attempt [6] - 196:1, 198:26, 199:12, 207:23, 221:1, 225:44</p> <p>attempted [1] - 261:16</p> <p>attempting [1] - 308:30</p> <p>attend [8] - 196:16, 196:46, 200:4, 219:9, 236:41, 250:24, 283:47, 284:10</p> <p>attendance [1] - 248:26</p> <p>attended [3] - 199:44, 200:3, 257:20</p> <p>Attendees [1] - 197:38</p> <p>attention [6] - 201:22, 213:1, 244:18, 273:43, 274:42, 298:1</p> <p>Attie [13] - 280:3, 280:19, 281:47, 284:31, 284:37, 285:13, 285:33, 286:2, 286:5, 286:11, 286:14, 286:23, 286:32</p> <p>Attie's [2] - 285:3, 285:25</p> <p>AU33ZZ [1] - 210:23</p> <p>AUBURN [1] - 184:13</p>
---	--	--	--	--

<p>Auburn [43] - 184:27, 187:37, 188:29, 191:8, 192:1, 193:2, 193:46, 199:17, 201:18, 201:35, 206:33, 206:36, 207:34, 216:12, 218:10, 233:43, 237:24, 237:27, 237:28, 237:41, 238:12, 238:32, 238:36, 238:37, 239:24, 251:33, 251:37, 253:21, 254:9, 254:39, 256:23, 256:28, 256:30, 257:29, 260:23, 260:27, 260:29, 260:33, 264:5, 266:41, 267:2, 267:3, 305:12</p> <p>audit [1] - 266:40</p> <p>auditor [1] - 270:5</p> <p>August [9] - 188:18, 197:1, 200:12, 200:45, 201:11, 223:22, 227:4, 248:25, 272:19</p> <p>Australia [2] - 254:13, 311:23</p> <p>Australian [1] - 204:7</p> <p>authorisation [1] - 252:43</p> <p>authorised [3] - 235:36, 285:40, 285:45</p> <p>authorises [1] - 258:43</p> <p>Authority [1] - 251:36</p> <p>authority [4] - 251:38, 256:40, 257:17, 258:45</p> <p>available [8] - 198:28, 225:30, 259:37, 264:38, 264:40, 265:11, 284:14, 315:13</p> <p>aware [27] - 192:3, 192:7, 192:9, 192:16, 192:44, 192:45, 203:9, 203:10, 238:13, 238:14, 254:47, 255:2, 258:9, 258:11, 260:5, 260:10, 267:1, 272:15, 274:10, 274:36, 286:3, 286:12, 290:26, 292:3, 292:17,</p>	<p>293:38, 299:35</p> <p style="text-align: center;">B</p> <p>back-side [2] - 252:24, 252:25</p> <p>background [2] - 215:38, 215:44</p> <p>backwards [2] - 226:38, 228:16</p> <p>bad [2] - 247:37, 259:27</p> <p>balustrade [1] - 299:46</p> <p>Bar [1] - 232:38</p> <p>bar [1] - 264:45</p> <p>Barnard [4] - 227:23, 227:28, 227:37</p> <p>barristers [1] - 187:17</p> <p>Barry [3] - 285:19, 288:14, 288:19</p> <p>based [9] - 185:22, 205:47, 215:30, 279:26, 279:32, 282:15, 285:26, 292:40, 298:5</p> <p>basic [1] - 303:29</p> <p>basics [1] - 287:21</p> <p>basis [16] - 188:13, 202:12, 207:22, 215:32, 215:44, 264:22, 266:15, 273:5, 274:16, 276:29, 278:22, 285:4, 285:27, 287:44, 290:43, 293:3</p> <p>Bay [1] - 266:47</p> <p>BCA [6] - 300:5, 310:2, 310:27, 310:36, 310:37, 311:30</p> <p>bearing [2] - 235:46, 308:29</p> <p>Beasley [1] - 184:19</p> <p>became [5] - 254:45, 255:2, 255:24, 255:27, 255:30</p> <p>become [7] - 217:31, 222:4, 254:31, 267:1, 294:16, 294:23, 294:35</p> <p>bedroom [5] - 301:31, 301:32, 305:23, 305:38</p> <p>bedrooms [2] - 309:10, 314:42</p> <p>beg [1] - 194:37</p> <p>begin [1] - 228:15</p>	<p>beginning [4] - 243:46, 272:30, 281:35, 313:46</p> <p>begins [3] - 267:22, 275:42, 310:28</p> <p>behalf [5] - 258:19, 259:27, 260:12, 263:47, 271:4</p> <p>behind [2] - 185:8, 285:9</p> <p>belief [2] - 209:47, 214:35</p> <p>benefit [3] - 218:42, 226:3, 278:27</p> <p>benefits [2] - 226:24, 226:26</p> <p>best [5] - 195:23, 209:46, 214:34, 235:23, 309:22</p> <p>better [4] - 278:27, 278:35, 288:34, 304:2</p> <p>BETWEEN [1] - 294:38</p> <p>between [30] - 191:27, 192:10, 192:33, 194:6, 195:2, 195:26, 196:1, 222:25, 223:20, 234:22, 235:18, 236:14, 236:36, 241:43, 243:33, 244:3, 273:2, 273:19, 278:8, 281:34, 282:42, 284:5, 285:19, 286:27, 288:27, 288:39, 289:16, 289:36, 306:23, 314:28</p> <p>beyond [3] - 208:18, 209:1, 226:1</p> <p>BGM90A [1] - 210:29</p> <p>big [6] - 193:32, 195:33, 199:38, 200:7, 246:28, 309:21</p> <p>bigger [1] - 199:4</p> <p>bill [1] - 277:38</p> <p>binding [1] - 269:3</p> <p>bit [4] - 208:22, 228:6, 257:43, 259:44</p> <p>blindfold [1] - 309:20</p> <p>block [1] - 201:39</p> <p>blocking [1] - 201:16</p> <p>board [1] - 247:23</p> <p>body [2] - 237:25, 288:40</p> <p>bold [1] - 306:2</p> <p>Bolster [1] - 184:20</p>	<p>bolster [4] - 186:25, 219:33, 294:18, 312:21</p> <p>BOLSTER [127] - 186:27, 186:32, 186:42, 187:23, 193:15, 196:40, 204:42, 205:29, 206:7, 206:27, 206:29, 206:31, 206:44, 207:28, 208:15, 209:25, 209:30, 209:32, 210:3, 212:9, 212:36, 213:38, 213:40, 213:42, 214:4, 214:12, 214:19, 214:24, 214:26, 214:38, 219:35, 219:44, 220:29, 220:36, 220:42, 221:1, 221:6, 221:8, 221:20, 224:6, 224:12, 224:16, 224:25, 226:32, 229:12, 229:22, 230:6, 232:45, 233:28, 233:32, 233:38, 235:21, 237:4, 238:18, 239:2, 239:10, 239:15, 240:32, 241:7, 263:13, 263:15, 263:17, 264:32, 264:36, 264:40, 264:45, 265:3, 265:7, 266:3, 266:8, 266:20, 266:34, 275:3, 275:8, 275:19, 275:32, 275:38, 277:20, 277:40, 278:43, 279:21, 281:45, 282:36, 289:30, 294:7, 294:13, 295:1, 295:7, 295:13, 295:17, 295:19, 295:28, 295:36, 295:44, 296:7, 296:21, 296:35, 297:1, 297:27, 297:38, 297:46, 298:17, 298:27, 304:30, 304:38, 308:35, 309:24, 310:22, 310:27, 310:34, 310:41, 310:45, 311:3, 311:8, 311:43,</p>	<p>312:4, 312:11, 312:24, 312:34, 313:13, 313:18, 313:22, 313:27, 315:6, 315:13, 315:20, 315:37</p> <p>book [3] - 189:31, 235:29, 235:31</p> <p>booking [4] - 197:15, 197:44, 249:12, 249:31</p> <p>bookings [1] - 198:7</p> <p>Botany [1] - 266:47</p> <p>bottom [11] - 193:19, 193:27, 202:19, 221:26, 224:39, 229:3, 229:18, 280:45, 288:9, 289:40, 306:2</p> <p>box [5] - 200:14, 222:30, 226:14, 232:32, 252:39</p> <p>boxes [1] - 304:33</p> <p>brackets [1] - 200:20</p> <p>break [2] - 224:19, 278:29</p> <p>brief [1] - 228:32</p> <p>briefly [5] - 221:41, 263:13, 281:13, 297:16, 298:32</p> <p>bring [2] - 192:17, 275:38</p> <p>BRISBY [1] - 294:38</p> <p>Brisby [51] - 193:29, 196:24, 222:34, 223:22, 226:45, 227:23, 227:28, 228:7, 228:29, 229:28, 229:46, 230:17, 230:20, 231:34, 232:7, 233:11, 238:33, 242:42, 248:39, 248:41, 249:3, 256:45, 257:3, 259:9, 265:11, 267:41, 275:11, 276:4, 276:16, 281:10, 282:42, 283:19, 284:5, 284:6, 284:11, 284:25, 285:36, 286:23, 287:35, 287:47, 288:3, 288:13, 288:33, 288:41, 291:44, 293:38, 294:34, 315:13, 315:18, 315:20</p> <p>Brisby's [8] - 268:26,</p>
---	--	--	---	--

<p>269:20, 271:7, 273:45, 288:45, 292:29, 292:34, 293:14 brought [7] - 191:47, 202:4, 217:10, 217:41, 288:33, 292:3, 292:6 Building [1] - 311:22 building [21] - 202:5, 202:8, 203:29, 216:28, 216:35, 299:47, 300:8, 300:14, 300:15, 300:18, 300:19, 302:15, 302:37, 303:28, 305:22, 305:25, 306:24, 308:24, 311:23, 314:29, 314:37 BUNDLE [2] - 296:25, 296:44 bundle [31] - 220:1, 220:10, 221:42, 222:22, 223:19, 225:29, 228:16, 240:34, 259:30, 259:35, 259:36, 259:38, 259:40, 259:41, 267:23, 275:1, 275:16, 278:18, 295:37, 296:8, 296:39, 304:32, 304:38, 310:19, 310:28, 312:21, 313:6, 313:13, 313:31 Burgess [9] - 196:24, 232:7, 255:24, 255:26, 274:23, 287:14, 288:3, 288:35, 293:21 burning [1] - 284:29 business [3] - 272:10, 272:22, 272:43 BY [22] - 186:32, 187:34, 206:29, 209:30, 210:12, 213:40, 214:24, 216:2, 221:6, 241:1, 241:26, 253:12, 261:26, 263:15, 266:8, 282:38, 287:1, 289:13, 295:17, 299:1, 300:38, 312:15</p>	<p>calculation [4] - 281:46, 282:31, 282:34, 286:35 cancel [13] - 200:29, 227:29, 229:47, 230:34, 231:35, 237:13, 237:19, 238:8, 238:12, 251:39, 259:2, 259:16, 260:41 cancellation [5] - 228:3, 230:38, 261:3, 290:6, 290:9 cancelled [19] - 200:26, 200:34, 228:46, 229:10, 229:12, 229:13, 229:16, 229:20, 229:37, 237:42, 250:45, 250:46, 251:7, 251:17, 251:21, 259:13, 260:18, 260:41 cancelling [1] - 260:27 capable [1] - 301:39 capacity [1] - 253:25 car [35] - 197:16, 197:45, 202:24, 202:27, 207:7, 208:32, 208:33, 208:38, 208:44, 244:11, 249:13, 280:3, 280:4, 280:19, 280:23, 280:39, 280:40, 281:2, 281:12, 281:20, 281:25, 281:34, 281:38, 281:45, 281:47, 282:1, 282:11, 282:27, 282:33, 284:29, 284:40, 284:43, 285:6, 285:15 card [8] - 281:23, 281:24, 281:31, 281:32, 281:34, 282:23, 282:29 career [1] - 299:44 carefully [7] - 262:6, 262:13, 262:16, 262:17, 262:45, 262:46, 263:1 carried [5] - 234:24, 301:10, 301:38, 302:28, 302:32 carry [3] - 207:20, 266:39, 269:20 carrying [4] - 303:18,</p>	<p>309:22, 309:34, 309:35 cars [4] - 190:11, 207:13, 218:17, 235:18 case [12] - 196:10, 248:6, 248:14, 256:16, 259:6, 268:46, 275:29, 281:9, 282:20, 282:31, 283:16, 304:19 cash [1] - 281:32 category [1] - 185:6 Catholic [1] - 206:46 caused [2] - 289:3, 293:17 causing [1] - 241:42 ceased [2] - 261:47, 276:5 Central [1] - 206:36 Centre [2] - 184:26, 206:33 certain [3] - 259:13, 275:45, 280:1 Certainly [1] - 186:18 certainly [20] - 220:34, 234:45, 255:16, 257:8, 269:7, 270:9, 270:44, 272:46, 273:4, 275:35, 276:30, 278:32, 285:39, 288:9, 291:4, 291:11, 291:18, 293:26, 296:5 certificate [22] - 299:6, 299:8, 299:9, 299:18, 299:34, 301:11, 302:38, 302:42, 303:19, 303:36, 303:44, 311:39, 311:46, 312:19, 312:40, 313:42, 314:1, 314:6, 314:27, 314:30, 314:32, 314:37 certificates [3] - 299:3, 299:13, 311:32 certification [1] - 298:39 certify [1] - 313:47 cetera [2] - 246:34, 290:23 chain [3] - 222:40, 223:28, 224:25 chalk [2] - 228:41 challenge [1] - 252:16</p>	<p>Chambers [1] - 207:45 chances [1] - 309:16 change [1] - 194:19 changed [2] - 191:43, 194:22 changes [1] - 305:39 changing [4] - 193:36, 195:41, 204:29, 246:32 chaos [3] - 194:2, 244:37, 245:34 charge [1] - 230:23 chat [1] - 235:13 check [5] - 200:17, 225:15, 248:31, 252:28, 294:29 checked [3] - 276:44, 282:18, 308:19 checklist [5] - 310:28, 310:35, 310:36, 310:37, 314:4 checklists [1] - 311:33 checks [1] - 300:10 chief [2] - 225:45, 226:7 child [2] - 189:20, 209:4 children [17] - 189:7, 189:8, 192:13, 192:36, 194:7, 194:29, 195:3, 195:12, 195:13, 198:44, 208:21, 209:6, 209:8, 235:10, 235:17, 241:44, 243:36 choice [2] - 245:5, 273:3 chose [1] - 226:2 chosen [1] - 246:11 circles [1] - 285:32 circulated [4] - 185:32, 186:9, 232:36, 232:38 circumstances [5] - 194:45, 206:15, 208:37, 218:27, 280:13 City [13] - 191:8, 253:21, 254:9, 254:39, 256:23, 256:28, 256:30, 257:29, 260:23, 260:29, 260:33, 267:2, 267:3 Civic [1] - 184:26 claim [15] - 280:3, 280:15, 280:18, 280:23, 280:39,</p>	<p>280:40, 280:46, 281:2, 281:12, 281:14, 282:7, 285:3, 285:9, 286:6, 286:18 claimed [1] - 282:2 claims [3] - 281:20, 281:25, 285:26 clarified [1] - 303:39 clarify [15] - 185:40, 206:27, 213:42, 216:7, 220:31, 221:1, 226:39, 232:21, 233:40, 302:47, 303:10, 304:6, 304:7, 306:29, 311:16 clean [1] - 187:15 clear [8] - 206:40, 222:4, 223:14, 228:41, 235:28, 235:29, 283:41, 284:32 clearly [1] - 215:42 client [8] - 185:7, 185:23, 185:39, 231:7, 259:30, 264:5, 264:6, 297:41 client's [3] - 223:46, 259:21, 298:38 close [2] - 186:36, 206:33 closed [2] - 273:12, 273:15 closely [1] - 226:27 closing [1] - 241:38 Cockayne [7] - 280:27, 280:28, 280:38, 285:19, 285:37, 288:14, 288:19 COCKAYNE [1] - 285:22 Code [1] - 311:22 code [1] - 269:3 colleague [1] - 189:45 colleagues [1] - 241:13 collected [1] - 222:12 collection [3] - 222:11, 236:44, 281:23 College [32] - 188:4, 188:13, 189:5, 189:29, 190:5, 190:29, 191:10, 191:13, 191:39, 191:44, 196:17, 196:18, 197:36, 198:11, 198:17,</p>
C				
c [1] - 268:40				

<p>198:22, 200:9, 200:45, 201:2, 206:46, 207:14, 207:38, 207:41, 207:44, 208:2, 235:24, 235:33, 241:34, 241:47, 249:33, 249:34, 250:24</p> <p>college [4] - 188:36, 190:31, 190:36, 207:37</p> <p>column [1] - 229:8</p> <p>coming [8] - 193:47, 198:31, 214:14, 219:37, 266:44, 294:42, 300:9, 315:41</p> <p>command [1] - 223:37</p> <p>commenced [1] - 216:12</p> <p>commences [2] - 234:5, 280:45</p> <p>comment [5] - 224:37, 246:8, 285:34, 289:1, 290:8</p> <p>comments [2] - 290:8, 293:13</p> <p>commission [1] - 193:8</p> <p>Commission [7] - 236:46, 261:29, 262:44, 297:19, 301:30, 301:37, 304:31</p> <p>Commission's [1] - 304:40</p> <p>commissioner [1] - 309:25</p> <p>Commissioner [67] - 184:19, 185:4, 185:15, 186:6, 186:15, 187:32, 196:40, 200:23, 205:29, 206:13, 208:15, 209:25, 210:3, 212:45, 214:12, 214:19, 214:39, 214:46, 219:35, 219:46, 223:44, 224:17, 224:36, 232:45, 240:35, 241:17, 245:11, 250:31, 252:27, 253:8, 257:32, 257:41, 258:31, 258:33, 266:3, 266:12, 277:5, 286:42, 290:33, 293:47,</p>	<p>294:26, 295:1, 295:29, 295:36, 296:1, 296:33, 297:8, 297:40, 298:9, 298:32, 298:44, 300:29, 300:34, 301:22, 302:45, 307:23, 307:41, 308:37, 308:47, 309:19, 312:13, 312:27, 312:44, 313:10, 313:35, 315:1, 315:26</p> <p>COMMISSIONER [220] - 185:1, 185:12, 185:17, 185:22, 185:28, 185:42, 185:47, 186:8, 186:18, 186:24, 186:34, 187:21, 187:25, 187:29, 191:41, 194:35, 196:44, 200:11, 204:44, 205:2, 205:25, 205:34, 206:10, 206:19, 206:24, 206:40, 207:26, 208:17, 209:18, 210:6, 210:10, 211:44, 212:13, 212:34, 212:38, 213:35, 214:2, 214:14, 214:42, 215:3, 215:7, 215:11, 215:15, 215:21, 215:25, 215:29, 215:37, 216:7, 217:1, 217:6, 219:32, 219:37, 220:3, 220:9, 220:16, 220:27, 220:39, 220:44, 221:17, 223:46, 224:4, 224:10, 224:19, 224:27, 224:33, 224:44, 225:4, 225:9, 225:13, 225:17, 225:21, 225:28, 225:34, 225:42, 229:2, 229:7, 229:15, 230:3, 232:43, 233:26, 233:30, 233:34, 235:7, 237:2, 237:6, 237:33, 238:16, 238:46, 239:7, 239:13, 240:37, 241:9, 241:15,</p>	<p>241:19, 245:13, 245:21, 245:26, 245:32, 245:36, 249:38, 249:46, 250:29, 250:33, 251:36, 252:30, 252:36, 253:5, 253:10, 257:35, 259:11, 259:21, 259:35, 259:44, 260:3, 263:10, 264:34, 264:38, 264:43, 264:47, 265:5, 265:9, 265:14, 266:10, 266:18, 274:41, 275:5, 275:16, 275:27, 276:46, 277:3, 277:37, 278:26, 278:34, 279:17, 281:41, 286:39, 286:44, 289:9, 289:23, 289:47, 290:35, 290:41, 291:2, 291:7, 291:13, 291:18, 291:23, 294:2, 294:9, 294:15, 294:21, 294:28, 294:41, 295:5, 295:9, 295:31, 295:41, 296:5, 296:14, 296:18, 296:23, 296:28, 296:39, 297:34, 298:3, 298:15, 298:19, 298:24, 298:29, 298:35, 298:41, 300:26, 300:32, 300:36, 300:47, 301:5, 304:16, 304:22, 305:8, 306:6, 306:11, 306:15, 306:31, 306:36, 306:42, 306:47, 307:26, 307:38, 307:43, 308:41, 309:2, 309:7, 309:14, 309:27, 310:19, 310:25, 310:32, 310:39, 310:43, 310:47, 311:6, 311:19, 312:8, 312:21, 312:32, 312:36, 312:40, 312:46, 313:6, 313:20, 313:24, 313:29, 314:15, 314:23, 315:4,</p>	<p>315:8, 315:17, 315:23, 315:29, 315:39</p> <p>committee [1] - 272:19</p> <p>communicate [1] - 263:46</p> <p>community [3] - 194:41, 196:37, 271:5</p> <p>comparison [1] - 282:34</p> <p>complain [2] - 231:14, 252:16</p> <p>complaint [5] - 193:4, 193:7, 230:14, 231:16, 283:36</p> <p>complaints [14] - 187:44, 188:39, 191:7, 191:11, 192:34, 193:1, 218:16, 218:19, 218:20, 218:22, 218:27, 235:2, 245:1, 283:46</p> <p>complaints/claims [1] - 284:37</p> <p>complete [2] - 226:17, 271:19</p> <p>completed [3] - 274:46, 311:15, 311:27</p> <p>completely [4] - 211:28, 225:37, 308:24, 308:33</p> <p>compliance [1] - 300:5</p> <p>comprises [1] - 267:33</p> <p>computer [2] - 232:26, 240:5</p> <p>concentration [4] - 190:11, 190:27, 190:45, 191:9</p> <p>concern [5] - 266:45, 280:2, 284:36, 291:45, 292:35</p> <p>concerned [5] - 193:44, 228:3, 267:41, 271:38, 292:38</p> <p>CONCERNING [1] - 296:25</p> <p>concerning [7] - 218:9, 234:23, 239:38, 274:7, 295:37, 298:35, 298:37</p> <p>concerns [1] - 291:39</p> <p>conclusion [1] -</p>	<p>290:43</p> <p>concrete [5] - 203:27, 218:28, 218:29, 219:16, 219:20</p> <p>concurrency [1] - 186:11</p> <p>condition [1] - 260:37</p> <p>conditions [3] - 203:24, 204:10, 204:12</p> <p>conducted [2] - 291:40, 299:23</p> <p>Confidence [1] - 273:28</p> <p>confidential [1] - 273:8</p> <p>confirm [3] - 249:3, 249:4, 297:6</p> <p>conflict [11] - 192:10, 192:33, 194:6, 195:2, 195:11, 195:26, 196:1, 206:14, 241:43, 243:33, 244:3</p> <p>conflicted [1] - 199:15</p> <p>conflicts [1] - 196:3</p> <p>confusing [1] - 225:24</p> <p>Connect [1] - 225:30</p> <p>consent [3] - 217:2, 301:12, 304:47</p> <p>consequence [2] - 196:35, 242:3</p> <p>consider [3] - 185:35, 272:23, 287:31</p> <p>considerable [3] - 207:9, 207:10, 218:42</p> <p>consideration [5] - 226:10, 269:8, 272:10, 272:46, 292:33</p> <p>considered [1] - 273:22</p> <p>considering [1] - 314:31</p> <p>consistent [5] - 191:19, 272:41, 278:7, 278:20, 307:47</p> <p>constituents [2] - 259:27, 260:13</p> <p>constructed [5] - 201:42, 201:44, 213:30, 301:31, 306:24</p> <p>construction [16] - 202:6, 202:11, 203:27, 203:31, 203:33, 205:22, 207:5, 212:3,</p>
---	--	--	--	---

<p>212:41, 213:28, 252:45, 252:46, 252:47, 299:13, 314:30, 314:36 consultancy [5] - 276:6, 276:18, 278:21, 279:27, 283:28 consultant [6] - 276:32, 283:25, 283:45, 284:26, 292:3, 292:6 Consultation [1] - 276:35 contact [1] - 187:45 contained [3] - 279:38, 279:41, 297:42 CONTAINING [1] - 241:2 containing [1] - 298:11 contains [1] - 240:40 contemporaneously [1] - 308:19 content [2] - 224:1, 236:18 contingencies [1] - 226:13 continue [3] - 193:33, 199:39, 246:29 continued [2] - 234:14, 234:16 continuing [1] - 252:47 contract [8] - 253:36, 253:43, 260:38, 268:4, 269:46, 273:38, 273:42, 274:44 contracts [4] - 267:34, 268:33, 269:11, 270:2 contrary [1] - 305:23 contravention [1] - 240:8 control [1] - 295:9 convenient [1] - 265:12 conversation [5] - 210:18, 210:23, 216:24, 217:9, 217:35 conveyed [1] - 264:16 copied [4] - 222:40, 223:28, 231:4 copies [5] - 262:21, 296:11, 296:37, 315:32, 315:37 copy [39] - 185:42,</p>	<p>187:6, 187:9, 187:15, 187:16, 193:7, 193:12, 193:16, 205:31, 209:43, 219:47, 221:20, 224:1, 224:20, 224:27, 224:33, 227:16, 232:38, 232:41, 232:43, 232:45, 251:27, 266:24, 267:37, 271:44, 275:9, 275:10, 275:22, 278:47, 279:4, 297:5, 297:6, 300:42, 301:27, 313:7, 313:8, 313:13, 313:41 copying [1] - 220:25 core [1] - 237:25 corner [1] - 221:27 corners [1] - 274:20 corporate [2] - 269:43, 280:28 correct [174] - 186:42, 188:4, 188:5, 188:10, 188:13, 188:14, 188:21, 188:22, 189:2, 189:3, 189:14, 189:15, 189:47, 190:8, 193:21, 197:40, 198:2, 198:3, 198:21, 198:47, 205:8, 206:1, 207:2, 207:3, 207:26, 207:42, 207:46, 210:39, 211:7, 211:11, 212:23, 214:27, 214:32, 216:25, 217:14, 217:29, 218:11, 218:14, 218:24, 218:30, 218:44, 222:9, 222:14, 222:45, 222:46, 223:38, 225:1, 226:42, 226:43, 227:11, 227:13, 228:44, 229:34, 230:1, 230:28, 230:35, 231:11, 239:28, 239:44, 240:22, 242:1, 242:7, 242:44, 244:24, 244:32, 246:14, 247:24, 247:28, 250:18, 251:22, 253:19, 253:45,</p>	<p>254:23, 254:40, 255:38, 256:17, 260:15, 260:17, 260:35, 261:37, 262:45, 263:5, 263:6, 264:7, 266:37, 266:41, 266:42, 267:26, 267:28, 267:45, 268:15, 268:23, 268:24, 268:31, 269:1, 269:12, 269:13, 269:17, 269:18, 269:32, 269:33, 272:28, 272:35, 273:34, 273:35, 273:38, 273:47, 274:18, 274:39, 275:47, 276:8, 276:26, 277:5, 277:12, 277:22, 277:23, 277:43, 279:24, 280:3, 280:15, 280:16, 280:21, 280:25, 280:33, 280:41, 280:46, 280:47, 281:4, 281:17, 281:27, 281:36, 282:8, 282:9, 282:18, 282:47, 283:26, 283:34, 283:38, 284:1, 284:27, 284:38, 285:6, 285:28, 285:33, 285:37, 286:8, 286:9, 287:8, 287:11, 287:25, 290:30, 291:27, 291:35, 291:36, 291:42, 292:4, 292:13, 293:16, 297:18, 297:31, 297:44, 297:46, 298:10, 299:10, 299:11, 299:24, 305:1, 306:13, 307:6, 307:21, 308:27, 311:24, 311:25 Correct [1] - 279:8 corrected [2] - 250:15, 250:21 correctly [1] - 268:43 correspondence [4] - 222:12, 223:11, 276:13, 278:11 corruption [1] - 193:8 council [113] - 188:37,</p>	<p>191:20, 198:46, 230:26, 230:37, 230:47, 231:2, 231:15, 231:35, 231:42, 231:43, 234:34, 234:36, 237:13, 237:17, 237:19, 237:31, 237:38, 238:12, 240:5, 242:4, 242:36, 243:25, 253:15, 253:29, 255:3, 255:24, 256:6, 256:9, 256:40, 257:9, 257:47, 258:44, 259:9, 259:15, 261:44, 263:18, 263:23, 263:30, 263:33, 264:1, 264:27, 268:22, 268:29, 268:34, 269:16, 269:17, 269:26, 269:42, 270:9, 270:10, 270:12, 270:23, 270:24, 270:34, 270:35, 270:41, 271:2, 271:4, 271:22, 272:1, 272:9, 272:10, 272:23, 272:43, 273:2, 273:6, 273:19, 273:23, 273:29, 274:38, 275:46, 276:14, 276:33, 277:25, 278:2, 278:4, 278:15, 279:36, 280:11, 280:12, 280:14, 282:29, 282:42, 285:33, 286:7, 286:22, 287:22, 287:30, 287:33, 288:6, 288:12, 288:25, 288:27, 288:46, 289:4, 289:17, 290:15, 290:19, 292:7, 292:34, 292:39, 292:44, 293:3, 293:16, 293:17, 293:26, 297:41, 298:4, 299:19, 299:25, 304:33, 304:45 Council [31] - 186:46, 191:8, 192:1, 207:44, 209:36, 214:27, 216:12, 237:22, 238:12,</p>	<p>238:32, 238:36, 251:33, 251:37, 253:21, 254:9, 254:39, 256:24, 256:29, 256:30, 257:29, 260:23, 260:27, 260:29, 260:33, 264:5, 266:41, 266:47, 267:2, 269:35, 269:38, 273:7 Council [1] - 238:37 council's [6] - 223:16, 228:8, 231:17, 270:36, 277:9, 287:6 councillor [9] - 215:31, 217:26, 217:31, 217:37, 226:42, 230:13, 269:10, 284:21, 287:14 Councillor [6] - 201:30, 202:13, 260:5, 260:12, 261:8, 261:12 councillors [14] - 231:37, 259:26, 269:4, 273:1, 273:13, 280:1, 283:9, 283:14, 283:20, 283:32, 283:37, 283:40, 284:5, 287:22 councils [3] - 237:21, 254:8, 254:37 counsel [4] - 186:13, 186:21, 211:41, 214:39 Counsel [8] - 184:20, 244:17, 297:30, 297:32, 297:42, 297:44, 301:22, 304:42 counted [1] - 300:9 counterpart [1] - 263:46 couple [6] - 191:16, 206:27, 208:17, 221:30, 270:21, 286:46 course [21] - 186:6, 196:42, 208:9, 211:9, 220:30, 231:10, 231:15, 234:43, 254:31, 254:36, 255:35, 266:14, 267:21, 273:38, 279:23, 288:21, 302:2, 306:44, 307:11,</p>
---	---	--	---	---

<p>310:3, 311:21 court [8] - 238:23, 252:21, 255:37, 255:40, 255:44, 255:45, 256:7, 273:20 Court [4] - 256:2, 256:13, 257:46, 258:3 courtesy [1] - 192:21 courts [1] - 256:41 cousin [1] - 260:16 crane [1] - 201:16 create [7] - 194:1, 199:4, 218:32, 218:36, 219:17, 219:22, 226:22 created [4] - 191:25, 193:44, 213:31, 244:3 creating [1] - 199:13 credit [8] - 281:23, 281:24, 281:31, 281:32, 281:33, 282:23, 282:29 critical [3] - 262:31, 263:3, 283:23 criticising [1] - 283:20 criticism [2] - 283:18, 291:33 cross [3] - 278:29, 298:9, 298:11 cross-examination [1] - 298:11 cross-examine [1] - 278:29 cross-examining [1] - 298:9 crossing [1] - 235:10 crossings [1] - 209:6 culled [1] - 292:12 Cumberland [3] - 186:46, 209:35, 214:27 current [1] - 212:13 Customer [1] - 252:34 CUSTOMER [1] - 241:4 customer [2] - 218:20, 240:42 Customers [1] - 238:46 cut [3] - 228:10, 274:20, 278:26</p>	<p>dangerous [5] - 209:6, 234:45, 234:46, 235:8, 235:19 Darren [2] - 184:21, 262:4 date [3] - 197:1, 276:41, 302:10 DATED [5] - 187:27, 210:8, 214:44, 294:37, 294:38 dated [6] - 209:39, 216:8, 242:15, 275:10, 294:32, 294:33 dates [1] - 278:14 day's [1] - 207:7 deal [14] - 203:13, 208:21, 213:42, 231:6, 235:2, 257:26, 263:29, 263:31, 268:37, 272:33, 273:29, 273:41, 276:2, 281:12 dealing [2] - 193:1, 263:18 dealings [1] - 239:38 deals [2] - 268:11, 269:15 dealt [15] - 194:26, 194:32, 215:38, 230:44, 231:7, 237:30, 237:37, 256:24, 259:28, 263:45, 264:29, 273:7, 280:10, 280:12, 286:7 debate [2] - 225:47, 232:31 Debt [27] - 230:39, 230:43, 231:6, 231:16, 231:18, 231:40, 237:11, 237:14, 237:16, 237:20, 237:28, 237:35, 237:37, 237:43, 238:4, 252:17, 252:21, 255:12, 255:33, 256:27, 257:9, 257:18, 257:21, 260:25, 260:30, 260:34, 263:29 debt [5] - 237:10, 257:13, 260:19, 260:22, 263:19 December [2] - 276:4, 281:34 decide [1] - 257:33 decided [2] - 226:11,</p>	<p>242:46 decision [9] - 185:29, 230:33, 238:5, 258:20, 259:14, 261:4, 264:16, 292:34, 293:4 decisions [1] - 232:4 declared [1] - 250:38 deduction [1] - 282:2 defer [1] - 241:22 deficiencies [5] - 274:2, 282:41, 282:44, 282:46, 283:19 deficiency [2] - 283:36, 283:44 definitely [7] - 185:17, 235:18, 235:31, 247:27, 247:47, 261:19, 264:20 definition [1] - 203:47 degree [3] - 218:33, 218:37, 288:7 delegations [1] - 287:24 deliver [1] - 218:28 delivery [1] - 219:16 demand [1] - 219:27 department [3] - 187:46, 243:28, 301:17 depended [1] - 283:10 deputy [5] - 268:12, 268:13, 268:38, 271:18, 287:7 deputy's [1] - 271:15 derived [1] - 247:39 derives [1] - 301:32 describe [5] - 202:20, 202:21, 205:14, 212:47, 213:14 described [7] - 190:44, 266:40, 267:4, 276:15, 276:29, 276:41, 304:46 describing [1] - 216:10 description [2] - 276:30, 304:2 designated [3] - 188:28, 190:40, 235:12 designed [2] - 207:19, 235:2 desirable [1] - 225:37 desire [2] - 191:19, 243:36 desires [1] - 244:4 desiring [1] - 241:44</p>	<p>despite [1] - 229:38 detail [1] - 314:41 detailed [2] - 276:43, 292:27 details [10] - 186:5, 229:28, 238:47, 240:43, 279:18, 290:46, 291:7, 299:45, 300:1, 300:10 DETAILS [1] - 241:5 Details" [1] - 252:34 determined [1] - 273:23 determining [1] - 314:5 developed [1] - 270:11 developer [7] - 203:20, 205:40, 218:16, 218:23, 218:41, 219:15, 219:26 development [25] - 200:38, 201:18, 201:30, 201:34, 202:12, 203:16, 205:41, 206:37, 216:15, 216:19, 216:23, 216:42, 217:1, 217:14, 218:9, 239:23, 278:11, 296:36, 301:12, 301:39, 304:46, 305:11, 305:29, 309:30, 310:20 Diana [2] - 186:27, 186:42 DIANA [2] - 186:30, 187:27 diary [1] - 278:7 differ [1] - 236:18 difference [7] - 211:41, 234:22, 236:14, 236:15, 236:36, 306:23, 306:29 differences [1] - 306:28 different [12] - 194:13, 196:28, 204:39, 206:5, 206:16, 212:9, 237:2, 237:4, 237:21, 245:26, 254:22, 307:35 difficult [2] - 288:35, 305:47 difficulties [3] - 225:36, 254:35,</p>	<p>288:46 diligent [2] - 308:30, 309:5 dining [1] - 314:43 direct [5] - 232:22, 239:38, 239:39, 294:10, 294:21 directed [15] - 188:24, 189:6, 189:8, 189:9, 189:11, 189:17, 208:5, 208:6, 232:19, 235:28, 236:41, 248:1, 248:12, 274:41, 291:39 direction [12] - 191:9, 191:18, 196:35, 197:28, 199:22, 199:23, 233:43, 234:6, 235:22, 235:33, 235:37, 240:20 directions [8] - 196:32, 208:1, 250:23, 253:44, 260:38, 260:40, 261:3, 287:24 directive [18] - 234:17, 234:22, 234:23, 234:25, 234:29, 234:32, 234:33, 234:39, 234:42, 235:1, 235:46, 235:47, 236:7, 236:11, 236:15, 236:18, 236:19, 236:20 directives [2] - 236:14, 236:36 directly [11] - 185:23, 186:1, 201:22, 231:2, 231:3, 231:5, 257:8, 261:9, 261:17, 261:20, 305:21 director [4] - 249:23, 249:25, 269:31, 269:43 Director [4] - 197:23, 197:47, 232:8, 249:22 Director" [1] - 249:22 directors [1] - 231:37 disagreement [1] - 211:10 discuss [4] - 245:46, 265:14, 270:46 discussed [9] - 192:39, 192:41, 193:37, 195:42,</p>
D				
<p>daily [3] - 264:10, 264:22, 264:23</p>				

<p>243:19, 247:45, 257:43, 273:14, 273:29</p> <p>discussing [1] - 297:22</p> <p>discussion [9] - 199:36, 201:11, 211:10, 218:5, 218:9, 243:28, 247:11, 248:29, 273:11</p> <p>discussions [11] - 193:34, 197:15, 197:44, 198:7, 246:30, 249:12, 273:9, 276:16, 284:4, 286:3, 288:31</p> <p>dispute [6] - 273:19, 278:3, 281:6, 285:18, 286:1, 297:47</p> <p>disruption [1] - 293:17</p> <p>disruptions [1] - 293:26</p> <p>distance [2] - 207:9, 207:10</p> <p>distinctive [1] - 278:12</p> <p>divided [2] - 188:28, 282:11</p> <p>division [1] - 270:2</p> <p>DL [2] - 193:24, 197:38</p> <p>document [68] - 185:9, 205:11, 205:38, 212:17, 216:32, 221:14, 223:47, 231:25, 232:36, 232:47, 234:5, 236:47, 238:42, 239:4, 240:4, 240:40, 242:6, 244:19, 248:23, 252:28, 252:32, 252:33, 261:28, 261:30, 262:30, 262:32, 267:9, 271:9, 271:10, 271:18, 271:20, 272:3, 274:42, 274:44, 274:45, 274:47, 275:30, 278:37, 278:39, 289:16, 289:38, 289:41, 290:2, 290:12, 291:8, 291:9, 291:25, 291:27, 291:28, 291:29,</p>	<p>292:23, 294:9, 296:2, 303:32, 309:45, 310:2, 311:3, 311:8, 311:10, 311:11, 311:14, 311:28, 311:30, 311:35, 311:41, 313:32, 314:21</p> <p>documentation [14] - 250:42, 250:45, 269:23, 270:6, 272:1, 282:46, 283:11, 283:19, 283:24, 283:44, 291:46, 292:36, 293:6</p> <p>documented [1] - 274:8</p> <p>documents [32] - 220:23, 222:25, 223:19, 223:20, 236:45, 240:40, 242:37, 259:30, 259:36, 259:40, 261:46, 262:3, 262:24, 262:25, 263:4, 267:33, 267:34, 271:8, 271:24, 272:3, 272:9, 272:15, 277:7, 277:20, 282:28, 290:5, 291:34, 295:37, 296:2, 308:21</p> <p>DOCUMENTS [2] - 241:2, 296:25</p> <p>dollars [1] - 219:2</p> <p>done [13] - 194:24, 198:9, 213:18, 220:29, 224:29, 243:4, 243:13, 260:44, 268:43, 278:4, 288:41, 298:11, 315:37</p> <p>door [2] - 301:18, 304:44</p> <p>doors [2] - 302:10, 304:14</p> <p>dot [2] - 246:23, 249:10</p> <p>dotted [1] - 200:8</p> <p>double [2] - 209:7, 235:17</p> <p>double-parking [1] - 235:17</p> <p>doublesided [1] - 238:43</p> <p>doubt [2] - 211:23, 211:25</p>	<p>down [26] - 193:19, 193:27, 200:8, 200:41, 201:47, 213:19, 214:9, 215:9, 215:18, 228:36, 230:20, 246:23, 248:23, 251:18, 256:28, 268:39, 273:18, 274:27, 281:30, 285:25, 286:18, 289:23, 292:12, 300:9, 306:1</p> <p>downloaded [1] - 296:12</p> <p>downside [1] - 226:6</p> <p>draft [3] - 244:30, 267:12, 270:46</p> <p>draw [2] - 213:1, 290:43</p> <p>drawing [3] - 201:22, 273:43, 298:1</p> <p>drawn [1] - 244:18</p> <p>driven [1] - 189:20</p> <p>driver [7] - 189:25, 189:30, 190:21, 202:38, 211:47, 212:1, 230:4</p> <p>drivers [1] - 244:14</p> <p>driving [8] - 202:22, 202:28, 202:36, 212:1, 213:5, 213:9, 213:10, 213:12</p> <p>driving" [1] - 213:11</p> <p>drop [25] - 189:35, 189:36, 189:39, 190:4, 190:13, 190:16, 190:21, 190:28, 192:12, 192:17, 192:19, 192:22, 193:36, 195:12, 195:41, 198:28, 208:19, 209:11, 211:34, 235:12, 241:31, 241:38, 243:35, 243:36, 248:46</p> <p>drop-off [18] - 189:35, 189:36, 189:39, 190:4, 190:13, 190:16, 190:21, 190:28, 192:17, 192:19, 192:22, 193:36, 195:12, 195:41, 198:28, 208:19, 209:11, 211:34, 235:12, 241:31, 241:38, 243:35, 243:36, 248:46</p> <p>dropping [14] - 189:7, 189:20, 192:35, 194:29, 195:3,</p>	<p>198:44, 204:21, 204:26, 205:19, 205:20, 205:30, 205:31, 212:6, 212:42</p> <p>drove [1] - 213:16</p> <p>due [5] - 196:41, 266:14, 267:21, 271:43, 279:23</p> <p>during [15] - 186:6, 188:9, 216:16, 216:19, 255:11, 255:35, 283:28, 286:3, 288:25, 288:31, 290:18, 295:38, 296:36, 297:7, 310:2</p> <p>DURING [1] - 296:26</p> <p>duties [5] - 208:9, 234:44, 244:3, 246:14, 309:22</p> <p>duty [5] - 245:6, 256:3, 256:4, 256:6, 256:12</p> <p>dynamics [2] - 288:17, 288:24</p>	<p>185:42, 186:5, 221:38, 221:42, 222:40, 223:21, 223:47, 224:25, 227:1, 227:21, 227:23, 227:28, 228:9, 228:40, 233:17, 233:23, 233:26, 233:45, 234:10, 236:7, 239:5, 239:17, 239:21, 239:28, 239:32, 239:37, 240:41, 242:15, 244:13, 244:18, 244:23, 244:29, 247:8, 248:38, 259:1, 260:41, 262:37, 280:38</p> <p>EMAIL [1] - 241:3</p> <p>emailed [1] - 242:32</p> <p>emails [6] - 222:11, 222:44, 223:1, 223:9, 248:10, 256:4</p> <p>EMMA [2] - 209:28, 210:8</p> <p>Emma [3] - 202:38, 209:26, 209:32</p> <p>employed [10] - 186:45, 209:35, 253:35, 254:9, 261:44, 277:25, 280:14, 292:7, 299:19, 299:20</p> <p>employee [1] - 284:18</p> <p>employees [1] - 288:12</p> <p>employer [2] - 260:30, 260:34</p> <p>employment [8] - 216:12, 253:36, 253:43, 260:38, 261:47, 268:26, 270:42, 280:33</p> <p>end [10] - 201:8, 234:13, 239:13, 243:47, 274:27, 276:21, 278:17, 285:40, 285:46, 311:32</p> <p>ending [1] - 220:16</p> <p>ends [2] - 220:19, 220:45</p> <p>enforce [7] - 234:27, 235:26, 236:30, 244:31, 244:46, 248:2, 248:12</p> <p>enforced [3] - 234:33, 234:45, 242:47</p>
E				
			<p>early [2] - 240:1, 276:40</p> <p>Ed [1] - 186:21</p> <p>edit [1] - 279:23</p> <p>educate [4] - 198:43, 244:7, 244:14</p> <p>educated [1] - 244:13</p> <p>educating [2] - 199:5, 244:9</p> <p>effect [1] - 217:26</p> <p>effectively [1] - 269:5</p> <p>efficient [4] - 246:7, 287:29, 288:8, 289:3</p> <p>either [8] - 188:26, 202:23, 202:47, 219:8, 220:10, 305:35, 308:23, 309:9</p> <p>elect [1] - 252:20</p> <p>elected [4] - 257:22, 288:40, 297:41, 298:4</p> <p>election [2] - 217:37, 290:29</p> <p>electrical [1] - 284:46</p> <p>electronic [2] - 271:44, 275:10</p> <p>elsewhere [1] - 238:16</p> <p>email [40] - 185:24,</p>	

<p>Enforcement [1] - 236:8</p> <p>enforcement [1] - 235:3</p> <p>enforcement" [1] - 242:35</p> <p>enforcing [5] - 203:42, 204:2, 204:6, 205:7, 206:1</p> <p>engaged [12] - 203:26, 203:32, 204:13, 204:14, 205:22, 212:3, 212:41, 273:44, 274:37, 278:20, 287:4, 287:5</p> <p>engagement [2] - 269:5, 278:6</p> <p>engages [1] - 269:11</p> <p>engineers [6] - 193:35, 194:19, 195:40, 200:17, 246:31, 248:31</p> <p>ensuing [2] - 250:9, 270:14</p> <p>ensure [1] - 270:24</p> <p>ensuring [1] - 280:34</p> <p>entered [1] - 263:38</p> <p>entering [2] - 252:47, 264:26</p> <p>entirely [4] - 226:9, 226:25, 235:28, 235:29</p> <p>entitled [4] - 194:14, 273:37, 280:32, 285:14</p> <p>entitlements [1] - 206:17</p> <p>entrance [1] - 198:36</p> <p>environmental [1] - 227:25</p> <p>Environmental [2] - 299:4, 314:16</p> <p>equipped [1] - 257:26</p> <p>error [2] - 220:25, 267:31</p> <p>essence [2] - 274:22, 287:5</p> <p>essentially [4] - 223:36, 228:2, 240:19, 266:40</p> <p>establish [1] - 257:37</p> <p>established [1] - 268:29</p> <p>establishes [3] - 250:37, 250:42, 251:1</p> <p>establishment [1] - 281:39</p> <p>et [2] - 246:34, 290:23</p> <p>evening [1] - 273:13</p>	<p>event [2] - 185:35, 226:2</p> <p>events [1] - 216:10</p> <p>evidence [48] - 196:41, 206:13, 217:18, 221:47, 225:45, 226:7, 226:9, 226:11, 226:16, 226:18, 226:25, 226:27, 249:44, 257:1, 257:44, 257:46, 258:47, 259:12, 259:24, 259:29, 259:32, 275:33, 278:36, 282:41, 282:42, 290:37, 290:42, 291:8, 291:26, 293:37, 295:2, 295:19, 297:17, 297:18, 298:22, 301:7, 301:16, 301:30, 301:32, 302:28, 306:33, 306:42, 306:44, 307:16, 307:46, 308:11, 308:41, 310:3</p> <p>evidence) [1] - 258:38</p> <p>evidence-in-chief [2] - 225:45, 226:7</p> <p>exact [1] - 292:14</p> <p>exactly [11] - 200:7, 202:20, 206:22, 213:14, 248:38, 254:2, 277:27, 286:25, 313:18, 313:24, 313:31</p> <p>examination [3] - 266:16, 298:11, 309:46</p> <p>EXAMINATION [21] - 186:32, 187:34, 206:29, 209:30, 210:12, 213:40, 214:24, 216:2, 221:6, 241:26, 253:12, 261:26, 263:15, 266:8, 282:38, 287:1, 289:13, 295:17, 299:1, 300:38, 312:15</p> <p>examine [2] - 269:22, 278:29</p> <p>examining [1] - 298:9</p> <p>example [11] - 188:17, 204:10, 205:40, 211:33, 218:28, 219:22, 251:24,</p>	<p>251:25, 276:37, 299:14, 301:44</p> <p>examples [3] - 230:8, 235:7, 281:30</p> <p>excavation [1] - 216:43</p> <p>except [1] - 287:44</p> <p>exchange [1] - 248:10</p> <p>exclusive [1] - 247:33</p> <p>exclusively [2] - 198:19, 249:32</p> <p>excuse [2] - 262:43, 277:5</p> <p>excused [3] - 214:15, 265:16, 315:40</p> <p>executing [1] - 302:37</p> <p>Exhibit [11] - 187:25, 210:6, 214:42, 216:8, 233:1, 294:24, 294:30, 294:35, 295:31, 296:42, 300:44</p> <p>exhibit [5] - 240:44, 242:10, 252:33, 252:36, 312:18</p> <p>EXHIBIT [7] - 187:27, 210:8, 214:44, 241:1, 294:37, 295:33, 296:44</p> <p>exhibits [1] - 186:9</p> <p>exist [3] - 305:39, 310:17, 311:41</p> <p>existed [2] - 217:10, 271:45</p> <p>existence [1] - 247:34</p> <p>expect [6] - 273:12, 273:27, 276:34, 277:45, 290:18, 292:30</p> <p>expected [1] - 274:13</p> <p>expecting [1] - 274:12</p> <p>expense [1] - 281:15</p> <p>expenses [2] - 280:1, 285:6</p> <p>experience [9] - 255:6, 272:41, 274:25, 279:26, 282:16, 283:2, 287:18, 290:15, 305:28</p> <p>experienced [2] - 283:15, 283:33</p> <p>explain [1] - 263:26</p> <p>explanation [7] - 227:9, 227:38, 229:31, 229:42, 230:3, 230:26, 305:38</p> <p>explore [2] - 307:31, 309:30</p>	<p>explored [2] - 238:16, 257:38</p> <p>exploring [2] - 205:35, 259:22</p> <p>express [1] - 277:25</p> <p>expressed [4] - 280:2, 280:39, 291:45, 292:43</p> <p>expression [2] - 293:20, 302:24</p> <p>Extensions [1] - 274:44</p> <p>extensive [1] - 287:18</p> <p>extent [2] - 287:32, 287:40</p> <p>extra [3] - 192:20, 263:28, 302:10</p> <p>extract [1] - 281:24</p> <p>extracted [2] - 263:4, 304:33</p> <p>extremely [1] - 298:32</p> <p>eyesight [2] - 203:9, 203:10</p>	<p>Faisal [57] - 188:4, 188:13, 188:38, 188:44, 189:5, 189:29, 189:34, 190:5, 190:29, 191:5, 191:10, 191:13, 191:32, 196:7, 196:17, 196:18, 197:36, 198:11, 198:14, 198:16, 198:17, 198:20, 198:22, 199:25, 199:41, 200:5, 200:9, 200:14, 200:45, 201:2, 201:12, 207:37, 209:11, 234:19, 234:23, 234:26, 234:27, 235:24, 235:28, 235:33, 236:11, 236:15, 236:18, 236:26, 236:30, 236:41, 241:34, 241:47, 247:17, 247:33, 247:41, 248:2, 248:12, 249:32, 249:33, 250:24</p> <p>Faisal" [2] - 197:30, 200:20</p> <p>Faisal) [1] - 248:32</p> <p>familiar [9] - 204:6, 211:28, 211:30, 254:32, 268:45, 301:43, 301:45, 302:4, 305:12</p> <p>far [10] - 225:45, 228:3, 232:5, 254:42, 267:40, 277:46, 286:5, 286:14, 293:37, 314:44</p> <p>fault [1] - 225:35</p> <p>February [1] - 281:35</p> <p>fee [3] - 263:42, 278:19, 281:43</p> <p>feedback [1] - 264:19</p> <p>fees [1] - 276:6</p> <p>fellow [1] - 189:1</p> <p>felt [1] - 292:38</p> <p>fence [1] - 208:34</p> <p>fences [1] - 288:41</p> <p>few [2] - 292:12, 305:44</p> <p>fewer [1] - 274:27</p> <p>figure [3] - 282:31, 285:14, 285:27</p> <p>figures [2] - 261:35, 290:7</p>
F				
			<p>face [2] - 202:26, 314:21</p> <p>facility [1] - 280:34</p> <p>facing [7] - 202:33, 202:34, 202:40, 202:42, 202:45, 244:45</p> <p>fact [16] - 194:4, 194:27, 215:30, 216:39, 218:17, 244:6, 251:2, 261:34, 262:43, 271:40, 272:2, 275:9, 290:39, 292:38, 293:5, 297:6</p> <p>failed [1] - 283:46</p> <p>failings [1] - 270:27</p> <p>fair [23] - 190:33, 205:29, 212:34, 228:6, 236:6, 240:19, 254:25, 254:35, 255:11, 255:23, 261:5, 261:16, 263:33, 270:43, 284:32, 289:1, 291:33, 291:38, 291:46, 292:32, 293:14, 314:4, 314:38</p> <p>fairly [3] - 291:30, 292:37, 292:46</p> <p>fairness [2] - 226:2, 249:39</p>	

<p>file [20] - 223:16, 250:46, 251:16, 268:26, 268:29, 269:22, 269:23, 271:7, 272:6, 274:3, 274:4, 274:9, 279:10, 279:36, 301:13, 301:14, 301:17, 304:9, 310:23, 310:27</p> <p>filed [1] - 192:43</p> <p>files [13] - 223:10, 266:41, 269:21, 269:25, 271:16, 271:30, 271:35, 275:19, 279:36, 304:33, 305:2, 308:18, 310:30</p> <p>Fill [1] - 238:22</p> <p>filled [5] - 273:46, 309:42, 310:7, 311:38, 311:45</p> <p>filling [1] - 225:36</p> <p>final [2] - 267:17, 310:5</p> <p>finally [1] - 281:7</p> <p>finance [2] - 280:43, 288:21</p> <p>financial [2] - 269:30, 286:27</p> <p>findings [1] - 215:45</p> <p>fine [11] - 186:38, 190:20, 227:29, 258:31, 263:34, 264:12, 264:15, 299:45, 300:1, 300:10, 314:41</p> <p>finer [6] - 190:27, 190:35, 254:38, 254:47, 259:7, 263:18</p> <p>Fines [2] - 251:38, 258:10</p> <p>finish [2] - 194:35, 293:23</p> <p>finished [5] - 194:35, 194:39, 254:42, 275:33, 304:1</p> <p>fire [1] - 300:6</p> <p>firm [1] - 288:40</p> <p>firmly [1] - 249:3</p> <p>first [38] - 186:27, 188:32, 193:18, 199:28, 215:5, 217:41, 222:21, 234:5, 235:46, 235:47, 238:1, 239:15, 241:13, 241:24, 241:45, 250:23, 253:28,</p>	<p>254:12, 266:3, 267:35, 267:39, 290:2, 290:4, 291:28, 291:30, 295:10, 297:41, 299:25, 299:44, 300:16, 301:9, 302:28, 303:4, 303:25, 304:7, 304:25, 308:30, 309:21</p> <p>fit [5] - 232:4, 244:46, 244:47, 278:14, 303:46</p> <p>Fitzgerald [41] - 186:21, 267:47, 268:5, 273:41, 273:44, 274:4, 274:9, 274:11, 274:13, 274:28, 274:36, 274:46, 275:13, 275:46, 276:2, 276:5, 276:17, 276:25, 276:34, 278:2, 278:9, 279:7, 279:14, 279:22, 281:9, 281:10, 283:24, 283:45, 284:7, 284:10, 284:12, 284:13, 284:14, 284:26, 286:22, 287:34, 287:44, 287:45, 289:16, 289:44, 294:34</p> <p>FITZGERALD [1] - 294:39</p> <p>Fitzgerald's [2] - 273:42, 274:3</p> <p>five [7] - 222:18, 278:29, 278:36, 278:37, 278:39, 281:45, 300:2</p> <p>flat [1] - 278:19</p> <p>flexible [2] - 208:47, 209:2</p> <p>focus [2] - 267:40, 299:37</p> <p>focused [1] - 268:17</p> <p>focusing [1] - 280:11</p> <p>follow [8] - 188:1, 226:8, 226:26, 253:43, 260:19, 260:38, 275:32, 307:24</p> <p>followed [4] - 247:11, 248:10, 260:40, 313:47</p> <p>following [4] - 227:37,</p>	<p>267:16, 278:18, 290:29</p> <p>follows [6] - 230:9, 242:47, 292:45, 307:15, 307:20, 308:23</p> <p>footpath [1] - 201:17</p> <p>force [2] - 234:39, 265:3</p> <p>forgotten [1] - 185:23</p> <p>form [10] - 212:23, 238:22, 261:29, 267:29, 270:9, 274:31, 281:16, 290:3, 303:38, 310:36</p> <p>formal [5] - 240:4, 250:41, 263:38, 273:5, 310:35</p> <p>formally [2] - 295:28, 295:36</p> <p>former [1] - 273:3</p> <p>forms [1] - 280:19</p> <p>formulation [1] - 283:31</p> <p>forward [5] - 192:9, 199:20, 247:21, 272:1, 272:9</p> <p>forwarded [2] - 231:5, 259:8</p> <p>forwards [1] - 226:38</p> <p>four [8] - 234:10, 234:13, 234:32, 243:4, 243:13, 300:2, 304:33, 313:47</p> <p>four-week [4] - 234:10, 234:13, 243:4, 243:13</p> <p>framed [1] - 279:29</p> <p>framework [1] - 272:33</p> <p>Francis [9] - 228:24, 228:29, 228:32, 249:24, 265:5, 265:7, 315:10, 315:15, 315:17</p> <p>free [3] - 209:19, 219:38, 294:41</p> <p>FRIDAY [1] - 315:45</p> <p>friend [14] - 241:24, 244:17, 263:22, 295:2, 298:1, 298:10, 302:47, 303:12, 304:5, 304:31, 306:28, 309:45, 311:3, 311:13</p> <p>friend's [1] - 314:12</p> <p>friends [1] - 296:37</p>	<p>froing [1] - 286:26</p> <p>FROM [1] - 241:3</p> <p>front [11] - 187:16, 202:46, 213:17, 226:34, 238:35, 240:4, 240:41, 251:27, 252:18, 266:24, 266:35</p> <p>Frusker [1] - 246:4</p> <p>fulfil [1] - 244:4</p> <p>full [6] - 186:42, 187:9, 209:32, 221:8, 259:30, 271:30</p> <p>functions [2] - 263:34, 271:22</p> <p>funds [3] - 270:25, 270:37, 287:33</p> <p>future [2] - 217:26, 217:37</p>	<p>290:29, 291:44, 292:2, 294:34, 314:35, 314:37</p> <p>generally [8] - 197:29, 198:14, 208:21, 215:43, 225:43, 235:4, 249:32, 284:14</p> <p>generate [1] - 188:38</p> <p>generous [1] - 279:31</p> <p>gentlemen [1] - 287:36</p> <p>gist [2] - 288:17, 288:24</p> <p>given [36] - 187:9, 189:10, 189:44, 208:1, 226:7, 226:9, 226:18, 226:28, 235:23, 237:40, 250:23, 251:7, 253:35, 256:33, 257:39, 259:12, 262:18, 262:20, 262:21, 263:4, 273:34, 274:9, 277:11, 282:33, 288:29, 291:18, 291:26, 291:28, 291:34, 300:44, 301:13, 301:30, 301:46, 305:2, 308:21</p> <p>Glenn [3] - 217:24, 228:24, 249:24</p> <p>GM [11] - 197:47, 249:15, 270:45, 271:18, 281:9, 288:21, 288:36, 292:40, 292:41, 293:27</p> <p>GM's [1] - 271:18</p> <p>GMs [1] - 271:18</p> <p>GOING [1] - 241:2</p> <p>goods [2] - 204:14, 207:20</p> <p>governance [3] - 280:29, 280:31, 288:20</p> <p>government [12] - 191:1, 192:24, 233:44, 235:3, 237:41, 242:47, 269:31, 270:28, 283:2, 284:17, 286:27, 287:18</p> <p>Government [6] - 256:36, 257:44, 268:46, 276:14, 279:39, 290:27</p> <p>grant [1] - 266:18</p>
G				
<p>gain [1] - 203:39</p> <p>gained [1] - 288:32</p> <p>gambling [1] - 309:19</p> <p>game [1] - 265:1</p> <p>gates [1] - 208:34</p> <p>General [1] - 197:22</p> <p>general [70] - 231:43, 232:3, 232:7, 234:24, 235:5, 236:7, 236:19, 241:45, 244:43, 249:19, 253:42, 255:25, 255:27, 255:31, 256:33, 256:35, 257:28, 257:36, 257:45, 259:8, 259:24, 260:37, 267:44, 268:6, 268:12, 268:14, 268:17, 268:30, 268:38, 268:47, 269:5, 269:11, 269:15, 269:46, 270:11, 270:17, 270:22, 270:42, 271:3, 271:20, 271:31, 272:45, 273:2, 273:3, 273:19, 273:45, 274:14, 274:46, 276:5, 276:6, 282:20, 283:12, 284:11, 287:6, 287:7, 287:23, 287:28, 287:30, 287:36, 288:5, 288:17, 288:45, 290:27,</p>				

<p>granted [5] - 203:25, 204:11, 217:2, 218:41, 219:15 great [3] - 288:41, 293:38, 304:32 grey [1] - 208:22 Griffiths [13] - 189:45, 219:44, 221:8, 221:9, 225:4, 226:30, 240:38, 240:42, 241:9, 241:28, 250:4, 253:14, 265:16 GRIFFITHS [3] - 221:4, 241:1, 241:4 Griffiths' [2] - 219:47, 224:27 grounds [1] - 258:36 groups [1] - 196:2 guess [2] - 249:27, 284:20 guideline [1] - 260:25 Guidelines [1] - 268:46 guidelines [3] - 230:37, 260:19, 260:22 guilty [1] - 255:40</p>	<p>Harrison [4] - 276:38, 292:18, 292:24 Harrison's [1] - 277:29 Harrow [8] - 200:38, 201:5, 201:17, 201:35, 201:46, 213:16, 213:18, 213:27 head [3] - 242:19, 243:27, 255:17 headed [1] - 236:8 heading [4] - 267:9, 268:11, 268:40, 274:44 health [2] - 227:25, 245:46 hear [1] - 247:3 heard [3] - 202:27, 266:47, 282:40 HEARD [1] - 296:26 hearing [14] - 186:28, 224:45, 226:6, 226:19, 267:1, 295:20, 295:25, 295:38, 296:29, 296:37, 296:41, 297:7, 301:8, 311:22 HEARING [3] - 295:33, 296:26, 296:45 heat [1] - 196:10 heavy [1] - 235:10 held [9] - 188:37, 202:30, 206:16, 245:45, 268:22, 272:19, 273:5, 278:8, 306:24 Held [1] - 184:26 HELD [2] - 295:34, 296:46 helpful [3] - 205:25, 205:36, 308:44 hereby [1] - 313:47 high [6] - 188:38, 190:32, 191:25, 193:47, 218:32, 218:36 higher [1] - 196:27 highest [1] - 282:31 himself [1] - 306:34 hiring [1] - 287:34 historical [1] - 282:26 history [2] - 268:21, 282:27 hmm [9] - 212:29, 222:27, 228:30, 232:9, 233:6, 241:32, 256:38, 258:1, 258:24 Ho [7] - 280:14,</p>	<p>280:27, 280:38, 280:43, 281:13, 285:19, 285:37 hold [2] - 202:26, 217:7 hole [1] - 289:28 home [2] - 284:47, 297:23 homes [1] - 199:8 Hon [1] - 280:13 Honda [2] - 210:27, 214:7 honest [2] - 249:24, 274:12 HONEYMAN [2] - 266:6, 294:37 Honeyman [10] - 264:36, 266:4, 266:20, 275:8, 278:44, 282:40, 289:15, 290:14, 291:25, 294:32 Honeyman's [3] - 275:17, 294:10, 294:15 Hong [5] - 280:27, 280:38, 280:43, 285:19, 285:37 hope [3] - 222:4, 243:39, 254:33 hopefully [1] - 278:37 HOPPER [29] - 223:44, 224:8, 224:14, 224:23, 224:36, 224:47, 225:7, 225:11, 225:15, 225:19, 225:26, 225:32, 225:40, 241:12, 241:24, 253:8, 253:12, 253:14, 257:41, 259:19, 259:24, 259:40, 259:47, 260:5, 261:22, 286:46, 287:1, 287:3, 289:7 hopper [6] - 224:20, 224:27, 224:34, 241:22, 253:6, 286:44 hour [3] - 235:13, 279:32, 279:37 hourly [1] - 278:21 hours [5] - 252:45, 252:46, 279:28, 279:32 huge [1] - 267:37 Human [1] - 271:25 human [1] - 288:20</p>	<p style="text-align: center;">I</p> <p>idea [5] - 205:40, 205:43, 218:46, 224:19, 305:5 identification [6] - 267:22, 270:40, 291:19, 295:39, 295:45, 296:19 identified [1] - 241:35 identify [7] - 221:41, 239:15, 247:31, 267:32, 276:10, 279:35, 280:10 identifying [1] - 289:30 illegal [2] - 252:45, 252:46 illegally [12] - 189:9, 189:10, 189:14, 189:17, 189:28, 189:32, 189:40, 189:41, 190:12, 190:21, 190:28, 231:13 imagine [2] - 273:9, 288:38 immediate [3] - 242:24, 299:27, 307:9 immediately [3] - 244:3, 248:10, 274:25 impact [1] - 288:9 impetus [1] - 243:37 implement [3] - 269:4, 271:4, 287:23 implementation [1] - 287:29 implemented [1] - 288:28 implementing [3] - 288:6, 288:7, 288:46 importance [1] - 270:41 important [4] - 273:18, 273:21, 278:4, 303:20 imposed [1] - 190:27 impression [4] - 191:20, 285:30, 288:32, 288:40 IN [2] - 296:44, 296:45 in-staff [1] - 273:7 inaccurate [1] - 250:15 inappropriate [3] - 257:3, 257:5, 259:33 inattentive [1] -</p>	<p>305:36 incidence [1] - 191:28 incident [1] - 222:45 include [6] - 185:5, 204:21, 204:26, 258:35, 272:42, 287:13 included [1] - 296:7 INCLUDING [1] - 294:38 including [5] - 198:27, 220:11, 258:37, 259:15, 288:12 inconsistent [2] - 249:44, 250:1 inconvenience [1] - 315:9 incorporated [1] - 220:24 incorrect [10] - 199:46, 200:17, 213:9, 248:31, 293:30, 297:43, 298:5, 298:6, 298:13, 311:14 incorruptly [1] - 297:32 increase [3] - 192:27, 273:37, 288:2 increased [1] - 199:13 increases [1] - 268:42 increasing [1] - 199:13 incur [1] - 190:20 incurring [1] - 243:37 indebted [1] - 311:13 indeed [3] - 292:11, 292:17, 292:43 independent [2] - 193:8, 292:6 indicate [3] - 235:40, 266:45, 279:36 indicated [4] - 186:11, 266:46, 284:11, 290:14 indicating [1] - 252:12 indicating [2] - 202:42, 203:7 indicator [1] - 274:32 indicators [6] - 270:9, 270:12, 270:13, 270:17, 270:21, 271:13 inference [1] - 259:32 influx [2] - 187:44, 198:31 informal [1] - 273:5 information [16] - 192:47, 209:47, 210:41, 214:35,</p>
H				
<p>habit [1] - 187:36 half [4] - 234:4, 235:13, 239:27, 286:18 hand [9] - 195:6, 195:11, 195:17, 195:18, 221:27, 229:7, 229:18, 289:27, 305:44 handed [6] - 186:13, 242:11, 252:32, 301:17, 301:23, 304:44 hands [1] - 306:1 handwriting [2] - 261:39, 261:40 handwritten [7] - 220:45, 250:36, 250:39, 251:5, 251:12, 251:15, 261:35 happy [8] - 215:35, 225:34, 241:21, 241:24, 267:5, 291:8, 297:46, 303:10 hard [1] - 296:2 harder [1] - 226:8</p>				

<p>223:15, 264:24, 274:7, 276:12, 276:43, 279:21, 279:38, 289:31, 290:37, 293:40, 294:22, 310:10</p> <p>informative [1] - 277:47</p> <p>infringed [2] - 230:46, 244:12</p> <p>infringement [58] - 189:1, 189:5, 189:42, 190:46, 191:13, 192:11, 192:35, 193:2, 193:4, 194:18, 194:28, 194:44, 195:5, 195:7, 195:17, 196:12, 196:37, 199:14, 199:16, 199:26, 200:26, 200:29, 204:3, 205:46, 206:14, 222:7, 227:9, 227:38, 228:46, 229:20, 229:37, 237:9, 237:16, 238:36, 239:23, 240:21, 240:30, 243:34, 243:37, 247:22, 247:41, 250:27, 251:16, 251:20, 251:33, 251:43, 252:6, 255:37, 255:45, 256:19, 257:3, 257:7, 257:30, 258:47, 259:2, 259:16, 260:18, 261:36</p> <p>infringements [8] - 191:21, 191:29, 193:10, 248:1, 251:7, 256:24, 259:13, 261:4</p> <p>infringer [1] - 251:47</p> <p>ingredients [1] - 194:4</p> <p>initial [2] - 267:12, 291:31</p> <p>initiate [1] - 257:45</p> <p>inquiries [10] - 232:35, 239:40, 240:32, 271:43, 275:25, 288:19, 288:26, 290:6, 291:31, 293:43</p> <p>inquiry [5] - 187:3, 259:37, 284:22, 286:31, 295:20</p> <p>INQUIRY [2] - 184:13,</p>	<p>315:45</p> <p>inside [3] - 203:31, 203:33, 208:34</p> <p>insignificant [1] - 190:24</p> <p>inspect [1] - 302:37</p> <p>inspected [2] - 302:14, 305:22</p> <p>inspection [36] - 299:37, 299:38, 299:41, 301:9, 301:10, 301:24, 301:33, 301:37, 301:38, 302:29, 302:33, 303:15, 303:18, 305:1, 305:31, 305:37, 305:39, 306:7, 307:1, 307:17, 307:27, 307:28, 307:32, 308:26, 309:39, 309:41, 310:4, 310:7, 310:10, 310:22, 311:23, 311:29, 311:39, 311:46</p> <p>inspections [2] - 300:2, 305:2</p> <p>inspector [6] - 300:14, 300:15, 300:18, 300:19, 303:27, 309:4</p> <p>instance [1] - 230:45</p> <p>instances [2] - 231:3, 244:8</p> <p>instructed [1] - 186:20</p> <p>instructions [2] - 185:8, 248:18</p> <p>insufficient [3] - 195:13, 198:28, 198:30</p> <p>intended [1] - 284:10</p> <p>intent [1] - 185:8</p> <p>interaction [2] - 215:31, 215:41</p> <p>interest [2] - 196:2, 275:28</p> <p>interested [1] - 278:38</p> <p>interests [3] - 195:27, 259:22, 271:1</p> <p>interfere [2] - 261:16, 261:20</p> <p>interim [1] - 274:16</p> <p>interject [1] - 223:44</p> <p>internal [1] - 299:36</p> <p>internally [2] - 286:7, 288:39</p> <p>internet [1] - 296:10</p> <p>interpretation [6] - 204:18, 205:26,</p>	<p>205:35, 205:47, 206:11, 286:33</p> <p>interrupted [1] - 293:23</p> <p>intimidate [1] - 203:1</p> <p>introduced [2] - 290:37, 290:42</p> <p>investigation [4] - 185:31, 187:3, 279:47, 287:13</p> <p>invite [1] - 297:44</p> <p>inviting [2] - 225:47, 298:10</p> <p>invoice [2] - 277:30</p> <p>invoices [7] - 276:24, 276:38, 276:39, 276:41, 278:17, 278:19, 282:23</p> <p>involved [5] - 207:24, 267:1, 267:2, 280:28, 287:41</p> <p>involving [2] - 212:47, 266:47</p> <p>IRELAND [27] - 266:12, 294:5, 298:32, 298:37, 298:44, 299:1, 299:3, 300:24, 302:45, 303:7, 303:12, 303:38, 304:19, 306:27, 307:23, 308:37, 312:13, 312:15, 312:17, 312:29, 312:38, 312:43, 313:1, 313:37, 314:19, 314:25, 315:1</p> <p>Ireland [6] - 266:13, 294:2, 295:2, 295:11, 298:27, 298:29</p> <p>Irene [1] - 245:29</p> <p>issue [41] - 185:2, 191:12, 193:3, 193:5, 193:10, 193:32, 193:44, 193:45, 196:6, 196:14, 199:22, 199:26, 199:38, 200:33, 231:32, 234:6, 237:10, 238:18, 243:33, 246:29, 247:16, 247:40, 247:46, 248:1, 258:20, 270:24, 273:20, 279:47, 280:2, 280:12, 282:22, 284:29, 298:39,</p>	<p>299:4, 299:13, 302:42, 303:19, 303:29, 303:43, 304:30, 314:6</p> <p>issue" [1] - 195:33</p> <p>issued [22] - 189:13, 189:41, 190:41, 191:4, 191:9, 194:28, 194:41, 227:39, 227:42, 240:21, 240:30, 252:39, 254:38, 255:45, 276:25, 277:31, 299:8, 299:9, 299:17, 299:34, 313:42, 314:37</p> <p>issues [18] - 190:3, 193:36, 195:41, 235:3, 241:30, 261:9, 264:12, 264:15, 267:4, 267:40, 268:3, 270:16, 270:30, 270:40, 271:20, 272:43, 280:10, 300:6</p> <p>issues" [1] - 244:38</p> <p>Issuing [1] - 251:36</p> <p>issuing [14] - 189:1, 192:33, 193:3, 193:5, 194:7, 195:7, 204:2, 205:46, 206:14, 247:21, 251:38, 258:30, 258:45, 314:31</p> <p>item [1] - 314:9</p> <p>itemisation [3] - 277:34, 277:35, 277:42</p> <p>items [1] - 314:5</p> <p>itself [8] - 218:17, 225:7, 234:11, 238:12, 243:6, 243:16, 279:44, 299:38</p> <p style="text-align: center;">J</p> <p>January [2] - 276:36, 299:20</p> <p>January/February [1] - 299:20</p> <p>JOB [1] - 241:4</p> <p>job [22] - 189:27, 190:41, 195:6, 195:19, 195:21, 195:23, 211:30, 238:46, 240:43, 246:11, 254:12,</p>	<p>280:31, 288:41, 292:12, 293:39, 299:25, 299:44, 300:16, 308:30, 309:21, 311:32</p> <p>Job [1] - 252:34</p> <p>Joe [1] - 313:46</p> <p>John [3] - 274:23, 288:35, 292:18</p> <p>JOSEPH [4] - 295:15, 295:33, 296:26, 296:46</p> <p>judge [1] - 270:10</p> <p>judged [1] - 270:14</p> <p>July [11] - 283:6, 299:9, 299:18, 299:35, 301:8, 302:15, 303:18, 312:19, 312:40, 313:42, 314:44</p> <p>June [3] - 184:29, 210:19, 213:47</p> <p>JUNE [1] - 315:45</p> <p>jurisdiction [1] - 200:33</p> <p>justification [1] - 230:27</p> <p>justifying [1] - 284:25</p> <p style="text-align: center;">K</p> <p>Keating [1] - 228:17</p> <p>keep [5] - 185:36, 209:7, 217:27, 223:8, 245:47</p> <p>keeping [2] - 242:39, 274:2</p> <p>keeps [1] - 278:34</p> <p>kept [6] - 223:9, 223:11, 223:15, 242:37, 260:20, 271:38</p> <p>key [5] - 267:40, 270:9, 270:16, 271:13</p> <p>kilter [1] - 307:30</p> <p>kind [3] - 210:26, 213:27, 300:9</p> <p>kiss [3] - 192:17, 193:36, 195:41</p> <p>Kiss [1] - 192:20</p> <p>Klink [1] - 227:17</p> <p>knocked [1] - 286:18</p> <p>knowledge [7] - 189:24, 189:27, 209:47, 214:34, 250:16, 257:12, 263:43</p> <p>known [2] - 188:4,</p>
--	--	---	--	---

303:24 knows [2] - 225:46, 297:40	learn [1] - 302:5 learned [14] - 244:17, 263:22, 295:2, 296:37, 297:47, 298:10, 302:47, 303:12, 304:5, 306:28, 309:45, 311:3, 311:13, 314:11 leasing [3] - 280:4, 280:7, 280:46 least [10] - 188:36, 242:4, 243:46, 258:14, 276:39, 276:42, 278:38, 285:32, 285:42, 302:9 leave [19] - 186:16, 186:24, 186:37, 187:29, 204:44, 208:23, 208:24, 215:44, 223:34, 233:46, 242:29, 244:26, 259:44, 266:14, 266:18, 298:29, 298:41, 300:26 leaving [1] - 278:18 left [8] - 217:23, 229:3, 229:7, 229:18, 234:34, 234:36, 286:39, 287:41 left-hand [2] - 229:7, 229:18 legal [1] - 265:7 legislation [7] - 208:29, 244:30, 244:46, 254:22, 254:32, 260:11 legitimate [1] - 260:11 legitimately [1] - 206:16 lenient [1] - 208:35 less [4] - 191:9, 282:2, 282:4, 288:7 letter [3] - 259:1, 276:14, 279:39 letterbox [1] - 308:46 letters [1] - 257:8 level [8] - 190:20, 191:25, 192:33, 194:27, 199:14, 276:33, 287:46, 314:41 levels [3] - 190:32, 270:28, 299:46 liaised [1] - 264:9 Lidcombe [1] - 216:15 lifting [3] - 203:28, 203:32, 204:14	light [1] - 304:19 likelihood [2] - 192:11, 308:38 likely [2] - 225:47, 308:31 limit [2] - 228:44, 252:4 limited [4] - 266:15, 268:4, 270:37, 288:12 line [10] - 200:41, 226:40, 230:33, 288:9, 297:31, 297:40, 298:5, 302:25, 302:26, 306:11 lines [4] - 261:13, 271:8, 277:46, 308:44 list [7] - 186:8, 222:7, 229:10, 229:20, 251:7, 311:23, 311:31 Local [10] - 256:2, 256:13, 256:36, 257:44, 257:46, 258:3, 268:45, 276:13, 279:39, 290:26 local [12] - 190:47, 192:24, 233:43, 235:2, 237:31, 237:41, 242:46, 269:31, 283:2, 284:17, 287:18, 290:15 locate [1] - 278:43 located [2] - 206:32, 278:37 location [1] - 299:36 locked [1] - 214:10 lodged [2] - 285:4, 304:1 long-serving [1] - 284:18 look [39] - 189:28, 192:29, 192:37, 195:30, 197:32, 198:31, 199:33, 200:5, 200:29, 204:10, 204:25, 208:32, 216:32, 219:5, 221:44, 222:41, 229:7, 229:15, 234:43, 236:32, 236:47, 240:25, 255:41, 259:1, 260:26, 267:4, 277:3, 278:23, 282:26,	283:44, 284:3, 287:32, 307:27, 312:36, 313:1, 313:3, 313:4, 313:29, 313:37 Look [1] - 307:29 looked [8] - 204:33, 212:21, 267:34, 282:28, 299:46, 300:8, 304:11, 308:18 looking [23] - 189:44, 193:35, 195:40, 203:3, 203:5, 213:23, 221:43, 246:32, 269:29, 270:5, 270:7, 271:15, 283:14, 283:33, 287:29, 287:31, 297:14, 297:23, 299:39, 299:43, 299:45, 300:5, 314:9 looks [3] - 224:40, 227:34, 281:41 losing [1] - 293:27 lost [1] - 239:7 Louise [1] - 221:9 LOUISE [1] - 221:4 lump [1] - 285:14 lunch [4] - 264:34, 265:14, 265:15, 266:4 LUNCHEON [1] - 265:20	Malouf's [1] - 313:33 manage [1] - 269:5 managed [2] - 267:43, 270:3 management [13] - 188:25, 196:22, 196:27, 196:32, 196:33, 200:35, 202:14, 253:44, 255:23, 260:39, 261:3, 280:31, 291:47 manager [55] - 218:19, 218:24, 231:43, 232:3, 232:7, 239:39, 244:43, 247:39, 249:19, 255:25, 255:27, 255:31, 256:33, 257:28, 257:36, 257:45, 259:8, 267:44, 268:6, 268:12, 268:17, 268:30, 269:6, 269:11, 269:15, 270:3, 270:11, 270:17, 270:22, 270:42, 271:3, 271:25, 271:31, 272:45, 273:2, 273:3, 273:19, 273:45, 274:14, 274:47, 276:5, 276:6, 280:29, 280:43, 283:12, 287:7, 287:23, 287:28, 287:30, 287:37, 288:45, 290:28, 291:45, 292:2, 294:35 Manager [3] - 197:22, 217:25, 219:7 manager's [2] - 256:35, 269:46 Managers [3] - 247:40, 248:7, 248:36 managers [6] - 197:42, 268:13, 268:14, 268:38, 268:47, 287:7 March [15] - 233:5, 233:32, 233:40, 234:32, 235:21, 236:7, 239:33, 239:37, 240:42, 242:15, 242:19, 243:47, 244:23, 247:9, 248:11
			M	
			mailed [1] - 252:2 mailing [1] - 258:35 main [1] - 271:2 major [1] - 274:36 majority [2] - 189:13, 190:35 MALOUF [4] - 295:15, 295:33, 296:26, 296:46 Malouf [22] - 266:15, 295:1, 295:3, 295:19, 296:40, 298:25, 299:3, 299:17, 300:27, 300:41, 301:7, 303:1, 304:44, 306:23, 309:9, 311:22, 312:9, 313:1, 313:37, 313:47, 314:25, 315:40	

<p>MARK [1] - 294:38 mark [3] - 243:12, 291:19, 296:23 Mark [14] - 193:29, 231:34, 242:42, 243:3, 248:39, 248:41, 249:3, 275:11, 276:16, 286:23, 287:35, 287:47, 288:13, 288:21 marked [3] - 295:39, 295:44, 296:18 marking [2] - 208:44, 289:28 marks [2] - 228:41 massive [4] - 288:38, 293:15, 293:25, 293:30 material [12] - 200:12, 203:32, 215:35, 217:42, 220:1, 226:37, 230:9, 230:10, 271:35, 272:22, 296:12, 296:32 materials [4] - 201:17, 202:4, 203:28, 203:33 Mateus [3] - 214:20, 215:34, 216:8 MATEUS [2] - 214:22, 214:44 matter [14] - 185:34, 209:39, 212:43, 212:45, 219:10, 221:11, 229:22, 240:20, 240:29, 267:31, 283:32, 286:7, 314:20 matters [13] - 215:38, 255:44, 256:41, 257:18, 266:46, 273:7, 283:19, 283:23, 284:4, 292:44, 292:45, 300:5, 309:24 Matthew [8] - 223:33, 233:17, 233:45, 242:16, 242:27, 242:28, 242:43, 247:8 Mayor [8] - 191:47, 193:35, 194:5, 195:33, 197:22, 197:47, 246:28, 249:15 mayor [12] - 193:32, 195:40, 199:38, 228:17, 228:21,</p>	<p>244:42, 246:31, 270:46, 281:25, 281:30, 284:18, 287:40 mayoral [2] - 281:31, 281:33 mayors [2] - 282:27, 282:32 MB [5] - 193:28, 246:28, 248:38 McCann [19] - 186:15, 186:20, 289:9, 289:11, 289:13, 289:15, 289:27, 289:33, 290:11, 290:33, 290:39, 290:46, 291:4, 291:11, 291:21, 294:22, 294:26, 294:28 mean [13] - 189:28, 189:30, 237:40, 244:10, 247:12, 283:6, 285:42, 293:11, 297:20, 303:45, 304:8, 305:32, 313:7 meaning [2] - 205:17, 242:43 meaningful [1] - 270:10 means [4] - 198:43, 200:21, 235:14, 251:37 meant [3] - 225:26, 244:10, 263:28 Meehan [1] - 217:24 meeting [40] - 193:20, 197:32, 197:34, 198:6, 198:15, 198:21, 199:32, 199:42, 199:43, 199:44, 199:47, 200:3, 200:4, 200:8, 200:12, 200:15, 233:11, 233:16, 233:17, 234:25, 236:1, 242:42, 245:41, 245:44, 245:45, 246:20, 246:45, 247:4, 247:45, 248:15, 248:25, 249:35, 249:39, 249:41, 250:8, 250:9, 264:28, 272:19 meetings [12] - 188:37, 192:40, 196:47, 199:24, 200:6, 234:26,</p>	<p>245:19, 248:17, 273:4, 278:7, 278:8, 287:22 Mehajer [3] - 185:7, 185:10, 186:1 member [5] - 230:27, 230:46, 239:47, 240:12, 269:10 members [3] - 245:1, 270:46, 275:46 memory [1] - 238:35 mending [1] - 288:41 mention [2] - 186:15, 199:41 mentioned [7] - 207:37, 223:46, 234:20, 236:25, 263:22, 266:13, 271:32 mentoring [1] - 284:16 merely [1] - 228:10 message [2] - 203:3, 203:6 metres [2] - 208:23, 208:24 MFI [2] - 294:9, 312:24 MFI-1 [2] - 291:23, 294:16 MFI-2 [7] - 296:23, 296:25, 296:30, 312:26, 312:30, 312:32, 312:34 MFI-B [1] - 312:24 microphone [1] - 186:36 middle [7] - 199:11, 227:4, 228:9, 228:25, 229:43, 235:17, 239:4 might [24] - 194:13, 196:27, 203:5, 204:38, 205:27, 216:39, 222:4, 226:13, 270:30, 270:31, 270:35, 273:1, 275:33, 278:27, 278:28, 284:21, 286:32, 291:16, 293:30, 294:18, 296:32, 297:5, 297:30, 302:47 million [1] - 270:25 mind [6] - 207:23, 210:14, 222:7, 235:46, 302:8, 308:29 mine [1] - 300:47 Ming [1] - 280:13</p>	<p>minimal [1] - 276:30 minute [13] - 199:28, 236:25, 246:7, 246:37, 247:31, 247:42, 248:39, 249:31, 249:35, 249:40, 249:44, 250:15, 272:18 minutes [23] - 198:20, 200:15, 208:20, 208:24, 208:45, 208:47, 235:13, 244:11, 245:19, 246:3, 247:4, 249:40, 250:4, 250:9, 250:12, 268:34, 269:27, 272:34, 273:33, 278:30, 278:36, 278:37, 278:39 misconstrue [1] - 262:31 mislead [1] - 304:31 missed [6] - 225:32, 305:30, 305:32, 305:37, 308:24, 308:32 missing [3] - 220:6, 224:41, 232:36 mistake [2] - 197:35, 198:9 mmm-hmm [9] - 212:29, 222:27, 228:30, 232:9, 233:6, 241:32, 256:38, 258:1, 258:24 mobile [1] - 213:1 moment [12] - 191:43, 199:6, 212:22, 215:29, 215:35, 236:27, 249:2, 252:27, 275:20, 295:44, 296:30, 301:5 Monday [1] - 295:26 money [3] - 237:17, 286:15, 286:30 month [11] - 234:9, 244:35, 245:45, 249:34, 274:33, 278:19, 279:28, 279:33, 282:11, 282:33 monthly [2] - 276:29, 285:5 months [9] - 254:29, 268:4, 273:18, 274:11, 274:30, 278:18, 282:8,</p>	<p>287:37, 303:27 Mooney [1] - 301:37 morning [3] - 224:17, 240:1, 262:47 mornings [1] - 198:31 mosque [6] - 201:38, 201:39, 201:42, 201:47, 202:11, 213:31 mosques [1] - 201:40 most [6] - 231:2, 244:8, 256:16, 257:6, 262:7, 270:27 mother [2] - 189:20, 213:8 mothers [5] - 189:6, 189:8, 189:11, 189:14, 189:16 motivation [1] - 243:32 motor [1] - 190:28 motorists [2] - 198:44, 209:8 MR [322] - 186:15, 186:20, 186:27, 186:32, 186:42, 187:23, 187:32, 187:34, 187:36, 191:46, 193:15, 193:18, 194:43, 196:40, 196:46, 200:23, 204:38, 204:42, 204:46, 205:4, 205:29, 205:38, 206:7, 206:13, 206:22, 206:27, 206:29, 206:31, 206:44, 207:17, 207:22, 207:28, 208:15, 209:25, 209:30, 209:32, 210:3, 210:12, 210:14, 211:41, 212:9, 212:11, 212:16, 212:21, 212:36, 212:45, 213:33, 213:38, 213:40, 213:42, 214:4, 214:12, 214:19, 214:24, 214:26, 214:38, 214:46, 215:5, 215:9, 215:13, 215:18, 215:23, 215:27, 215:34, 216:2, 216:4, 216:10, 217:4, 217:9, 219:30, 219:35, 219:44, 219:46,</p>
---	---	---	--	---

<p>220:6, 220:14, 220:19, 220:22, 220:29, 220:34, 220:36, 220:42, 221:1, 221:6, 221:8, 221:20, 223:44, 224:6, 224:8, 224:12, 224:14, 224:16, 224:23, 224:25, 224:36, 224:47, 225:7, 225:11, 225:15, 225:19, 225:26, 225:32, 225:40, 226:32, 229:12, 229:22, 230:6, 232:45, 233:28, 233:32, 233:38, 235:21, 237:4, 238:18, 239:2, 239:10, 239:15, 240:32, 241:7, 241:12, 241:17, 241:21, 241:24, 241:26, 241:28, 245:18, 245:29, 245:34, 245:40, 249:43, 250:3, 250:31, 250:35, 251:41, 252:27, 252:32, 252:38, 253:3, 253:8, 253:12, 253:14, 257:41, 259:19, 259:24, 259:40, 259:47, 260:5, 261:22, 261:24, 261:26, 261:28, 263:8, 263:13, 263:15, 263:17, 264:32, 264:36, 264:40, 264:45, 265:3, 265:7, 265:11, 266:3, 266:8, 266:12, 266:20, 266:30, 266:34, 275:3, 275:8, 275:19, 275:32, 275:38, 277:20, 277:40, 278:43, 279:21, 281:45, 282:36, 282:38, 282:40, 286:37, 286:42, 286:46, 287:1, 287:3, 289:7, 289:11, 289:13, 289:15, 289:27, 289:30, 289:33, 290:11, 290:33, 290:39, 290:46,</p>	<p>291:4, 291:11, 291:16, 291:21, 291:25, 293:47, 294:5, 294:7, 294:13, 294:18, 294:26, 295:1, 295:7, 295:13, 295:17, 295:19, 295:28, 295:36, 295:44, 296:1, 296:7, 296:10, 296:16, 296:21, 296:32, 296:35, 297:1, 297:27, 297:29, 297:36, 297:38, 297:40, 297:46, 298:8, 298:17, 298:21, 298:27, 298:32, 298:37, 298:44, 299:1, 299:3, 300:24, 300:29, 300:34, 300:38, 300:40, 301:3, 301:7, 302:45, 303:4, 303:7, 303:9, 303:12, 303:14, 303:38, 303:42, 304:19, 304:30, 304:36, 304:38, 304:42, 305:20, 306:13, 306:22, 306:27, 306:33, 306:40, 306:44, 307:4, 307:23, 307:35, 307:40, 307:45, 308:35, 308:37, 308:46, 309:4, 309:12, 309:19, 309:24, 309:33, 310:22, 310:27, 310:30, 310:34, 310:41, 310:45, 311:3, 311:8, 311:13, 311:21, 311:43, 311:45, 312:4, 312:6, 312:11, 312:13, 312:15, 312:17, 312:24, 312:26, 312:29, 312:34, 312:38, 312:43, 313:1, 313:10, 313:13, 313:16, 313:18, 313:22, 313:27, 313:35, 313:37, 314:11, 314:19, 314:25, 315:1, 315:6, 315:13, 315:20, 315:26,</p>	<p>315:31, 315:34, 315:37 MS [7] - 185:4, 185:15, 185:20, 185:26, 185:38, 185:44, 186:4 Musgrave [2] - 185:1, 264:47 MUSGRAVE [7] - 185:4, 185:15, 185:20, 185:26, 185:38, 185:44, 186:4 Muslim [4] - 191:32, 191:35, 207:31, 208:8 must [7] - 211:47, 225:32, 244:26, 244:27, 288:35, 293:29, 311:35 Myers [1] - 193:15</p>	<p>negative [2] - 305:36, 307:46 never [15] - 192:41, 194:21, 208:5, 208:6, 226:12, 226:13, 235:28, 235:29, 236:16, 249:7, 250:22, 261:8, 261:12, 261:16, 308:8 New [2] - 208:29, 210:42 new [2] - 186:45, 309:31 Newington [2] - 198:27, 200:32 next [13] - 186:22, 199:8, 209:25, 210:29, 214:19, 219:44, 227:22, 228:14, 229:22, 248:23, 249:10, 250:8, 295:1 night [3] - 220:11, 225:32, 292:45 nine [1] - 282:8 no-one [5] - 194:43, 198:36, 208:38, 241:12, 260:44 no-one's [1] - 225:35 no-parking [7] - 235:11, 235:27, 235:30, 235:31, 236:37, 241:36, 247:22 nomenclature [1] - 242:12 nomination [1] - 273:4 non [3] - 247:21, 247:33, 269:3 non-binding [1] - 269:3 non-issuing [1] - 247:21 non-parking [1] - 247:33 normal [4] - 203:30, 224:39, 279:29, 300:3 normally [2] - 281:15, 312:2 North [1] - 200:27 note [16] - 195:30, 197:32, 197:42, 199:33, 247:31, 251:5, 251:12, 251:15, 293:29, 302:23, 306:25, 307:6, 307:30, 307:47, 308:18,</p>	<p>308:20 notebook [1] - 309:34 noted [1] - 248:15 notepad [1] - 309:35 notes [3] - 200:6, 200:8, 309:43 nothing [21] - 208:15, 214:12, 224:1, 224:14, 241:15, 241:19, 250:44, 251:1, 252:15, 272:37, 272:38, 279:35, 279:38, 281:21, 282:36, 290:33, 296:7, 300:32, 308:21, 315:6, 315:31 notice [30] - 189:42, 204:3, 227:10, 227:17, 227:38, 228:25, 229:37, 237:19, 240:21, 243:37, 250:27, 250:37, 250:43, 251:26, 251:33, 251:39, 251:43, 252:16, 257:30, 258:16, 258:20, 258:30, 258:32, 258:44, 272:25, 306:45, 307:1, 307:16, 307:20, 309:9 noticed [4] - 306:23, 306:37, 307:6, 307:29 notices [38] - 189:2, 189:6, 190:46, 191:4, 191:13, 192:33, 192:35, 193:2, 193:4, 194:7, 194:18, 194:28, 194:44, 195:5, 195:7, 195:18, 196:6, 196:12, 196:37, 199:14, 199:17, 199:22, 199:26, 200:26, 200:30, 205:46, 206:15, 237:10, 243:34, 247:22, 247:41, 251:20, 251:43, 255:37, 257:4, 258:6, 259:16, 261:36 notwithstanding [2] - 293:6, 305:28 nowhere [1] - 235:16 NSW [1] - 184:27 nub [1] - 285:18</p>
		N		
		<p>name [11] - 186:20, 186:42, 191:42, 191:43, 207:41, 209:32, 215:18, 221:8, 223:46, 227:43, 266:13 namely [3] - 247:32, 308:31, 314:12 names [1] - 235:40 nature [5] - 270:8, 270:44, 284:17, 284:36, 298:38 near [2] - 205:22, 212:3 necessarily [10] - 219:17, 220:24, 247:43, 248:8, 249:36, 252:6, 255:2, 257:7, 257:26, 260:19 necessary [3] - 195:5, 256:14, 266:16 Ned [1] - 286:23 need [11] - 195:12, 196:16, 224:16, 243:33, 253:39, 257:38, 275:27, 275:38, 296:14, 308:5, 309:28 needed [1] - 287:32 needs [9] - 195:3, 224:27, 259:29, 275:30, 295:44, 295:45, 297:2, 306:28</p>		

<p>NUMBER ^[1] - 241:5 number ^[22] - 188:27, 190:3, 199:16, 207:30, 210:22, 211:1, 225:36, 229:3, 229:20, 240:43, 241:30, 256:44, 258:12, 259:31, 260:6, 272:47, 276:40, 281:33, 288:12, 290:19, 291:39, 292:12 numbered ^[2] - 201:23, 296:35 numbering ^[1] - 267:31 numbers ^[12] - 220:46, 221:26, 222:8, 222:13, 222:15, 225:24, 229:2, 266:25, 285:10, 292:14, 292:15, 296:40 numerous ^[2] - 250:24, 261:35</p>	<p>272:11 obtained ^[2] - 203:21, 277:20 obviously ^[4] - 226:8, 233:46, 270:8, 285:36 occasion ^[3] - 248:20, 256:10, 281:33 occasionally ^[1] - 189:2 occasions ^[4] - 199:24, 250:24, 255:36, 257:20 occupation ^[18] - 189:31, 299:6, 299:9, 299:18, 299:34, 301:11, 302:38, 303:19, 303:35, 303:44, 311:32, 312:18, 312:40, 313:41, 314:1, 314:6, 314:26, 314:31 occupy ^[2] - 303:28, 303:46 occur ^[1] - 270:38 occurred ^[8] - 202:21, 210:18, 216:11, 216:24, 217:36, 301:33, 308:25, 308:32 occurring ^[3] - 199:12, 205:45, 244:41 occurs ^[1] - 226:27 October ^[6] - 227:22, 227:30, 276:4, 277:31, 280:44, 301:33 OF ^[10] - 187:27, 210:8, 214:44, 241:1, 241:4, 294:37, 295:33, 296:25, 296:44, 296:45 offences ^[1] - 190:36 Office ^[30] - 230:40, 230:44, 231:6, 231:16, 231:19, 231:40, 237:11, 237:15, 237:16, 237:20, 237:29, 237:36, 237:37, 237:43, 238:5, 252:17, 252:22, 255:12, 255:33, 256:27, 257:10, 257:19, 257:21, 260:25, 260:30, 260:34, 263:29,</p>	<p>268:45, 276:13, 279:39 office ^[2] - 199:25, 275:36 Officer ^[2] - 184:21, 185:45 officer ^[7] - 227:25, 232:14, 246:5, 256:3, 256:6, 284:12, 304:45 officers ^[5] - 191:19, 195:6, 219:9, 248:45, 279:11 often ^[8] - 227:25, 231:2, 235:19, 238:6, 240:26, 244:47, 248:18, 256:16 old ^[1] - 207:41 ON ^[4] - 241:2, 295:34, 296:26, 296:46 once ^[3] - 198:31, 226:16, 245:45 one ^[92] - 185:6, 188:3, 188:8, 188:37, 191:7, 191:10, 191:26, 191:46, 194:4, 194:16, 194:32, 194:43, 195:11, 195:17, 196:9, 196:46, 197:7, 198:36, 199:15, 199:23, 199:44, 201:20, 205:41, 206:11, 206:41, 206:42, 208:37, 208:38, 209:4, 210:29, 211:44, 211:45, 212:11, 212:14, 222:4, 222:21, 228:16, 230:4, 233:28, 233:36, 234:24, 238:44, 239:22, 241:12, 243:39, 244:35, 244:42, 251:42, 252:20, 256:24, 260:16, 260:44, 261:24, 262:38, 264:2, 266:36, 271:9, 272:2, 274:6, 274:36, 280:1, 281:38, 282:19, 282:22, 283:14, 283:15, 283:46, 284:40, 284:43, 284:46, 287:31, 287:41, 289:23,</p>	<p>289:27, 291:9, 297:1, 297:2, 297:3, 297:21, 298:33, 300:3, 301:16, 306:16, 309:17, 309:33, 311:38, 311:39, 311:45, 312:13, 313:32, 315:27 one's ^[1] - 225:35 one-page ^[4] - 291:9, 311:38, 311:39, 311:45 ones ^[1] - 271:15 online ^[1] - 185:5 onsite ^[1] - 216:39 opened ^[1] - 241:37 operating ^[3] - 231:21, 276:34, 288:25 opinion ^[12] - 194:10, 194:11, 194:13, 194:14, 196:21, 196:28, 196:36, 206:20, 244:36, 279:26, 282:15, 293:7 opinions ^[1] - 206:16 opportunity ^[1] - 185:39 opposite ^[4] - 206:44, 206:46, 207:14, 207:44 option ^[2] - 238:33, 238:34 options ^[3] - 238:19, 238:22, 252:20 oral ^[2] - 226:25, 249:44 orally ^[2] - 226:9, 226:28 order ^[3] - 269:5, 272:28, 315:21 ordinarily ^[2] - 273:27, 276:32 ordinary ^[4] - 220:29, 231:9, 231:15, 273:38 organisation ^[6] - 269:47, 271:4, 288:8, 288:34, 288:39, 289:4 organised ^[5] - 187:41, 187:43, 187:47, 188:1, 301:17 original ^[1] - 261:29 originally ^[2] - 234:32, 242:10 otherwise ^[2] - 185:36, 194:45</p>	<p>Oueik ^[10] - 191:47, 194:5, 201:30, 202:13, 215:31, 215:41, 217:31, 228:18, 228:21, 298:3 Oueik's ^[1] - 203:10 ought ^[1] - 270:17 out-of-pocket ^[1] - 281:14 outcome ^[1] - 278:12 outline ^[1] - 268:21 outlined ^[1] - 186:4 outside ^[17] - 186:28, 188:12, 192:2, 192:12, 192:17, 192:23, 194:19, 198:36, 199:8, 207:13, 215:1, 215:29, 243:35, 244:9, 252:9, 300:7, 300:8 outsourced ^[1] - 263:34 outweighed ^[1] - 226:26 over-performance ^[1] - 270:34 overall ^[1] - 269:16 overpaid ^[1] - 286:33 overperformance ^[1] - 270:36 overseas ^[3] - 254:15, 254:21, 254:28 oversight ^[1] - 269:45 overturned ^[3] - 255:1, 255:10, 255:14 own ^[3] - 194:14, 259:38, 314:21</p>
O				
<p>obeyed ^[1] - 234:42 object ^[10] - 196:40, 206:7, 207:17, 207:22, 303:38, 306:27, 307:23, 308:35, 308:37, 314:11 objected ^[1] - 214:47 objecting ^[1] - 215:15 objection ^[1] - 314:12 objections ^[1] - 266:16 Objective ^[1] - 225:30 obligation ^[1] - 245:6 obliged ^[1] - 224:23 observation ^[3] - 201:5, 203:17, 240:15 observed ^[13] - 201:16, 207:13, 213:19, 213:47, 214:7, 216:35, 239:22, 239:27, 240:1, 240:15, 302:22, 309:38, 311:36 observing ^[2] - 302:14, 302:18 obtain ^[4] - 210:41, 230:26, 272:8,</p>	<p>272:11 obtained ^[2] - 203:21, 277:20 obviously ^[4] - 226:8, 233:46, 270:8, 285:36 occasion ^[3] - 248:20, 256:10, 281:33 occasionally ^[1] - 189:2 occasions ^[4] - 199:24, 250:24, 255:36, 257:20 occupation ^[18] - 189:31, 299:6, 299:9, 299:18, 299:34, 301:11, 302:38, 303:19, 303:35, 303:44, 311:32, 312:18, 312:40, 313:41, 314:1, 314:6, 314:26, 314:31 occupy ^[2] - 303:28, 303:46 occur ^[1] - 270:38 occurred ^[8] - 202:21, 210:18, 216:11, 216:24, 217:36, 301:33, 308:25, 308:32 occurring ^[3] - 199:12, 205:45, 244:41 occurs ^[1] - 226:27 October ^[6] - 227:22, 227:30, 276:4, 277:31, 280:44, 301:33 OF ^[10] - 187:27, 210:8, 214:44, 241:1, 241:4, 294:37, 295:33, 296:25, 296:44, 296:45 offences ^[1] - 190:36 Office ^[30] - 230:40, 230:44, 231:6, 231:16, 231:19, 231:40, 237:11, 237:15, 237:16, 237:20, 237:29, 237:36, 237:37, 237:43, 238:5, 252:17, 252:22, 255:12, 255:33, 256:27, 257:10, 257:19, 257:21, 260:25, 260:30, 260:34, 263:29,</p>	<p>268:45, 276:13, 279:39 office ^[2] - 199:25, 275:36 Officer ^[2] - 184:21, 185:45 officer ^[7] - 227:25, 232:14, 246:5, 256:3, 256:6, 284:12, 304:45 officers ^[5] - 191:19, 195:6, 219:9, 248:45, 279:11 often ^[8] - 227:25, 231:2, 235:19, 238:6, 240:26, 244:47, 248:18, 256:16 old ^[1] - 207:41 ON ^[4] - 241:2, 295:34, 296:26, 296:46 once ^[3] - 198:31, 226:16, 245:45 one ^[92] - 185:6, 188:3, 188:8, 188:37, 191:7, 191:10, 191:26, 191:46, 194:4, 194:16, 194:32, 194:43, 195:11, 195:17, 196:9, 196:46, 197:7, 198:36, 199:15, 199:23, 199:44, 201:20, 205:41, 206:11, 206:41, 206:42, 208:37, 208:38, 209:4, 210:29, 211:44, 211:45, 212:11, 212:14, 222:4, 222:21, 228:16, 230:4, 233:28, 233:36, 234:24, 238:44, 239:22, 241:12, 243:39, 244:35, 244:42, 251:42, 252:20, 256:24, 260:16, 260:44, 261:24, 262:38, 264:2, 266:36, 271:9, 272:2, 274:6, 274:36, 280:1, 281:38, 282:19, 282:22, 283:14, 283:15, 283:46, 284:40, 284:43, 284:46, 287:31, 287:41, 289:23,</p>	<p>289:27, 291:9, 297:1, 297:2, 297:3, 297:21, 298:33, 300:3, 301:16, 306:16, 309:17, 309:33, 311:38, 311:39, 311:45, 312:13, 313:32, 315:27 one's ^[1] - 225:35 one-page ^[4] - 291:9, 311:38, 311:39, 311:45 ones ^[1] - 271:15 online ^[1] - 185:5 onsite ^[1] - 216:39 opened ^[1] - 241:37 operating ^[3] - 231:21, 276:34, 288:25 opinion ^[12] - 194:10, 194:11, 194:13, 194:14, 196:21, 196:28, 196:36, 206:20, 244:36, 279:26, 282:15, 293:7 opinions ^[1] - 206:16 opportunity ^[1] - 185:39 opposite ^[4] - 206:44, 206:46, 207:14, 207:44 option ^[2] - 238:33, 238:34 options ^[3] - 238:19, 238:22, 252:20 oral ^[2] - 226:25, 249:44 orally ^[2] - 226:9, 226:28 order ^[3] - 269:5, 272:28, 315:21 ordinarily ^[2] - 273:27, 276:32 ordinary ^[4] - 220:29, 231:9, 231:15, 273:38 organisation ^[6] - 269:47, 271:4, 288:8, 288:34, 288:39, 289:4 organised ^[5] - 187:41, 187:43, 187:47, 188:1, 301:17 original ^[1] - 261:29 originally ^[2] - 234:32, 242:10 otherwise ^[2] - 185:36, 194:45</p>	<p>Oueik ^[10] - 191:47, 194:5, 201:30, 202:13, 215:31, 215:41, 217:31, 228:18, 228:21, 298:3 Oueik's ^[1] - 203:10 ought ^[1] - 270:17 out-of-pocket ^[1] - 281:14 outcome ^[1] - 278:12 outline ^[1] - 268:21 outlined ^[1] - 186:4 outside ^[17] - 186:28, 188:12, 192:2, 192:12, 192:17, 192:23, 194:19, 198:36, 199:8, 207:13, 215:1, 215:29, 243:35, 244:9, 252:9, 300:7, 300:8 outsourced ^[1] - 263:34 outweighed ^[1] - 226:26 over-performance ^[1] - 270:34 overall ^[1] - 269:16 overpaid ^[1] - 286:33 overperformance ^[1] - 270:36 overseas ^[3] - 254:15, 254:21, 254:28 oversight ^[1] - 269:45 overturned ^[3] - 255:1, 255:10, 255:14 own ^[3] - 194:14, 259:38, 314:21</p>
P				
<p>PA ^[3] - 197:34, 198:9, 228:21 package ^[2] - 287:35, 288:2 page ^[140] - 193:13, 193:19, 193:27, 195:30, 197:4, 197:8, 199:29, 200:13, 200:14, 201:23, 202:19, 220:16, 220:17, 220:19, 220:45, 221:26, 221:32, 222:22, 222:29, 222:41, 223:21, 223:25, 223:28,</p>				

<p>223:40, 224:38, 224:39, 224:40, 225:22, 226:40, 227:5, 227:16, 227:23, 227:36, 228:9, 228:17, 228:26, 228:39, 229:2, 229:7, 229:15, 229:23, 229:31, 229:41, 229:43, 233:8, 233:15, 233:28, 233:30, 234:5, 239:31, 239:46, 240:4, 240:40, 240:41, 244:19, 244:35, 245:9, 245:30, 246:23, 248:24, 248:37, 250:26, 250:29, 250:31, 251:1, 251:25, 251:44, 261:29, 266:24, 267:8, 267:16, 267:23, 268:8, 268:37, 272:17, 272:25, 272:30, 274:42, 275:42, 276:20, 276:46, 277:4, 277:29, 277:31, 277:34, 277:37, 277:38, 278:18, 279:17, 279:21, 280:19, 280:23, 280:45, 281:3, 281:29, 281:30, 289:15, 289:23, 289:25, 289:41, 290:2, 290:5, 290:35, 290:39, 290:43, 291:5, 291:9, 291:30, 297:31, 297:40, 298:5, 300:40, 300:44, 301:1, 301:3, 302:21, 302:23, 304:22, 305:8, 306:6, 306:36, 310:28, 310:34, 311:38, 311:39, 311:45, 312:36, 313:20, 313:45, 314:26, 315:27</p> <p>PAGE [1] - 241:3</p> <p>pages [36] - 197:11, 220:10, 222:8, 222:26, 223:20, 225:5, 225:13, 225:24, 225:28, 245:11, 245:14,</p>	<p>261:31, 261:34, 261:35, 261:42, 261:46, 262:32, 262:33, 262:44, 273:43, 276:2, 276:20, 280:18, 284:35, 289:28, 290:3, 290:41, 290:47, 310:39, 310:41, 312:29, 312:38, 313:2, 313:30, 313:38</p> <p>paginated [3] - 187:11, 220:12, 220:23</p> <p>pagination [1] - 193:19</p> <p>paid [15] - 218:42, 237:10, 237:29, 257:21, 257:23, 263:23, 263:28, 263:42, 276:6, 278:21, 281:32, 282:5, 282:19, 286:15, 287:37</p> <p>panel [2] - 270:47, 272:47</p> <p>panicky [1] - 235:16</p> <p>paper [12] - 226:28, 239:7, 250:36, 251:44, 252:5, 267:37, 270:16, 272:10, 272:22, 272:41, 273:23, 273:28</p> <p>papers [7] - 267:34, 272:11, 272:25, 272:43, 273:10, 273:11, 273:16</p> <p>paperwork [2] - 281:19, 282:44</p> <p>paragraph [38] - 188:7, 188:9, 188:17, 188:18, 188:19, 200:37, 201:1, 201:8, 201:22, 201:23, 202:16, 210:15, 212:47, 215:7, 215:9, 215:11, 215:15, 215:18, 216:5, 218:5, 219:5, 220:30, 220:39, 221:32, 222:5, 225:23, 225:24, 225:26, 233:1, 236:32, 236:40, 241:29, 268:37, 287:4, 288:11, 314:19, 314:26</p>	<p>paragraphs [7] - 200:7, 203:13, 215:21, 215:25, 225:28, 268:21, 313:47</p> <p>pardon [1] - 194:37</p> <p>parents [20] - 189:6, 192:12, 192:34, 194:6, 194:29, 195:3, 195:11, 198:43, 199:5, 199:14, 208:21, 208:32, 235:14, 241:44, 243:36, 244:5, 244:7, 244:9, 244:12</p> <p>Park [11] - 203:12, 205:41, 205:47, 206:31, 206:41, 207:14, 213:17, 218:10, 219:17, 239:23</p> <p>park [13] - 195:3, 198:36, 203:31, 204:15, 207:7, 207:9, 207:10, 210:35, 211:5, 212:27, 212:40, 231:13, 235:11</p> <p>parked [15] - 189:9, 189:10, 189:17, 189:28, 189:32, 189:40, 189:41, 190:12, 190:21, 190:28, 203:29, 204:34, 209:5, 218:17, 228:42</p> <p>parking [48] - 189:14, 189:25, 190:3, 190:36, 190:45, 191:10, 191:21, 191:29, 192:1, 192:9, 192:24, 192:33, 193:33, 193:34, 193:45, 195:6, 195:14, 198:47, 199:4, 199:22, 199:39, 206:4, 207:2, 207:8, 209:7, 210:46, 235:11, 235:17, 235:26, 235:27, 235:30, 235:31, 236:37, 238:18, 241:30, 241:36, 243:34, 244:38, 246:29, 246:30, 247:22, 247:33, 247:46, 248:1, 252:9, 255:37,</p>	<p>281:41, 281:43</p> <p>Parking [7] - 192:21, 192:22, 192:23, 195:4, 209:13, 209:15, 219:8</p> <p>Parking [2] - 208:20, 208:28</p> <p>parkings [1] - 192:19</p> <p>Parramatta [1] - 237:22</p> <p>part [20] - 185:30, 191:19, 202:46, 202:47, 210:22, 223:10, 225:11, 240:44, 246:13, 252:36, 260:22, 270:27, 274:43, 275:1, 294:16, 294:23, 294:30, 294:35, 314:45</p> <p>participated [1] - 188:47</p> <p>particular [35] - 188:8, 188:27, 189:24, 189:34, 190:12, 190:31, 190:36, 193:44, 193:45, 195:10, 210:44, 211:33, 221:42, 222:45, 223:9, 223:19, 228:25, 234:17, 234:19, 235:3, 235:22, 241:46, 247:32, 247:38, 252:40, 264:2, 266:45, 268:47, 270:24, 281:39, 286:31, 289:40, 292:23, 314:42, 314:43</p> <p>particularisation [1] - 277:29</p> <p>particularly [8] - 189:6, 190:6, 192:5, 236:2, 241:34, 276:33, 287:46, 300:6</p> <p>particulars [1] - 277:30</p> <p>parties [4] - 225:46, 226:25, 271:17, 289:36</p> <p>partly [1] - 226:28</p> <p>parts [3] - 224:41, 288:19, 312:43</p> <p>party [2] - 254:44, 263:27</p> <p>passed [1] - 273:33</p> <p>passenger [4] - 202:37, 202:38,</p>	<p>213:6, 213:8</p> <p>passengers [5] - 204:22, 204:27, 212:7, 212:42, 214:9</p> <p>past [5] - 202:22, 202:36, 224:20, 234:44, 262:46</p> <p>paste [1] - 228:10</p> <p>path [1] - 226:2</p> <p>patrol [8] - 187:37, 187:41, 188:26, 188:30, 188:35, 188:42, 188:44, 208:35</p> <p>Patrol [1] - 219:9</p> <p>patrolled [8] - 188:3, 188:12, 188:39, 191:1, 191:2, 191:3, 207:31, 208:8</p> <p>patrolling [9] - 188:8, 188:17, 188:18, 188:20, 191:26, 200:44, 201:2, 201:12, 213:16</p> <p>patrols [2] - 188:47, 190:32</p> <p>pattern [1] - 230:9</p> <p>paucity [1] - 291:46</p> <p>Paul [1] - 184:20</p> <p>pause [2] - 269:30, 284:31</p> <p>pay [6] - 205:42, 207:8, 238:5, 238:26, 252:20, 281:47</p> <p>payable [1] - 258:32</p> <p>payment [7] - 263:27, 278:3, 281:7, 281:8, 282:24, 286:28</p> <p>payments [7] - 275:45, 276:11, 276:24, 280:34, 280:35, 281:24, 285:45</p> <p>peace [1] - 196:36</p> <p>pedestrian [2] - 209:6, 235:10</p> <p>penalty [19] - 191:4, 196:6, 205:46, 228:25, 237:9, 247:21, 247:40, 250:37, 251:26, 251:43, 255:41, 258:6, 258:15, 258:20, 258:30, 258:32, 258:44, 259:16, 261:36</p> <p>people [28] - 186:35, 191:8, 192:21, 198:31, 211:34,</p>
---	---	--	--	--

<p>226:3, 226:26, 235:11, 235:12, 237:25, 241:36, 248:19, 254:38, 255:36, 257:6, 259:15, 263:4, 264:2, 264:45, 267:1, 274:24, 278:28, 280:32, 283:15, 288:18</p> <p>people's [1] - 199:8</p> <p>per [7] - 188:27, 201:1, 279:28, 279:33, 282:22, 290:4</p> <p>perceived [3] - 239:22, 285:26, 286:6</p> <p>percentage [1] - 309:16</p> <p>percentages [1] - 309:28</p> <p>perception [4] - 190:30, 196:10, 203:6, 285:4</p> <p>perfectly [1] - 260:11</p> <p>performance [28] - 267:43, 268:3, 268:42, 268:46, 269:21, 269:29, 269:46, 270:5, 270:9, 270:14, 270:17, 270:21, 270:30, 270:34, 271:10, 271:12, 271:21, 271:47, 272:18, 272:42, 272:44, 272:47, 273:30, 273:33, 274:10, 274:31, 291:47, 293:5</p> <p>performed [1] - 276:10</p> <p>performing [3] - 288:8, 288:25, 302:36</p> <p>perhaps [10] - 187:9, 197:7, 206:16, 212:16, 232:21, 254:21, 297:5, 297:29, 312:24, 315:34</p> <p>period [31] - 188:26, 191:15, 191:16, 191:29, 195:4, 195:10, 196:12, 196:38, 199:10, 216:16, 216:19, 222:13, 231:29, 233:4, 234:9,</p>	<p>234:10, 234:13, 234:39, 242:5, 243:4, 243:13, 243:23, 251:21, 254:29, 267:44, 274:33, 281:26, 281:46, 283:28, 288:2</p> <p>permit [3] - 203:21, 203:24, 204:11</p> <p>permitted [1] - 285:5</p> <p>person [16] - 196:27, 203:30, 207:23, 211:9, 251:25, 251:32, 251:42, 256:2, 258:19, 258:21, 264:2, 264:27, 282:32, 283:9, 303:28, 304:46</p> <p>person's [1] - 231:4</p> <p>personal [8] - 269:22, 272:6, 279:18, 279:21, 281:32, 290:36, 291:7, 294:22</p> <p>personally [2] - 232:15, 261:10</p> <p>personnel [4] - 270:1, 270:3, 271:7, 274:9</p> <p>persons [1] - 206:4</p> <p>persuade [1] - 194:18</p> <p>PETER [1] - 294:39</p> <p>Peter [9] - 271:43, 283:24, 286:22, 287:34, 287:44, 287:45, 288:13, 288:20, 294:34</p> <p>PH1 [3] - 295:31, 295:33, 300:44</p> <p>PH2 [2] - 296:42, 296:44</p> <p>phone [11] - 202:22, 202:26, 202:27, 202:30, 202:46, 203:3, 203:6, 213:1, 213:20, 213:24, 275:22</p> <p>photo [6] - 202:23, 202:47, 203:7, 213:21, 228:24, 228:40</p> <p>photograph [3] - 239:46, 239:47, 245:22</p> <p>photographed [1] - 202:16</p> <p>photographs [2] - 222:12, 264:23</p> <p>pick [17] - 189:35,</p>	<p>189:36, 189:39, 190:5, 190:16, 190:29, 192:13, 192:19, 192:22, 195:13, 198:28, 211:34, 235:12, 241:31, 241:39, 243:35, 244:10</p> <p>pick-up [14] - 189:35, 189:36, 189:39, 190:5, 190:16, 190:29, 192:19, 192:22, 198:28, 235:12, 241:31, 241:39, 243:35, 244:10</p> <p>picked [1] - 302:25</p> <p>picking [9] - 204:22, 204:26, 205:19, 205:20, 205:30, 205:31, 212:6, 212:42, 214:9</p> <p>piece [4] - 210:41, 250:35, 251:44, 252:5</p> <p>PIN [3] - 228:33, 230:34, 231:44</p> <p>pinged [1] - 195:17</p> <p>pink [1] - 222:30</p> <p>PINs [9] - 230:38, 232:4, 232:11, 232:14, 232:15, 232:18, 232:22, 232:26</p> <p>place [13] - 188:33, 188:44, 209:8, 216:15, 216:20, 216:23, 217:10, 217:15, 218:6, 250:23, 270:47, 283:11, 296:41</p> <p>places [1] - 187:41</p> <p>placing [1] - 304:31</p> <p>plainly [1] - 298:12</p> <p>plan [8] - 192:10, 297:21, 297:23, 304:11, 305:43, 306:3, 306:4</p> <p>planner [1] - 300:14</p> <p>Planning [3] - 232:8, 299:4, 314:16</p> <p>planning [2] - 300:21, 314:42</p> <p>plans [30] - 296:35, 296:39, 297:9, 297:12, 301:12, 301:21, 301:23, 301:40, 301:45, 302:1, 302:4, 302:32, 303:1,</p>	<p>303:5, 304:1, 304:5, 304:6, 304:8, 304:9, 304:32, 304:33, 304:34, 304:45, 304:47, 305:24, 305:29, 305:47, 306:1, 306:24, 314:29</p> <p>PLANS [1] - 296:44</p> <p>pocket [1] - 281:14</p> <p>point [22] - 193:27, 195:2, 200:21, 213:20, 242:23, 242:27, 249:10, 254:1, 260:1, 263:34, 278:15, 281:13, 283:8, 284:16, 287:33, 287:42, 288:5, 288:29, 294:23, 298:8, 305:25, 315:27</p> <p>points [2] - 246:23, 281:3</p> <p>police [1] - 244:37</p> <p>policies [1] - 191:47</p> <p>policy [25] - 188:24, 188:32, 188:33, 188:35, 188:42, 188:44, 192:27, 199:20, 247:20, 247:32, 247:39, 248:16, 249:31, 255:24, 278:11, 280:35, 282:17, 282:18, 284:16, 287:22, 287:23, 287:30, 288:6, 288:27, 288:46</p> <p>political [1] - 194:27</p> <p>pool [1] - 274:26</p> <p>poor [2] - 203:9, 296:11</p> <p>portion [3] - 214:47, 215:3, 215:5</p> <p>position [17] - 191:47, 223:1, 223:33, 227:26, 228:8, 242:28, 244:29, 253:28, 269:41, 273:45, 276:3, 283:8, 292:8, 292:39, 293:14, 309:7</p> <p>positive [1] - 307:45</p> <p>possibility [2] - 305:42, 305:43</p> <p>possible [3] - 190:30, 195:23, 225:45</p> <p>possibly [6] - 206:8,</p>	<p>284:23, 288:39, 298:33, 300:7, 302:45</p> <p>pour [1] - 219:17</p> <p>power [9] - 237:13, 237:19, 238:11, 251:39, 256:32, 256:35, 257:36, 257:45, 259:14</p> <p>practice [6] - 286:33, 301:8, 308:42, 309:15, 309:29, 309:34</p> <p>practices [1] - 309:31</p> <p>pre [1] - 187:43</p> <p>pre-organised [1] - 187:43</p> <p>precede [1] - 272:25</p> <p>preceded [2] - 274:8, 274:23</p> <p>Precinct [1] - 184:26</p> <p>precise [1] - 299:36</p> <p>precisely [3] - 194:16, 270:7, 315:20</p> <p>prefer [1] - 265:1</p> <p>premise [1] - 298:5</p> <p>premium [7] - 230:39, 230:43, 237:29, 237:35, 252:17, 257:21, 263:23</p> <p>prepare [1] - 270:45</p> <p>prepared [4] - 214:30, 266:20, 267:20, 292:24</p> <p>preparing [2] - 267:35, 291:35</p> <p>present [10] - 187:14, 221:46, 246:20, 256:16, 268:18, 268:39, 269:23, 270:12, 273:10, 303:42</p> <p>presented [1] - 239:47</p> <p>press [2] - 257:41, 305:17</p> <p>pressure [1] - 207:1</p> <p>presumably [3] - 228:42, 232:25, 281:31</p> <p>pretend [1] - 288:36</p> <p>pretty [5] - 208:34, 225:21, 249:40, 273:8, 305:47</p> <p>prevented [1] - 231:42</p> <p>previous [6] - 282:32, 287:36, 292:40, 292:41, 293:27, 306:17</p> <p>previously [2] - 282:5, 287:37</p>
--	---	--	---	---

<p>Primary [1] - 200:27</p> <p>principle [1] - 185:34</p> <p>printed [4] - 238:43, 275:35, 310:11, 310:15</p> <p>PRIVATE [3] - 295:33, 296:26, 296:45</p> <p>private [9] - 185:36, 290:46, 295:20, 295:38, 296:29, 296:41, 297:7, 301:8, 311:22</p> <p>privilege [1] - 315:27</p> <p>problem [29] - 189:34, 189:36, 192:1, 192:6, 192:18, 194:5, 194:8, 194:16, 194:27, 198:26, 198:32, 198:40, 199:4, 199:12, 241:35, 241:42, 241:45, 241:46, 242:3, 243:33, 243:34, 243:38, 243:47, 244:43, 244:45, 288:38, 289:3, 289:30</p> <p>problem-solving [1] - 194:8</p> <p>problematic [3] - 190:6, 190:44, 241:35</p> <p>problems [8] - 193:44, 194:32, 226:22, 243:44, 247:47, 293:15, 293:30, 293:34</p> <p>procedural [2] - 226:1, 272:33</p> <p>procedure [11] - 230:47, 231:21, 231:22, 231:23, 231:26, 231:29, 231:32, 231:33, 231:42, 231:47, 237:42</p> <p>procedures [1] - 263:18</p> <p>proceed [6] - 215:35, 217:7, 256:36, 261:4, 309:27, 314:23</p> <p>proceedings [1] - 192:43</p> <p>process [11] - 214:8, 222:5, 257:7, 259:3, 259:26, 264:26, 268:5, 268:13, 274:8, 274:24, 278:7</p>	<p>processes [2] - 270:2, 276:39</p> <p>processing [3] - 263:34, 264:12, 264:15</p> <p>produce [1] - 279:23</p> <p>produced [4] - 250:36, 250:42, 262:17, 304:39</p> <p>production [1] - 281:15</p> <p>program [1] - 270:11</p> <p>Program [1] - 270:23</p> <p>progressed [1] - 270:27</p> <p>promoted [3] - 253:47, 285:37, 285:39</p> <p>pronounce [1] - 299:28</p> <p>pronunciation [1] - 283:40</p> <p>proper [4] - 238:39, 279:22, 285:43, 309:16</p> <p>properly [2] - 257:18, 292:46</p> <p>properties [1] - 206:41</p> <p>property [7] - 206:31, 298:39, 299:5, 299:14, 299:36, 304:25, 311:16</p> <p>proposition [5] - 199:21, 297:31, 297:42, 298:12, 308:31</p> <p>propositions [2] - 307:19, 308:39</p> <p>prosecute [1] - 256:40</p> <p>prosecuted [1] - 257:30</p> <p>prosecuting [1] - 256:2</p> <p>prosecution [1] - 257:47</p> <p>prosecutions [2] - 256:37, 257:45</p> <p>protecting [1] - 259:21</p> <p>provide [3] - 267:37, 276:32, 279:3</p> <p>provided [20] - 192:47, 193:7, 220:11, 228:11, 229:31, 229:42, 236:46, 262:4, 267:12, 267:17, 271:30, 272:38, 274:4, 276:12,</p>	<p>276:35, 277:8, 277:17, 279:10, 290:4, 295:24</p> <p>provides [1] - 276:43</p> <p>providing [1] - 226:24</p> <p>provisions [3] - 254:21, 258:9, 282:19</p> <p>prudent [1] - 274:31</p> <p>Public [1] - 200:27</p> <p>PUBLIC [1] - 184:13</p> <p>public [14] - 185:18, 185:29, 185:30, 226:6, 226:8, 226:17, 226:18, 226:19, 230:46, 245:1, 245:7, 273:10, 282:28, 286:30</p> <p>Pull [1] - 196:12</p> <p>pull [3] - 196:14, 213:19, 235:15</p> <p>pulled [1] - 201:47</p> <p>purpose [13] - 189:25, 223:9, 267:35, 277:14, 277:26, 282:34, 301:10, 301:23, 302:37, 303:35, 303:39, 305:1, 311:28</p> <p>purposes [9] - 187:15, 221:46, 266:15, 267:21, 268:18, 268:39, 313:30, 314:31, 314:43</p> <p>pursued [2] - 240:21, 250:43</p> <p>put [29] - 185:6, 192:9, 192:20, 194:17, 207:28, 218:2, 226:20, 247:21, 248:19, 249:3, 249:7, 250:22, 260:40, 270:47, 286:5, 292:14, 293:2, 293:9, 297:29, 297:32, 298:11, 303:2, 303:14, 304:36, 305:20, 307:1, 307:4, 307:26, 309:43</p> <p>putting [18] - 194:26, 195:1, 195:47, 197:28, 199:20, 203:33, 226:10, 247:38, 249:43, 287:17, 292:36, 292:46, 305:35, 307:35, 307:45,</p>	<p>308:23, 308:29</p> <p style="text-align: center;">Q</p> <p>qualifications [3] - 274:25, 300:13, 300:21</p> <p>qualified [1] - 300:15</p> <p>quarter [2] - 224:20, 280:45</p> <p>questioning [1] - 226:40</p> <p>questions [49] - 187:18, 187:30, 206:22, 206:25, 206:32, 207:30, 208:18, 210:3, 210:10, 213:33, 214:38, 215:47, 219:30, 219:32, 221:30, 237:6, 241:7, 241:10, 241:21, 253:3, 253:6, 253:8, 259:45, 263:8, 263:11, 263:17, 268:17, 286:42, 293:47, 294:3, 294:5, 296:28, 296:41, 297:8, 297:13, 297:27, 298:25, 298:30, 298:33, 300:24, 300:27, 306:17, 311:1, 311:9, 311:27, 312:6, 312:8, 315:2</p> <p>quick [1] - 300:9</p> <p>quite [11] - 187:38, 188:40, 206:32, 235:18, 254:31, 274:11, 274:26, 279:30, 285:33, 296:11, 315:15</p> <p style="text-align: center;">R</p> <p>raise [6] - 185:1, 224:44, 267:32, 271:47, 272:8, 304:30</p> <p>raised [6] - 239:43, 259:32, 270:41, 271:42, 272:2, 273:21</p> <p>Rajbhandary [1] - 299:31</p> <p>Rajendra [3] - 299:28, 299:29, 299:31</p>	<p>random [2] - 187:42, 187:44</p> <p>range [4] - 270:26, 270:37, 276:17, 306:28</p> <p>ranger [14] - 186:45, 187:37, 209:35, 214:27, 227:46, 228:2, 253:30, 253:32, 253:35, 254:9, 254:12, 254:18, 255:35, 255:46</p> <p>Rangers [1] - 219:8</p> <p>rangers [36] - 187:46, 188:24, 189:1, 190:41, 191:2, 191:28, 194:7, 194:17, 195:18, 196:6, 196:11, 196:16, 218:16, 218:25, 223:6, 223:8, 234:42, 234:43, 236:2, 238:18, 239:32, 239:37, 241:43, 242:16, 242:20, 242:32, 244:4, 244:8, 245:2, 247:40, 254:38, 256:22, 256:23, 259:25, 261:2, 261:17</p> <p>Rangers/parking [1] - 248:45</p> <p>ratepayers [1] - 288:1</p> <p>rather [6] - 226:25, 226:28, 257:9, 283:37, 291:9, 315:9</p> <p>rating [1] - 273:34</p> <p>re [4] - 198:43, 200:17, 248:31, 266:16</p> <p>re-educate [1] - 198:43</p> <p>re-examination [1] - 266:16</p> <p>reached [3] - 269:41, 274:32, 287:33</p> <p>reacted [1] - 199:20</p> <p>read [19] - 205:11, 236:27, 258:11, 258:14, 260:7, 262:6, 262:12, 262:14, 262:44, 262:46, 262:47, 286:31, 290:8, 296:3, 296:14, 302:1, 305:16, 310:11, 310:15</p> <p>readily [1] - 297:43</p>
--	---	---	--	--

<p>reading [4] - 220:22, 220:24, 262:36, 301:39</p> <p>ready [1] - 219:17</p> <p>really [10] - 208:42, 232:3, 268:2, 268:4, 282:22, 285:25, 309:8, 310:15</p> <p>reason [3] - 266:45, 273:24, 282:30</p> <p>reasonable [7] - 253:44, 260:38, 287:46, 288:1, 292:39, 293:3</p> <p>reasonably [1] - 203:9</p> <p>reasons [5] - 194:30, 194:40, 237:45, 270:38, 288:47</p> <p>receipt [2] - 281:16, 281:20</p> <p>receipts [1] - 282:23</p> <p>receive [4] - 217:39, 218:16, 251:32, 257:6</p> <p>received [11] - 187:10, 199:14, 217:23, 218:19, 220:1, 233:45, 251:25, 255:36, 257:8, 282:2, 296:11</p> <p>receives [1] - 251:42</p> <p>receiving [3] - 192:34, 195:5, 206:13</p> <p>recently [5] - 191:43, 221:11, 236:46, 267:3, 304:11</p> <p>recipient [1] - 227:17</p> <p>recognisable [1] - 262:47</p> <p>recognise [1] - 238:39</p> <p>recollection [8] - 302:14, 302:16, 302:18, 303:42, 308:14, 309:31, 311:10, 314:12</p> <p>recommendation [2] - 229:38, 292:28</p> <p>reconsideration [1] - 292:33</p> <p>reconstructed [1] - 202:3</p> <p>record [23] - 198:6, 199:46, 231:4, 240:4, 242:36, 242:39, 243:24, 247:26, 247:27, 248:16, 255:13, 260:20, 261:42, 274:2, 278:5,</p>	<p>294:19, 295:36, 298:21, 307:28, 309:38, 310:10, 310:23, 311:35</p> <p>record-keeping [1] - 274:2</p> <p>recorded [9] - 198:20, 240:11, 240:15, 247:42, 248:6, 248:17, 249:35, 253:42, 282:29</p> <p>recording [1] - 272:22</p> <p>records [10] - 231:17, 245:40, 268:22, 274:26, 277:8, 281:24, 282:26, 284:4, 286:5, 286:26</p> <p>recovery [4] - 257:13, 260:19, 260:22, 263:19</p> <p>Recovery [27] - 230:39, 230:44, 231:6, 231:16, 231:18, 231:40, 237:11, 237:14, 237:16, 237:20, 237:29, 237:35, 237:37, 237:43, 238:4, 252:17, 252:22, 255:12, 255:33, 256:27, 257:9, 257:18, 257:21, 260:25, 260:30, 260:34, 263:29</p> <p>recruitment [2] - 276:38, 292:19</p> <p>redacted [7] - 290:47, 291:2, 291:7, 294:22, 294:23, 294:29</p> <p>redesign [1] - 198:46</p> <p>reduce [3] - 191:20, 191:28, 192:32</p> <p>reduced [2] - 191:27, 196:37</p> <p>reduction [1] - 199:16</p> <p>refer [6] - 210:22, 218:5, 222:5, 242:6, 262:23, 314:25</p> <p>reference [14] - 198:19, 200:14, 200:38, 201:18, 215:1, 215:30, 215:40, 220:39, 221:35, 246:19, 248:38, 249:22, 274:43, 286:11</p> <p>references [2] - 269:26, 282:17</p>	<p>referrable [2] - 276:11, 281:25</p> <p>referral [1] - 284:16</p> <p>referred [11] - 206:41, 220:30, 222:33, 248:11, 267:27, 278:10, 281:39, 286:2, 286:12, 290:44, 314:27</p> <p>REFERRED [1] - 296:45</p> <p>referring [13] - 193:43, 210:45, 218:22, 221:31, 232:47, 243:28, 244:20, 247:32, 262:24, 277:43, 287:43, 310:39, 312:43</p> <p>refers [3] - 198:13, 220:31, 242:42</p> <p>reflect [1] - 283:37</p> <p>reflective [1] - 293:43</p> <p>Reg [1] - 212:14</p> <p>regard [7] - 185:36, 260:45, 261:2, 261:3, 267:6, 304:47, 314:5</p> <p>regarding [3] - 237:30, 252:46, 290:27</p> <p>regime [1] - 269:4</p> <p>regular [1] - 188:13</p> <p>regularly [6] - 187:38, 188:3, 188:40, 194:28, 264:9, 264:10</p> <p>regulate [1] - 241:43</p> <p>regulates [3] - 234:11, 243:6, 243:16</p> <p>regulating [13] - 196:15, 196:16, 196:17, 196:18, 196:19, 197:17, 197:46, 199:26, 235:25, 236:42, 247:13, 248:3, 249:14</p> <p>regulation [23] - 203:36, 203:39, 203:42, 203:43, 203:46, 204:8, 204:18, 204:25, 204:33, 204:36, 205:4, 205:7, 205:26, 206:1, 206:5, 210:44, 211:34, 211:42, 212:21, 212:23, 212:31, 242:5, 246:38</p>	<p>regulations [4] - 204:30, 211:29, 211:31, 248:2</p> <p>regulatory [1] - 243:23</p> <p>reimbursement [1] - 281:14</p> <p>reiterated [1] - 235:47</p> <p>related [6] - 198:27, 268:2, 282:21, 284:40, 284:43, 284:46</p> <p>relating [8] - 190:4, 241:31, 256:45, 271:20, 274:45, 278:13, 283:23, 310:19</p> <p>relation [48] - 187:2, 189:5, 189:35, 191:21, 193:1, 204:11, 206:14, 208:47, 209:10, 222:13, 222:15, 234:17, 240:28, 241:46, 243:34, 247:16, 250:27, 257:3, 258:6, 259:7, 267:47, 274:3, 274:22, 280:46, 282:44, 283:18, 284:16, 285:14, 287:3, 288:33, 291:38, 291:44, 291:47, 292:2, 292:28, 292:32, 292:34, 292:44, 293:14, 294:34, 295:20, 296:39, 298:39, 299:14, 302:47, 303:19, 311:36</p> <p>RELATION [1] - 296:44</p> <p>relations [1] - 282:41</p> <p>relationship [1] - 314:28</p> <p>relative [1] - 260:15</p> <p>relay [1] - 228:7</p> <p>relevant [11] - 200:11, 208:18, 215:37, 215:43, 230:27, 254:32, 260:29, 260:33, 268:29, 271:31, 279:11</p> <p>reliance [1] - 304:32</p> <p>relied [1] - 287:17</p> <p>rely [1] - 283:33</p> <p>remain [1] - 291:4</p> <p>remainder [1] - 230:10</p> <p>remember [28] -</p>	<p>192:39, 211:1, 234:1, 234:2, 254:2, 255:16, 262:7, 282:43, 292:14, 297:20, 297:24, 299:40, 303:21, 304:8, 304:16, 306:7, 306:19, 306:47, 307:7, 307:11, 307:28, 308:42, 309:14, 309:15, 309:29, 309:30, 311:31</p> <p>removed [1] - 279:18</p> <p>remuneration [5] - 279:27, 287:28, 287:35, 292:35, 292:40</p> <p>remunerations [1] - 287:6</p> <p>repeat [3] - 195:8, 237:33, 247:35</p> <p>repeated [2] - 236:16</p> <p>repeating [2] - 262:43, 314:11</p> <p>report [20] - 267:12, 267:17, 267:20, 267:22, 267:35, 267:39, 270:13, 273:6, 274:43, 275:8, 275:41, 275:45, 277:14, 286:32, 287:17, 290:7, 291:35, 292:23, 292:27, 293:10</p> <p>reported [3] - 223:36, 308:8, 308:20</p> <p>reporting [1] - 308:14</p> <p>represent [1] - 266:14</p> <p>representation [11] - 223:40, 226:41, 227:17, 229:24, 230:13, 231:1, 231:5, 231:7, 238:29, 242:4, 257:8</p> <p>representations [25] - 228:15, 230:45, 231:36, 237:30, 237:36, 243:19, 252:21, 254:37, 254:44, 255:3, 255:7, 255:18, 255:21, 255:32, 256:45, 257:2, 257:13, 257:22, 259:7, 259:27, 259:31, 260:6, 260:12, 260:14, 263:30</p>
--	---	--	---	--

<p>representative [2] - 264:6, 271:1</p> <p>represents [1] - 314:4</p> <p>Request [1] - 252:34</p> <p>request [5] - 228:24, 238:46, 240:43, 282:24</p> <p>REQUEST [2] - 241:4, 241:5</p> <p>requested [1] - 249:2</p> <p>requesting [1] - 243:25</p> <p>requests [1] - 248:37</p> <p>require [1] - 281:15</p> <p>required [3] - 188:26, 188:35, 269:4</p> <p>requirement [3] - 244:46, 290:27, 290:31</p> <p>requirements [2] - 226:1, 314:16</p> <p>resident [2] - 223:41, 230:14</p> <p>residential [1] - 199:8</p> <p>resistance [1] - 259:26</p> <p>resolution [1] - 272:24</p> <p>resolve [4] - 192:1, 192:6, 192:10, 196:1</p> <p>resolved [1] - 281:6</p> <p>resources [1] - 288:20</p> <p>Resources [1] - 271:25</p> <p>respect [16] - 190:28, 190:36, 191:10, 200:26, 205:46, 218:41, 252:40, 258:21, 273:43, 281:47, 285:5, 303:40, 306:29, 311:15, 311:23, 314:37</p> <p>respectively [1] - 280:27</p> <p>responded [2] - 244:18, 280:44</p> <p>responding [1] - 244:43</p> <p>response [6] - 229:46, 234:4, 238:39, 240:25, 276:14, 280:45</p> <p>responsibilities [1] - 299:23</p> <p>responsibility [1] - 269:16</p> <p>responsible [2] - 284:12, 288:18</p> <p>rest [3] - 222:11, 237:17, 250:3</p>	<p>restrictions [1] - 235:26</p> <p>restructure [2] - 274:38, 290:22</p> <p>restructures [1] - 290:19</p> <p>result [3] - 242:32, 266:46, 293:26</p> <p>resulted [1] - 189:1</p> <p>RESUMPTION [1] - 266:1</p> <p>retained [1] - 222:44</p> <p>return [3] - 290:11, 294:18, 312:26</p> <p>reveal [1] - 279:22</p> <p>reverse [1] - 252:19</p> <p>reversing [1] - 231:44</p> <p>Review [2] - 200:15, 268:42</p> <p>review [21] - 237:44, 250:9, 258:15, 258:19, 258:27, 258:37, 258:44, 268:11, 269:20, 269:29, 270:2, 270:6, 272:1, 272:19, 272:42, 272:44, 272:47, 273:30, 273:33, 287:5, 290:28</p> <p>reviewed [4] - 258:47, 267:44, 292:46, 293:5</p> <p>reviewing [1] - 287:27</p> <p>reviews [4] - 268:42, 268:46, 269:21, 269:46</p> <p>Richard [3] - 184:19, 288:13, 288:20</p> <p>Ride [1] - 192:20</p> <p>right-hand [1] - 221:27</p> <p>RL [5] - 197:16, 197:45, 200:17, 248:31, 249:14</p> <p>road [4] - 207:44, 210:34, 212:39, 235:17</p> <p>Road [24] - 200:38, 201:5, 201:17, 201:35, 201:46, 203:12, 203:40, 204:7, 205:41, 205:47, 206:31, 206:41, 207:14, 210:42, 212:14, 212:26, 213:16, 213:17, 213:18, 213:27, 218:10, 239:23, 311:11</p>	<p>ROBERT [3] - 241:3, 266:6, 294:37</p> <p>Robert [11] - 202:14, 219:7, 227:26, 231:35, 235:34, 240:41, 242:23, 242:43, 262:38, 264:29, 294:32</p> <p>ROBSON [11] - 220:22, 220:34, 261:24, 261:26, 261:28, 263:8, 265:11, 291:16, 291:25, 293:47, 294:18</p> <p>Robson [1] - 312:9</p> <p>robust [1] - 273:8</p> <p>robustly [1] - 273:22</p> <p>role [8] - 257:15, 267:42, 269:45, 276:18, 287:22, 292:19, 298:38, 314:45</p> <p>Ronney [4] - 201:30, 203:10, 213:17, 213:19</p> <p>room [1] - 186:28</p> <p>rooms [2] - 302:9, 314:43</p> <p>roster [1] - 188:1</p> <p>roughly [1] - 279:32</p> <p>round [3] - 285:10, 285:14, 285:27</p> <p>roundabout [1] - 213:19</p> <p>rules [2] - 210:34, 212:39</p> <p>Rules [4] - 204:7, 210:42, 212:14, 212:26</p> <p>run [1] - 257:47</p> <p>running [3] - 224:47, 235:18, 289:3</p> <p style="text-align: center;">S</p> <p>S10 [3] - 294:15, 294:16, 294:24</p> <p>S5 [2] - 187:25, 187:27</p> <p>S6 [2] - 210:6, 210:8</p> <p>S7 [3] - 214:42, 214:44, 216:8</p> <p>S8 [6] - 240:44, 241:1, 242:10, 252:33, 252:36, 261:29</p> <p>S9 [3] - 294:30, 294:35, 294:37</p> <p>safe [1] - 303:46</p> <p>safer [2] - 194:41,</p>	<p>209:8</p> <p>safety [7] - 194:30, 194:40, 212:27, 245:47, 299:47, 300:6</p> <p>salary [1] - 273:37</p> <p>Sam [1] - 227:37</p> <p>sat [2] - 208:41, 218:1</p> <p>satisfactory [1] - 273:34</p> <p>satisfied [2] - 271:34, 291:40</p> <p>satisfy [1] - 284:9</p> <p>Saturday [1] - 253:1</p> <p>saved [2] - 231:4, 231:17</p> <p>saw [11] - 189:40, 213:15, 213:16, 232:4, 244:46, 244:47, 245:5, 281:19, 291:28, 291:30, 297:23</p> <p>SC [1] - 184:19</p> <p>schedule [2] - 250:37, 250:39</p> <p>School [3] - 200:27, 236:8, 248:37</p> <p>school [71] - 187:45, 187:47, 188:4, 189:7, 189:14, 189:17, 189:19, 189:21, 189:25, 189:34, 190:4, 190:13, 190:14, 190:42, 191:2, 191:3, 191:20, 191:28, 191:32, 191:35, 192:12, 192:13, 192:24, 193:37, 193:47, 194:29, 195:12, 195:13, 195:42, 196:7, 197:15, 197:17, 197:44, 197:46, 198:7, 198:8, 198:10, 198:29, 198:36, 198:43, 198:44, 199:13, 201:12, 201:13, 206:45, 207:6, 207:9, 208:19, 209:10, 213:16, 234:19, 234:23, 234:26, 234:27, 236:41, 241:37, 242:34, 243:25, 244:9, 245:2, 247:17, 247:41, 247:46, 248:2, 249:12,</p>	<p>249:14, 249:32, 252:9</p> <p>schools [48] - 188:29, 190:4, 190:33, 190:39, 190:41, 190:47, 192:2, 192:17, 192:23, 193:32, 193:33, 193:34, 193:45, 194:20, 195:33, 196:18, 197:29, 198:14, 198:16, 198:23, 198:27, 199:38, 199:39, 200:18, 200:26, 207:31, 208:8, 234:18, 235:4, 241:31, 241:46, 242:3, 242:46, 243:3, 243:12, 243:20, 243:29, 243:35, 243:38, 243:39, 243:43, 244:44, 246:28, 246:29, 246:38, 247:47, 248:32</p> <p>schools [1] - 246:31</p> <p>screen [5] - 202:34, 202:40, 202:42, 202:43, 202:45</p> <p>SDRO [7] - 238:29, 255:23, 263:35, 263:45, 264:6, 264:15, 264:29</p> <p>Sear [6] - 184:21, 185:4, 185:22, 185:38, 186:4, 279:3</p> <p>search [1] - 243:47</p> <p>second [14] - 223:37, 227:21, 233:8, 233:28, 236:39, 239:27, 257:35, 267:20, 275:41, 279:17, 279:21, 308:31, 313:45, 314:26</p> <p>secretaries [1] - 301:16</p> <p>section [10] - 258:9, 258:15, 270:1, 290:26, 290:30, 297:14, 297:22, 304:11, 306:4, 314:1</p> <p>sedan [2] - 210:27, 214:7</p> <p>see [75] - 187:10, 188:20, 193:24, 193:27, 193:39, 195:44, 197:25, 201:11, 201:27,</p>
---	---	---	--	---

<p>208:31, 210:23, 210:38, 219:12, 221:26, 221:35, 222:29, 223:21, 223:25, 223:40, 227:4, 227:22, 227:33, 227:37, 228:7, 228:25, 229:24, 229:41, 232:5, 233:4, 234:11, 239:17, 239:31, 242:15, 242:31, 242:34, 243:1, 243:6, 243:15, 243:16, 243:29, 244:35, 244:38, 245:22, 245:40, 246:19, 246:23, 248:24, 248:25, 248:36, 248:37, 249:1, 249:10, 250:12, 257:43, 268:40, 271:17, 272:18, 272:30, 277:29, 277:34, 278:28, 280:18, 280:37, 281:29, 282:41, 285:43, 285:44, 286:5, 286:26, 297:21, 311:6, 313:45, 314:1, 314:44</p> <p>seeing [1] - 307:47</p> <p>seek [8] - 186:16, 187:29, 231:1, 252:16, 256:13, 272:8, 290:46, 300:26</p> <p>seeking [4] - 185:7, 240:19, 266:14, 274:24</p> <p>selection [1] - 291:34</p> <p>self [17] - 196:15, 196:16, 196:17, 196:18, 196:19, 197:17, 197:46, 199:26, 235:25, 236:42, 242:5, 243:6, 243:23, 246:38, 247:13, 248:3, 249:14</p> <p>self-regulates [1] - 243:6</p> <p>self-regulating [10] - 196:15, 196:16, 196:17, 196:18, 196:19, 199:26, 235:25, 236:42, 247:13, 248:3</p>	<p>self-regulation [2] - 242:5, 246:38</p> <p>self-regulatory [1] - 243:23</p> <p>semantics [1] - 212:45</p> <p>send [2] - 231:1, 237:36</p> <p>sending [1] - 227:28</p> <p>sends [1] - 227:1</p> <p>Senior [4] - 186:21, 267:47, 283:25, 283:45</p> <p>senior [9] - 191:8, 191:19, 231:43, 232:14, 241:12, 268:47, 284:15, 287:42</p> <p>seniority [1] - 284:17</p> <p>sense [3] - 241:42, 288:26, 288:44</p> <p>sent [22] - 185:23, 185:35, 187:46, 227:8, 227:37, 228:10, 228:24, 230:20, 231:18, 233:17, 233:23, 234:4, 239:21, 239:36, 244:23, 255:3, 255:12, 255:32, 275:23, 276:14, 280:38, 304:34</p> <p>sentence [3] - 201:27, 236:39, 243:7</p> <p>separate [2] - 236:11, 304:30</p> <p>September [14] - 188:19, 188:20, 201:2, 222:41, 223:29, 227:18, 253:16, 274:45, 275:11, 276:15, 280:24, 282:7, 294:33</p> <p>series [1] - 228:14</p> <p>served [3] - 223:47, 224:2, 224:8</p> <p>service [10] - 230:39, 230:43, 237:29, 237:35, 257:21, 257:23, 263:19, 263:23, 263:28, 263:42</p> <p>services [5] - 218:20, 269:43, 276:32, 278:21, 280:28</p> <p>Services [1] - 276:35</p> <p>serving [1] - 284:18</p> <p>session [2] - 273:12,</p>	<p>273:15</p> <p>set [11] - 210:18, 222:22, 231:47, 232:26, 236:7, 236:45, 244:29, 296:35, 301:39, 302:1, 304:45</p> <p>sets [2] - 269:3, 314:28</p> <p>setting [1] - 214:9</p> <p>several [1] - 199:23</p> <p>SG [4] - 193:33, 246:30, 248:26, 248:37</p> <p>shaded [1] - 222:30</p> <p>sheet [7] - 309:39, 309:41, 310:4, 310:5, 310:7, 310:10, 310:22</p> <p>Sheridan [1] - 288:13</p> <p>shiny [1] - 202:33</p> <p>short [5] - 224:25, 249:40, 254:29, 278:7, 300:30</p> <p>SHORT [2] - 224:31, 278:41</p> <p>shortly [1] - 217:23</p> <p>show [7] - 204:36, 212:16, 232:41, 236:44, 273:33, 286:5, 297:6</p> <p>showed [10] - 195:30, 199:28, 199:33, 295:38, 296:36, 309:45, 310:22, 310:34, 311:4, 311:8</p> <p>showing [4] - 204:29, 205:4, 228:40, 228:42</p> <p>SHOWN [1] - 296:25</p> <p>shown [14] - 238:42, 245:10, 274:27, 284:30, 284:35, 289:15, 290:5, 297:5, 301:21, 310:2, 311:15, 311:21, 311:41, 312:17</p> <p>shown [2] - 187:14, 212:17</p> <p>shows [1] - 304:12</p> <p>sick [1] - 193:24</p> <p>side [10] - 202:33, 202:40, 206:36, 229:18, 244:42, 244:44, 252:18, 252:19, 252:24, 252:25</p> <p>sides [1] - 238:43</p> <p>sight [1] - 275:13</p>	<p>sign [6] - 192:20, 200:18, 204:13, 208:27, 209:11, 211:14</p> <p>signatory [1] - 274:47</p> <p>signature [7] - 224:39, 289:37, 289:40, 290:44, 291:4, 313:25, 313:33</p> <p>SIGNED [1] - 241:1</p> <p>signed [17] - 214:30, 221:11, 221:14, 240:39, 262:30, 262:32, 262:36, 266:36, 271:17, 271:19, 274:11, 275:11, 275:13, 279:14, 294:33, 313:41, 314:21</p> <p>significance [1] - 305:30</p> <p>significant [7] - 207:1, 293:33, 293:35, 298:13, 302:41, 303:32, 306:22</p> <p>signing [2] - 289:36, 301:10</p> <p>signs [9] - 193:34, 193:36, 194:19, 194:21, 194:23, 195:41, 246:30, 246:32, 248:32</p> <p>silly [1] - 283:40</p> <p>silver [4] - 210:27, 210:30, 214:7, 214:8</p> <p>similar [3] - 254:21, 256:22, 268:1</p> <p>similarly [3] - 201:1, 283:23, 285:13</p> <p>Simms [7] - 192:43, 193:7, 245:10, 245:29, 264:40, 315:14, 315:17</p> <p>Simms's [2] - 193:12, 248:24</p> <p>simply [4] - 267:27, 276:35, 295:7, 297:43</p> <p>single [1] - 247:16</p> <p>sit [2] - 186:37, 244:11</p> <p>site [15] - 202:6, 203:21, 203:27, 203:29, 203:31, 203:33, 204:11, 207:5, 213:28, 217:23, 218:41, 219:20, 239:39, 252:40, 305:13</p> <p>sitting [6] - 208:42, 219:16, 244:14,</p>	<p>252:38, 286:14, 305:13</p> <p>situation [12] - 185:45, 199:15, 218:32, 218:36, 219:18, 219:23, 234:44, 235:19, 255:26, 255:30, 257:24, 257:25</p> <p>situations [3] - 219:19, 234:45, 235:8</p> <p>six [7] - 229:18, 254:29, 268:4, 274:11, 274:30, 274:33, 281:34</p> <p>six-month [1] - 274:33</p> <p>size [1] - 284:36</p> <p>skill [2] - 246:12, 302:4</p> <p>skills [1] - 246:8</p> <p>slab [1] - 314:27</p> <p>slightly [2] - 293:9, 307:35</p> <p>small [1] - 240:34</p> <p>smoke [1] - 299:46</p> <p>Soares [6] - 214:20, 214:26, 216:8, 216:11, 219:33, 219:37</p> <p>SOARES [2] - 214:22, 214:44</p> <p>solicitor [4] - 186:2, 256:4, 256:9, 256:12</p> <p>solution [2] - 243:40, 243:43</p> <p>solve [9] - 194:5, 194:6, 196:3, 198:26, 199:12, 243:33, 243:37, 243:47, 244:43</p> <p>solved [1] - 194:17</p> <p>solving [1] - 194:8</p> <p>someone [10] - 207:23, 227:42, 237:40, 257:28, 263:45, 275:27, 278:20, 295:45, 296:21, 309:28</p> <p>sometimes [8] - 187:43, 187:47, 231:34, 254:47, 255:1, 256:3</p> <p>somewhere [1] - 207:8</p> <p>sorry [37] - 194:37, 201:20, 204:46, 213:10, 213:11, 213:17, 215:11, 215:15, 215:21,</p>
--	--	--	---	--

<p>216:17, 217:7, 218:34, 225:19, 228:16, 230:3, 230:43, 243:16, 247:3, 247:35, 248:39, 251:30, 260:31, 262:10, 262:27, 277:1, 278:23, 278:26, 283:6, 286:22, 293:23, 293:25, 308:6, 309:47, 310:14, 312:32, 313:11, 313:20</p> <p>sort [11] - 189:19, 190:20, 251:38, 259:3, 259:32, 263:38, 270:6, 276:42, 277:42, 278:5, 284:20</p> <p>sorts [2] - 278:11, 284:4</p> <p>sought [3] - 194:17, 199:15, 258:37</p> <p>source [1] - 259:42</p> <p>South [2] - 208:29, 210:42</p> <p>speaking [1] - 293:41</p> <p>speaks [1] - 279:44</p> <p>specialists [1] - 283:15</p> <p>specific [6] - 188:42, 249:33, 278:20, 282:21, 298:38</p> <p>specifically [1] - 259:40</p> <p>specifications [1] - 314:29</p> <p>specify [1] - 283:47</p> <p>speculate [2] - 249:27, 308:38</p> <p>speculating [1] - 309:28</p> <p>speed [1] - 245:47</p> <p>spell [1] - 191:41</p> <p>spent [1] - 286:30</p> <p>spoken [1] - 186:4</p> <p>spot [2] - 207:2, 245:22</p> <p>stack [1] - 276:41</p> <p>staff [36] - 219:9, 230:27, 231:43, 232:27, 239:22, 239:38, 239:47, 240:12, 266:41, 268:47, 269:10, 269:16, 269:17, 271:21, 271:32, 273:7, 274:38, 283:33, 283:37,</p>	<p>284:15, 285:33, 286:27, 287:24, 287:30, 287:42, 287:44, 288:6, 288:28, 288:40, 288:42, 288:46, 290:23, 293:5, 293:41</p> <p>Staff [1] - 273:28</p> <p>staffing [1] - 290:28</p> <p>stage [5] - 191:43, 216:42, 288:27, 292:36, 299:44</p> <p>stamped [1] - 306:4</p> <p>stand [1] - 242:35</p> <p>standard [2] - 195:23, 279:29</p> <p>standing [2] - 244:9, 287:41</p> <p>start [8] - 186:15, 197:7, 222:29, 226:37, 228:17, 274:26, 276:46, 315:8</p> <p>started [6] - 216:28, 216:46, 243:23, 253:14, 253:28, 283:5</p> <p>starting [3] - 216:45, 220:16, 266:28</p> <p>starts [1] - 220:19</p> <p>State [28] - 230:39, 230:43, 231:6, 231:16, 231:18, 231:40, 237:10, 237:11, 237:14, 237:16, 237:20, 237:28, 237:35, 237:37, 237:43, 238:4, 252:17, 252:21, 255:12, 255:33, 256:27, 257:9, 257:18, 257:20, 260:25, 260:30, 260:34, 263:29</p> <p>state [6] - 211:14, 257:13, 260:19, 260:22, 263:19, 268:11</p> <p>statement [88] - 187:2, 187:6, 187:23, 188:7, 188:16, 189:44, 192:43, 193:12, 199:46, 200:37, 201:1, 201:24, 209:39, 209:43, 209:46, 210:4, 210:15, 214:30,</p>	<p>214:34, 214:40, 214:47, 216:5, 216:7, 217:41, 217:43, 219:47, 220:11, 220:12, 220:22, 220:24, 220:44, 221:11, 224:10, 224:12, 224:21, 224:28, 224:33, 224:38, 224:40, 224:41, 224:42, 225:4, 225:7, 225:11, 225:22, 225:23, 226:7, 226:17, 226:34, 236:32, 236:45, 239:11, 240:34, 240:37, 241:29, 241:30, 242:7, 242:11, 245:10, 245:27, 245:29, 245:32, 248:24, 250:5, 256:44, 257:2, 259:41, 260:7, 261:30, 263:5, 266:20, 266:35, 267:8, 267:27, 270:43, 272:17, 273:44, 275:17, 276:21, 279:41, 282:30, 284:30, 287:4, 294:11, 294:15, 294:32, 313:46</p> <p>STATEMENT [5] - 187:27, 210:8, 214:44, 241:1, 294:37</p> <p>statements [6] - 225:43, 225:44, 226:10, 226:20, 226:24, 282:23</p> <p>states [4] - 210:35, 211:5, 212:39, 260:16</p> <p>Station [17] - 295:37, 296:8, 296:36, 296:40, 298:37, 299:5, 305:11, 306:1, 310:25, 311:1, 311:11, 311:16, 311:28, 311:36, 312:19, 312:22, 313:31</p> <p>station [2] - 210:30, 214:8</p> <p>STATION [2] - 296:25, 296:45</p> <p>statistics [1] - 191:4</p>	<p>stats [2] - 189:15, 189:16</p> <p>status [1] - 228:32</p> <p>statutory [1] - 303:39</p> <p>stay [2] - 208:24, 235:12</p> <p>step [1] - 238:1</p> <p>STEPHANIE [3] - 221:4, 241:1, 241:4</p> <p>Stephanie [7] - 189:45, 219:44, 221:8, 221:9, 225:4, 240:38, 240:42</p> <p>steps [1] - 290:28</p> <p>stick [1] - 237:24</p> <p>still [8] - 194:22, 229:37, 235:27, 244:37, 247:12, 261:44, 274:30, 289:20</p> <p>stood [2] - 300:7, 302:45</p> <p>stop [4] - 211:47, 212:41, 235:16, 285:22</p> <p>stopped [1] - 235:9</p> <p>stopping [2] - 209:5, 212:40</p> <p>Stopping [1] - 209:16</p> <p>stoppings [1] - 235:30</p> <p>stops [2] - 224:38, 224:40</p> <p>STREET [2] - 296:25, 296:45</p> <p>Street [27] - 184:27, 216:15, 216:19, 219:17, 231:13, 295:37, 296:8, 296:36, 296:40, 298:37, 299:5, 304:28, 305:12, 306:1, 310:23, 310:25, 310:27, 310:30, 310:37, 310:45, 310:47, 311:16, 311:28, 311:36, 312:19, 312:22, 313:31</p> <p>street [3] - 199:6, 211:17, 300:8</p> <p>struck [1] - 298:21</p> <p>styled [1] - 252:33</p> <p>Subaru [2] - 210:30, 214:8</p> <p>subject [4] - 190:31, 270:27, 303:2, 303:9</p> <p>Subject [1] - 242:34</p> <p>submission [18] - 185:6, 185:17, 185:28, 185:35,</p>	<p>196:44, 205:27, 205:34, 212:43, 249:38, 257:38, 259:17, 306:16, 306:17, 307:26, 307:30, 309:9, 309:24, 315:26</p> <p>submissions [3] - 185:5, 185:7, 314:20</p> <p>subparagraph [1] - 268:40</p> <p>subsequent [2] - 223:28, 274:13</p> <p>subsequently [1] - 267:20</p> <p>substance [2] - 272:37, 280:44</p> <p>substantial [3] - 203:16, 305:24, 315:15</p> <p>substantiate [1] - 281:20</p> <p>substantive [1] - 272:43</p> <p>sufficient [3] - 198:35, 199:1, 313:16</p> <p>sufficiently [2] - 283:47, 301:43</p> <p>suggest [12] - 196:9, 198:19, 198:25, 205:45, 217:35, 224:16, 235:1, 246:44, 247:15, 247:16, 247:20, 248:14</p> <p>suggested [3] - 269:7, 286:32, 289:35</p> <p>suggesting [13] - 193:42, 194:43, 194:45, 198:13, 199:10, 200:25, 243:32, 244:41, 247:30, 248:5, 249:30, 260:44, 305:21</p> <p>suggestion [1] - 217:37</p> <p>Sule [4] - 191:39, 191:44, 207:38, 208:2</p> <p>SULE [1] - 191:42</p> <p>sum [5] - 218:42, 280:20, 280:24, 285:14, 286:15</p> <p>summarise [1] - 236:6</p> <p>summarised [1] - 239:27</p> <p>summary [1] - 263:33</p> <p>summonsed [1] - 297:17</p>
---	--	---	--	---

<p>superior [5] - 242:24, 299:27, 308:8, 308:15, 308:20</p> <p>superiors [1] - 307:10</p> <p>supervises [1] - 276:44</p> <p>supervising [1] - 284:12</p> <p>supervision [1] - 299:23</p> <p>supervisor [1] - 278:8</p> <p>supply [1] - 225:44</p> <p>support [1] - 287:44</p> <p>supporting [2] - 258:37, 277:30</p> <p>suppose [1] - 257:25</p> <p>surname [1] - 299:28</p> <p>Susan [3] - 184:27, 231:13, 246:4</p> <p>suspect [1] - 251:37</p> <p>suspended [2] - 248:20, 261:13</p> <p>Susteni [2] - 227:43, 227:44</p> <p>Susteni's [1] - 228:8</p> <p>Sutherland [4] - 269:35, 269:38, 273:7, 283:9</p> <p>sworn [7] - 186:30, 209:28, 214:22, 220:37, 266:6, 293:37, 295:15</p> <p>system [5] - 225:30, 240:5, 242:36, 271:44, 286:6</p>	<p>255:4, 255:32, 255:35</p> <p>technically [1] - 264:40</p> <p>tender [16] - 187:23, 210:4, 214:39, 239:10, 240:33, 294:10, 295:7, 295:28, 295:42, 295:45, 295:46, 296:21, 296:35, 303:9, 312:24, 312:34</p> <p>tendered [2] - 295:39, 296:29</p> <p>tending [2] - 187:21, 239:8</p> <p>tens [1] - 219:2</p> <p>tension [6] - 191:25, 191:26, 191:27, 261:2, 288:27, 290:23</p> <p>term [2] - 253:43, 288:34</p> <p>terminated [1] - 250:38</p> <p>termination [1] - 273:20</p> <p>terms [24] - 205:8, 205:9, 205:12, 205:14, 205:17, 215:1, 215:30, 215:40, 215:45, 225:22, 252:39, 252:41, 266:40, 267:42, 278:3, 278:5, 280:32, 283:31, 284:11, 285:3, 287:3, 306:17, 313:45, 314:41</p> <p>text [2] - 225:23, 314:27</p> <p>THE [250] - 185:1, 185:12, 185:17, 185:22, 185:28, 185:42, 185:47, 186:8, 186:18, 186:24, 186:34, 186:40, 187:21, 187:25, 187:29, 191:41, 194:35, 196:44, 200:11, 204:44, 205:2, 205:25, 205:34, 206:10, 206:19, 206:24, 206:40, 207:19, 207:26, 208:17, 209:18, 209:21, 209:23,</p>	<p>210:6, 210:10, 211:44, 212:13, 212:19, 212:34, 212:38, 213:35, 214:2, 214:14, 214:17, 214:42, 215:3, 215:7, 215:11, 215:15, 215:21, 215:25, 215:29, 215:37, 216:7, 217:1, 217:6, 219:32, 219:37, 219:40, 219:42, 220:3, 220:9, 220:16, 220:27, 220:39, 220:44, 221:17, 223:46, 224:4, 224:10, 224:19, 224:27, 224:33, 224:44, 225:4, 225:9, 225:13, 225:17, 225:21, 225:28, 225:34, 225:42, 229:2, 229:5, 229:7, 229:10, 229:15, 230:3, 232:43, 233:26, 233:30, 233:34, 233:36, 235:7, 237:2, 237:6, 237:33, 238:16, 238:46, 239:7, 239:13, 240:37, 241:1, 241:9, 241:15, 241:19, 245:13, 245:16, 245:21, 245:24, 245:26, 245:32, 245:36, 245:38, 249:38, 249:46, 250:1, 250:29, 250:33, 251:36, 252:30, 252:36, 253:5, 253:10, 257:35, 259:11, 259:21, 259:35, 259:44, 260:3, 263:10, 264:34, 264:38, 264:43, 264:47, 265:5, 265:9, 265:14, 265:18, 266:10, 266:18, 266:32, 274:41, 275:5, 275:16, 275:27, 275:35, 276:46, 277:1, 277:3, 277:37, 278:26, 278:32, 278:34, 279:17, 281:41, 281:43, 286:39,</p>	<p>286:44, 289:9, 289:23, 289:25, 289:47, 290:2, 290:35, 290:41, 291:2, 291:7, 291:13, 291:18, 291:23, 294:2, 294:9, 294:15, 294:21, 294:28, 294:41, 294:44, 294:46, 295:5, 295:9, 295:31, 295:41, 296:5, 296:14, 296:18, 296:23, 296:28, 296:39, 297:34, 298:3, 298:15, 298:19, 298:24, 298:29, 298:35, 298:41, 300:26, 300:32, 300:36, 300:47, 301:5, 304:16, 304:22, 305:8, 306:6, 306:9, 306:11, 306:15, 306:31, 306:36, 306:42, 306:47, 307:26, 307:38, 307:43, 308:41, 309:2, 309:7, 309:14, 309:27, 310:19, 310:25, 310:32, 310:39, 310:43, 310:47, 311:6, 311:19, 312:1, 312:8, 312:21, 312:32, 312:36, 312:40, 312:46, 313:6, 313:20, 313:24, 313:29, 314:15, 314:23, 315:4, 315:8, 315:17, 315:23, 315:29, 315:39, 315:43, 315:45</p> <p>themselves [2] - 190:39, 243:38</p> <p>therefore [1] - 188:29</p> <p>thereto [1] - 261:46</p> <p>they've [2] - 199:6, 235:15</p> <p>thinking [3] - 235:21, 239:36, 303:21</p> <p>third [5] - 200:14, 200:41, 281:29, 290:35, 301:32</p> <p>thoughts [1] - 303:2</p> <p>thousands [1] - 219:2</p> <p>threatened [1] -</p>	<p>248:20</p> <p>three [19] - 188:36, 188:42, 188:45, 208:23, 208:24, 217:36, 225:13, 225:22, 225:28, 252:21, 254:2, 257:20, 261:29, 289:15, 289:27, 290:3, 291:9, 297:19, 305:23</p> <p>three-page [4] - 225:22, 261:29, 289:15, 291:9</p> <p>Thursday [1] - 225:22</p> <p>threw [1] - 184:29</p> <p>ticked [2] - 309:41, 309:42</p> <p>ticket [15] - 189:10, 208:38, 231:14, 237:40, 237:44, 238:19, 238:33, 238:35, 252:19, 252:20, 252:24, 252:25, 260:41, 260:42</p> <p>tickets [9] - 189:13, 193:5, 200:34, 231:35, 237:30, 237:31, 260:27</p> <p>tirelessly [1] - 192:16</p> <p>titled [1] - 185:6</p> <p>TO [6] - 241:2, 241:3, 296:26, 296:44, 296:45, 315:45</p> <p>today [11] - 186:6, 186:27, 198:37, 217:10, 225:35, 231:14, 257:1, 262:18, 262:21, 297:17, 305:13</p> <p>together [5] - 240:35, 280:4, 287:17, 288:34, 290:3</p> <p>TOGETHER [1] - 241:3</p> <p>toing [1] - 286:26</p> <p>toing-and-froing [1] - 286:26</p> <p>tomorrow [4] - 265:5, 315:8, 315:24, 315:39</p> <p>tone [1] - 262:31</p> <p>took [11] - 202:22, 216:15, 216:23, 217:10, 218:5, 234:6, 261:47, 281:13, 293:16, 296:41, 301:11</p> <p>toolbox [14] - 192:39,</p>
T				
<p>table [2] - 214:39, 232:38</p> <p>taker [1] - 246:7</p> <p>talks [2] - 224:42, 233:4</p> <p>targeted [1] - 191:21</p> <p>targeting [1] - 196:11</p> <p>task [6] - 244:4, 267:47, 268:1, 277:21, 302:36, 303:20</p> <p>tasks [4] - 274:37, 283:47, 284:9, 284:13</p> <p>tea [1] - 224:17</p> <p>team [14] - 218:3, 223:6, 223:8, 231:27, 231:30, 234:25, 245:46, 253:25, 253:47, 254:45, 255:3,</p>				

<p>193:20, 196:46, 198:4, 199:24, 199:44, 200:6, 200:12, 245:19, 245:41, 245:44, 247:4, 248:15, 248:17</p> <p>top [7] - 193:24, 222:41, 228:39, 234:4, 235:38, 244:19, 255:17</p> <p>top" [1] - 235:41</p> <p>topic [3] - 193:9, 237:2, 237:4</p> <p>total [3] - 192:9, 225:29, 287:35</p> <p>totalling [1] - 276:7</p> <p>towards [3] - 192:27, 202:27, 213:20</p> <p>Town [1] - 206:33</p> <p>track [3] - 269:27, 273:18, 288:42</p> <p>Traffic [1] - 203:40</p> <p>traffic [7] - 188:38, 192:11, 193:47, 194:1, 199:13, 201:16, 235:11</p> <p>trail [4] - 270:16, 272:42, 273:23, 273:28</p> <p>transactions [1] - 282:30</p> <p>transcript [11] - 186:35, 295:7, 295:24, 295:28, 295:31, 297:34, 300:41, 302:21, 302:24, 304:22, 306:7</p> <p>TRANSCRIPT [1] - 295:33</p> <p>transferred [1] - 287:47</p> <p>transformed [1] - 305:22</p> <p>transparent [1] - 223:15</p> <p>travel [1] - 280:4</p> <p>treated [1] - 190:33</p> <p>tried [1] - 192:10</p> <p>TRIM [6] - 242:34, 242:35, 242:36, 242:39, 250:46, 251:16</p> <p>Trinity [2] - 206:46, 207:14</p> <p>Trish [1] - 228:17</p> <p>trouble [4] - 186:35, 268:38, 270:34, 270:35</p>	<p>troubled [1] - 276:28</p> <p>truck [3] - 203:28, 218:28, 219:20</p> <p>trucks [2] - 218:18, 252:47</p> <p>true [7] - 209:46, 214:34, 247:18, 251:3, 261:6, 303:30, 309:2</p> <p>try [8] - 192:1, 192:6, 192:32, 196:1, 196:47, 242:5, 278:39, 309:33</p> <p>trying [10] - 192:12, 194:5, 195:6, 218:28, 225:1, 230:8, 235:15, 244:43, 251:24, 251:41</p> <p>turn [10] - 213:18, 228:14, 239:4, 268:8, 272:17, 275:41, 279:47, 280:18, 284:29, 312:29</p> <p>turning [2] - 313:45, 314:9</p> <p>two [37] - 195:27, 196:1, 206:16, 206:40, 208:12, 208:20, 208:24, 208:45, 208:47, 218:6, 236:14, 236:36, 238:43, 250:4, 252:20, 257:20, 261:34, 261:42, 262:37, 265:15, 271:17, 278:18, 280:5, 280:8, 282:18, 282:33, 287:45, 290:5, 295:20, 297:19, 298:33, 301:31, 305:23, 305:37, 307:19, 308:39, 313:38</p> <p>typed [1] - 186:8</p> <p>typewritten [1] - 313:46</p> <p>typical [1] - 270:21</p> <p>tyre [2] - 208:44, 228:42</p> <p>Tzoukos [4] - 271:27, 271:28, 271:43, 288:13</p> <p style="text-align: center;">U</p> <p>U-turn [1] - 213:18</p> <p>ultimately [5] -</p>	<p>273:21, 273:29, 274:28, 281:47, 296:29</p> <p>unanimous [1] - 292:47</p> <p>unanimously [2] - 292:44, 293:4</p> <p>unattended [4] - 197:16, 197:45, 214:10, 249:13</p> <p>unaware [1] - 201:46</p> <p>uncomfortable [1] - 307:13</p> <p>undated [1] - 240:38</p> <p>under [20] - 204:7, 210:34, 212:26, 212:39, 232:8, 251:37, 252:1, 257:44, 258:31, 259:14, 268:11, 270:1, 273:38, 274:44, 280:32, 280:34, 285:29, 299:3, 299:23, 314:16</p> <p>underperformance [2] - 270:30, 270:37</p> <p>understood [6] - 237:42, 258:41, 302:41, 303:20, 303:32, 314:15</p> <p>undertake [2] - 185:44, 277:22</p> <p>undertaking [3] - 210:36, 211:6, 212:28</p> <p>undertook [3] - 276:17, 292:18, 293:44</p> <p>underway [1] - 216:36</p> <p>unfairly [1] - 293:9</p> <p>unfortunately [1] - 232:37</p> <p>unit [2] - 305:23</p> <p>units [4] - 301:31, 305:21, 305:38</p> <p>unless [2] - 212:1, 212:41</p> <p>unlikely [1] - 305:30</p> <p>unloading [1] - 201:17</p> <p>unnecessarily [1] - 190:31</p> <p>unnecessary [1] - 196:11</p> <p>unreasonable [1] - 219:26</p> <p>unsigned [1] - 313:13</p> <p>untoward [1] - 199:21</p> <p>up [54] - 185:5, 189:35, 189:36,</p>	<p>189:39, 190:5, 190:16, 190:29, 192:13, 192:19, 192:22, 195:13, 198:28, 200:34, 201:20, 202:26, 204:22, 204:26, 205:19, 205:20, 205:30, 205:31, 208:33, 208:44, 211:34, 212:6, 212:42, 213:16, 214:9, 217:7, 226:17, 227:36, 229:3, 229:18, 230:33, 230:42, 232:3, 235:12, 241:31, 241:39, 243:35, 243:42, 244:10, 244:30, 245:47, 255:29, 272:47, 278:14, 279:28, 282:24, 283:6, 295:41, 302:25, 302:45</p> <p>update [1] - 278:8</p> <p>Update [4] - 197:42, 247:40, 248:7, 248:36</p> <p>upheaval [1] - 288:37</p> <p>upheld [3] - 255:1, 255:10, 255:13</p> <p>upload [1] - 315:35</p> <p>UPON [1] - 266:1</p> <p>urgency [5] - 218:33, 218:37, 219:10, 219:18, 219:23</p> <p>urgent [1] - 219:27</p> <p>usage [1] - 284:47</p> <p>usual [4] - 237:42, 270:45, 272:46, 273:1</p> <p>utilising [1] - 241:36</p> <p style="text-align: center;">V</p> <p>vacant [1] - 201:39</p> <p>value [1] - 276:33</p> <p>various [16] - 187:37, 225:45, 254:37, 264:2, 267:4, 267:34, 268:33, 271:24, 287:5, 287:24, 288:6, 288:18, 288:19, 288:47, 292:19</p> <p>vast [1] - 189:13</p> <p>vehicle [17] - 189:19, 189:20, 189:25, 189:41, 203:27,</p>	<p>203:28, 203:31, 208:23, 208:25, 210:26, 210:35, 211:5, 212:1, 212:32, 212:39, 213:5, 228:42</p> <p>vehicles [16] - 189:9, 189:17, 189:28, 189:32, 190:28, 203:26, 203:32, 204:13, 204:15, 204:34, 205:46, 207:19, 210:22, 235:9, 235:14</p> <p>vehicles" [1] - 244:15</p> <p>verbal [2] - 248:18, 250:23</p> <p>version [4] - 212:9, 212:13, 213:43, 275:13</p> <p>via [2] - 231:37, 287:30</p> <p>video [2] - 202:23, 213:21</p> <p>videoing [2] - 202:47, 203:7</p> <p>view [4] - 225:43, 287:45, 292:43, 305:25</p> <p>views [1] - 280:39</p> <p>vigilantes [2] - 195:20, 208:43</p> <p>vigilantly [1] - 195:19</p> <p>vintage [1] - 271:15</p> <p>visual [1] - 305:25</p> <p>vital [1] - 273:25</p> <p style="text-align: center;">W</p> <p>wagon [2] - 210:30, 214:8</p> <p>wait [1] - 187:14</p> <p>waiting [1] - 209:4</p> <p>Wales [2] - 208:29, 210:42</p> <p>walk [4] - 198:36, 208:33, 234:44, 309:20</p> <p>walked [2] - 301:18, 304:44</p> <p>wall [2] - 301:44</p> <p>walls [12] - 299:36, 299:39, 299:43, 302:10, 304:10, 304:12, 304:14, 305:33, 306:4, 308:1</p> <p>wants [4] - 198:35, 248:45, 294:22, 294:29</p>
--	--	--	---	--

<p>WAS [1] - 315:45 wash [7] - 280:40, 281:2, 281:12, 281:20, 281:25, 281:38, 284:29 washes [6] - 281:34, 281:45, 282:1, 282:33, 284:40, 285:15 washing [5] - 280:3, 280:23, 282:1, 282:12, 282:27 waste [1] - 304:40 Water [10] - 216:15, 216:19, 304:28, 310:23, 310:25, 310:27, 310:30, 310:37, 310:45, 310:47 Watson [2] - 241:15, 300:32 WATSON [8] - 204:38, 241:17, 266:30, 282:38, 282:40, 286:37, 300:34, 315:34 ways [5] - 191:26, 194:16, 196:3, 196:9, 199:15 website [5] - 226:10, 226:17, 226:20, 315:34 Wednesday [1] - 222:40 week [10] - 186:22, 188:27, 188:36, 188:43, 188:45, 234:10, 234:13, 243:4, 243:13 weeks [3] - 234:33, 295:20, 297:19 western [1] - 206:36 WHEELHOUSE [105] - 187:32, 187:34, 187:36, 191:46, 193:18, 194:43, 196:46, 200:23, 204:46, 205:4, 205:38, 206:13, 206:22, 207:17, 207:22, 210:12, 210:14, 211:41, 212:11, 212:16, 212:21, 212:45, 213:33, 214:46, 215:5, 215:9, 215:13, 215:18, 215:23, 215:27, 215:34, 216:2, 216:4, 216:10,</p>	<p>217:4, 217:9, 219:30, 219:46, 220:6, 220:14, 220:19, 241:21, 241:26, 241:28, 245:18, 245:29, 245:34, 245:40, 249:43, 250:3, 250:31, 250:35, 251:41, 252:27, 252:32, 252:38, 253:3, 286:42, 296:1, 296:10, 296:16, 296:32, 297:29, 297:36, 297:40, 298:8, 298:21, 300:29, 300:38, 300:40, 301:3, 301:7, 303:4, 303:9, 303:14, 303:42, 304:36, 304:42, 305:20, 306:13, 306:22, 306:33, 306:40, 306:44, 307:4, 307:35, 307:40, 307:45, 308:46, 309:4, 309:12, 309:19, 309:33, 310:30, 311:13, 311:21, 311:45, 312:6, 312:26, 313:10, 313:16, 313:35, 314:11, 315:26, 315:31 Wheelhouse [9] - 213:43, 220:12, 241:19, 286:40, 300:36, 300:47, 313:7, 313:8, 313:32 whilst [4] - 273:45, 274:37, 276:17, 277:21 whole [12] - 190:47, 199:6, 220:10, 231:27, 237:14, 270:26, 270:37, 275:21, 284:7, 291:27, 291:28, 301:14 wide [1] - 306:28 windows [1] - 300:9 windscreen [1] - 252:1 Wing [5] - 280:27, 280:38, 280:43, 285:19, 285:37 wish [5] - 210:10, 240:33, 241:9, 293:23, 295:7</p>	<p>wishes [2] - 295:2, 304:6 WITH [1] - 241:3 withdraw [8] - 225:19, 232:11, 232:14, 232:15, 232:19, 232:22, 293:2 withdrawn [1] - 298:15 withdrew [1] - 232:18 WITHDREW [6] - 209:23, 214:17, 219:42, 265:18, 294:46, 315:43 witness [62] - 186:27, 186:36, 187:9, 196:41, 196:42, 200:13, 204:39, 204:47, 205:26, 206:7, 206:19, 206:25, 209:25, 212:16, 212:38, 214:19, 219:44, 220:32, 220:36, 224:14, 224:39, 225:44, 225:46, 226:11, 226:13, 226:14, 226:21, 232:32, 240:38, 245:11, 245:21, 249:43, 252:38, 257:39, 259:12, 259:22, 259:25, 266:3, 275:32, 278:34, 279:3, 290:36, 295:1, 295:38, 296:36, 297:5, 297:6, 297:30, 297:32, 297:43, 298:12, 300:44, 304:39, 307:27, 307:32, 308:37, 310:47, 311:15, 311:17, 312:17, 313:25 WITNESS [29] - 186:40, 207:19, 209:21, 209:23, 212:19, 214:17, 219:40, 219:42, 229:5, 229:10, 233:36, 241:2, 245:16, 245:24, 245:38, 250:1, 265:18, 266:32, 275:35, 277:1, 278:32, 281:43, 289:25, 290:2, 294:44, 294:46, 306:9, 312:1, 315:43</p>	<p>witness's [6] - 205:35, 226:16, 259:41, 274:42, 309:31, 314:21 witnesses [2] - 225:36, 315:11 word [2] - 245:34, 257:5 words [8] - 205:30, 217:25, 245:5, 248:21, 270:12, 284:25, 293:15, 293:38 worker [1] - 207:5 workers [1] - 203:30 workman [1] - 189:29 workmen [1] - 204:15 workplace [1] - 245:46 Works [1] - 270:23 worksite [2] - 213:18, 213:27 worth [2] - 244:37, 270:25 Write [1] - 238:36 write [5] - 230:47, 237:43, 238:33, 238:34, 252:16 writer [1] - 243:27 writing [5] - 248:19, 249:3, 249:8, 258:29, 259:8 written [5] - 225:44, 226:7, 251:6, 276:13 wrote [1] - 251:18</p>	<p>314:35 yourselves [1] - 188:25 Yousef [2] - 239:21, 240:11</p> <hr/> <p style="text-align: center;">Z</p> <hr/> <p>zone [43] - 190:14, 203:21, 203:24, 203:26, 203:34, 203:47, 204:11, 204:12, 204:15, 205:17, 205:42, 206:15, 206:17, 207:13, 208:19, 209:12, 210:34, 210:36, 210:46, 211:6, 211:35, 211:47, 212:4, 212:26, 212:27, 212:39, 212:40, 213:43, 218:13, 218:18, 218:29, 218:40, 218:43, 219:16, 241:36, 242:34, 244:10, 252:39, 252:41, 252:43, 252:44 Zone [1] - 236:8 zone" [2] - 198:8, 198:10 zones [23] - 192:17, 192:22, 193:37, 194:1, 194:29, 195:14, 195:42, 197:16, 197:17, 197:45, 197:46, 198:8, 198:47, 199:5, 235:27, 235:30, 235:31, 236:37, 247:22, 248:46, 249:13, 249:14, 249:32 zones" [1] - 248:37 zoning [1] - 194:19 Zraika [10] - 223:21, 226:41, 227:21, 229:24, 229:42, 230:4, 260:5, 260:12, 261:8, 261:12</p>
Y				
<p>year [5] - 187:3, 188:9, 214:2, 214:31, 216:24 years [21] - 217:11, 217:15, 217:18, 217:36, 217:42, 218:1, 218:6, 231:30, 253:22, 254:3, 254:31, 254:36, 255:6, 269:31, 269:39, 279:27, 283:2, 290:15, 297:21, 300:15, 305:6 yesterday [5] - 185:4, 185:5, 186:34, 214:46, 221:15 you" [1] - 286:17 yourself [6] - 233:12, 248:26, 256:16, 295:24, 313:2,</p>				