

WINGECARRIBEE SHIRE COUNCIL PUBLIC INQUIRY

**At Wingecarribee Shire Council Chambers, Civic Centre,
Elizabeth Street, Moss Vale, NSW 2577**

Before: Mr Ross Glover (Commissioner)

**Mr David Parish (Counsel Assisting)
Mr Angus Broad (Officer Assisting)
Ms Bron Hewson (Officer Assisting)**

On Tuesday, 12 April 2022 at 9.02am

(Day 12)

1 THE COMMISSIONER: Yes, Mr Parish.

2

3 <IAN SCANDRETT, recalled: [9.03am]

4

5 MR PARISH: Q. Councillor Scandrett, we got some topics
6 from you last night, both orally and by reference to what
7 was in your submissions already. I've made some
8 determinations about whether they fall within the terms of
9 reference and we'll go through them in due course, but can
10 I start by asking you to explain in a bit more detail what
11 topics you wish to cover in respect of the Station Street
12 upgrade?

13 A. Good morning, Mr Parish, thank you. The main points
14 will be the Heritage Committee minutes, the public response
15 via petitions and gatherings, the costings continuing to
16 explode but not being recognised by councillors, and the
17 cost-benefit analysis that was not updated.

18

19 THE COMMISSIONER: Q. My terms of reference don't
20 require me to form a view on the merits at any stage of the
21 project, so when Mr Parish is exploring these issues with
22 you they need to be tightly confined to my actual terms of
23 reference and not broader considerations about merits
24 decisions at various stages, so I just ask you both to keep
25 that in mind.

26 A. Yes, I will. If you wish, there's the communications
27 which probably goes back to some of the TTRs.

28

29 MR PARISH: Q. Well, I'm not sure that's right but I'll
30 determine that. Can I start with your reference to
31 Heritage Committee minutes. Am I correct in thinking that
32 you perceived or witnessed the Heritage Committee minutes
33 being altered?

34 A. Yes.

35

36 Q. When was that?

37 A. In a council meeting in 2020, I believe, where the
38 chair, who was Councillor Gair, said to Councillor
39 McLaughlin, "Oh, I believe you want to change
40 those minutes", and Councillor McLaughlin shook himself up
41 and said, "Oh, yes" - words to the effect, "Yes, I want to
42 take out", whatever the reference was, which was the
43 Heritage Committee's deliberations on Station Street.

44

45 Q. And was that in an open session?

46 A. I'm sorry, Mr Parish?

47

1 Q. Was that in an open session?
2 A. Yes, Mr Parish.
3
4 Q. Do you recall the exact date?
5 A. No, I haven't got that.
6
7 Q. Thank you. You were --
8 A. I think there was evidence given by a Heritage
9 Committee member, Laurel Cheetham, to that effect.
10
11 Q. The next topic you wished to deal with relates to the
12 petition. What specifically in relation to the petition do
13 you want to address us on?
14 A. Just briefly to say that there were two substantial
15 petitions gathered by the community and, in my view, there
16 was misinformation put out by the mayor and other
17 councillors of the day.
18
19 Q. What misinformation was that?
20 A. That they weren't legitimate petitions, they involved
21 people from outside the shire, and you've heard evidence to
22 say that they did involve people --
23
24 THE COMMISSIONER: Q. Perhaps just answer the question
25 from your own perspective.
26 A. I believe --
27
28 Q. Whether or not we've heard other evidence, Mr Parish
29 is asking for your knowledge.
30 A. Thank you. The fact that the ruling body was trying
31 to discredit these petitioners - petitions, was of great
32 concern to me.
33
34 Q. What's "the ruling body"?
35 A. The council, sorry, the governing body.
36
37 MR PARISH: Q. Can I just say, at some point you'll
38 probably be allowed to make submissions to the inquiry in
39 writing.
40 A. Yes.
41
42 Q. So we do not need to necessarily go over every piece
43 of evidence so far dealt with and we don't need you
44 necessarily to emphasise pieces of evidence that you agree
45 or disagree with, you will have an opportunity to do that
46 in due course, but we'll move on.
47

1 In respect of the cost-benefit analysis, what is the
2 topic you wish to deal with there? The fact that there was
3 not an updated cost-benefit analysis or no cost-benefit
4 analysis?

5 A. Yes, a major failing.

6
7 Q. Thank you. In respect of communication in respect of
8 the Station Street project, what topic would you like to
9 touch on in that respect?

10 A. That the communication process was abysmal, it was one
11 way, we weren't listening, a constant theme in this
12 council, and there was denial about the cost blowing out
13 which eventually went, and it was only over a couple
14 of years, from the budget of \$9.5m, which included a \$7.5m
15 grant, to 36, 38 and even more million dollars, and that
16 was after numerous elements were stripped out of it. It
17 was disingenuous to say the least.

18
19 Q. The next topic is the Mittagong pool. I understand
20 you wish to address us in respect of the renovation phase;
21 is that correct?

22 A. Yes.

23
24 Q. The costings continuing to explode; is that correct?

25 A. Yes.

26
27 Q. And the governance of how that decision was made; is
28 that correct?

29 A. Yes.

30
31 Q. I've determined that those aren't within the terms of
32 reference, so I won't be asking you questions on that.

33
34 The next topic is the Bowral Memorial Hall; I
35 understand you wish to address us on the failure to cost it
36 properly; is that correct?

37 A. Yes.

38
39 Q. The explosion in costs prior to the tender and post
40 tender; is that correct?

41 A. Yes, and the failure to communicate.

42
43 Q. And the complete failure to respond to input from the
44 main recognised user groups; is that correct?

45 A. Yes.

46
47 Q. I've determined that that's outside the terms of

1 reference and will not be asking you questions on that
2 topic.

3

4 We touched in some respect last night on the Mittagong
5 Playhouse issue. The first topic you wish to address us on
6 is the failure to present one-year-old engineers report; is
7 that correct?

8 A. Yes.

9

10 Q. Was that dealt with last night to your satisfaction?
11 Is there anything further you want to say on that topic?

12 A. Not quite.

13

14 Q. Not quite dealt with to your satisfaction last night?

15 A. I believe there's just a little bit of evidence on it.

16

17 Q. I'll come back to that then. The failure to annually
18 inspect here and other assets; is that correct?

19 A. Yes.

20

21 Q. I won't be asking you questions on that, I don't think
22 that falls within the terms of reference.

23

24 Finally, closure on the eve of theatre group
25 performance after numerous rehearsals, is that something
26 you touched on last night, I believe?

27 A. Yes, Mr Parish, it goes to governance.

28

29 Q. Well, I'll determine that. Can you possibly tie that
30 topic in with the first topic, I think they were related
31 last night; is there anything further you want to say on
32 that?

33 A. Under section 4 of the terms of reference, which goes
34 to the effective administration of council and the
35 responsibility - or the community's confidence in the
36 council: it was extraordinary that the general manager and
37 executive staff did not reveal this item until the eve of a
38 production that had been taking place, preparing for some
39 three weeks, and numerous other uses.

40

41 And, in terms of risk, which is a theme I've followed
42 the whole time on council, we, in my opinion, failed
43 miserably to prevent any - how can I put it - let me go
44 another way: that the failure to inform the community of
45 the potential problems at the hall, which we knew about
46 a year prior, that was disclosed in a briefing session by a
47 consulting engineer --

1
2 Q. Yes, you've given that evidence last night; do you
3 want to move on from that?
4 A. It had been hidden from councillors and I have great
5 problems with that.
6
7 Q. Who hid it from councillors?
8 A. Well, I would have to say Mr Paull and Ms Prendergast
9 as the executive of the day.
10
11 THE COMMISSIONER: Q. Who is "we" in all of those
12 answers?
13 A. I'm sorry?
14
15 Q. In each of those answers you said "we" failed, "we"
16 didn't do this, "we" did that; who is "we"?
17 A. I guess I'm talking in the royal "we", but the
18 community were vitally interested in this.
19
20 Q. Who is "we", is it an organisation, is it the
21 community?
22 A. It's the community and some councillors. I've named
23 the two councillors that were interested in this yesterday
24 and I'll do it again --
25
26 Q. Sorry, in the answers you gave a moment ago you said
27 "we failed", "we didn't disclose", "we didn't give notice";
28 who is the "we"? Is it an organisation in that --
29 A. In that conversation we --
30
31 Q. Just let me finish, please. Is it the organisation,
32 is it the councillors, is it the executive or is it someone
33 else, or all of the above?
34 A. I think it is all of the above.
35
36 Q. How could the councillors have failed to give notice
37 of something which you just said was hidden from them?
38 A. It goes to the hearts of our responsibilities, surely,
39 Mr Commissioner; you know, to be accountable to the local
40 community for the performance; I mean, that's section 8A, I
41 think, again.
42
43 Q. I'm sorry? Let's take it out of the example and I'll
44 use Mr Broad because he's sitting opposite me. If Mr Broad
45 doesn't know something, how could he be criticised for not
46 telling someone that thing he does not know?
47 A. Well, I think it shows the dysfunction within the

1 council and the executive.

2
3 Q. Thank you.

4 A. There's a poor communication basis all the way
5 through, Commissioner, and ultimately a councillor is
6 accountable to the local community, but equally we only
7 have to deal with the information that we are given; in
8 this case there was a failure, a cover up.

9

10 Q. What basis do you have to say it was a cover up?

11 A. The reactions of the general manager and Mr Paull in
12 the briefing session that was at Craigieburn on that day
13 when the engineer sought to go to this engineering report;
14 there was a whiteboard there and there was details on the
15 whiteboard but we weren't allowed to even take notes off
16 that. This was a cover up.

17

18 Q. You've alleged that Mr Paull and Ms Prendergast
19 engaged in a cover up of hiding of a report from the
20 governing body; what evidence do you have for that
21 allegation?

22 A. It's the only conclusion I can come to, Commissioner,
23 because it was an absolute revelation, surprise, shock, to
24 the councillors in the room that they'd had this knowledge
25 for a year, and so, I thought it would have been incumbent
26 upon the general manager as the ultimate manager and
27 Mr Paull as the responsible deputy general manager, to have
28 shared information about that risk with us and at some
29 point with the community by actually closing the hall
30 earlier than they did.

31

32 Q. Do you accept there's a difference between someone not
33 passing on information and someone engaging in a cover up?

34 A. Yes, but it's incumbent in a major public facility
35 like that playhouse to share that information with us.

36

37 MR PARISH: Q. The next topic you've drawn our attention
38 to is the Civic Centre. You wish to talk about neglect of
39 asset, a common problem in the shire especially post
40 Lehman; is that correct?

41 A. Yes.

42

43 Q. Dangerous working conditions ignored; is that correct?

44 A. And risk, yes.

45

46 Q. And dangerous leaks; is that correct?

47 A. Again, risk, yes.

1
2 Q. I've determined that's outside the terms of reference
3 so I won't be asking you any questions on that.
4
5 Next topic is the Berrima distributor road. You wish
6 to talk about costings being out of control; is that
7 correct?
8 A. Yes.
9
10 Q. Misrepresentations, I think, to State Government; is
11 that correct?
12 A. Yes.
13
14 Q. Or the Federal Government?
15 A. Both.
16
17 Q. Total failure of pre-design; is that correct?
18 A. Yes.
19
20 Q. Failure to deliver on time and was not considered as
21 risk; is that correct?
22 A. Absolutely.
23
24 Q. Project was primarily driven by Hume coal mine
25 proposal which has not been approved as it was not as it
26 turned out; is that correct?
27 A. Yes, it is.
28
29 Q. No progress on the alleged other main driver, Moss
30 Vale inland port, industrial zone SHIP; is that correct?
31 A. Yes.
32
33 Q. Alternatives not considered; is that correct?
34 A. Yes.
35
36 Q. I've determined that I'll ask you questions about the
37 misrepresentation to government and the loss of good faith
38 with MPs. What misrepresentation was it to government and
39 what level of government are you referring to there?
40 A. Mr Parish, the project was being funded by a federal
41 grant of around \$4.6m, it was brought to us by the member
42 for Hume. The status of the project was continually
43 misrepresented to council and to Mr Taylor.
44
45 Q. How?
46 A. Because we hadn't acquired the easements that were
47 necessary for the project to proceed and there was a

1 revelation at one particular briefing of the real status of
2 the project. We'd costed \$93,000 for the electricity
3 realignment and in the end it was admitted it would be in
4 the order of \$1.8m. The project was hopelessly incapable
5 of being delivered on the timeline that the grant was
6 conditional on.

7
8 Q. Can I just go back to the misrepresentation; what was
9 the misrepresentation and where did that misrepresentation
10 come in? Was it from staff to senior executives, was it
11 senior executives to the council, or was it the council to
12 federal MPs, or was it the council to the state MPs?

13 A. The latter two, I think. It was staff to council and
14 staff/council to the MP.

15
16 Q. You say that the misrepresentation was that the costs
17 had, I think somewhere near doubled; is that correct?

18 A. Yes.

19
20 Q. Why is that a misrepresentation and not just a
21 revising of costs as they went up?

22 A. Well, I think doubling is hardly a revision, it just
23 shows that we did back of the envelope type calculations --

24
25 Q. I think the WestConnex has just about doubled in price
26 since it was first done, I'm not sure anyone is alleging
27 that's a misrepresentation. Can I just dig into what makes
28 it a misrepresentation as distinct from perhaps the usual
29 costings of things that happen in both government and
30 everyday life?

31 A. I think WestConnex is probably an example of where
32 you've got large contingencies, for example, for rock and
33 finding services underground which you didn't have records
34 of and extra costs in terms of acquiring properties and the
35 like. This was nothing like that, this was on essentially
36 virgin farmland, it was all above ground, it was not hard
37 to calculate, I would have thought, the various costs in
38 relation to the electricity relocation and the acquirement
39 of the easements from Bowral, and we failed on every count.

40
41 Q. Who did the costs in the first place?

42 A. They were done by our engineering branch under
43 Mr Paull's direction.

44
45 Q. And, were they revised at some point to get to that
46 higher figure?

47 A. No, but it came out that they were wildly incorrect.

1
2 Q. How did it come out?
3 A. In discussions. As I mentioned, the best example is
4 the electricity, \$93,000 blew out to \$1.8m. In reality
5 when we --
6
7 Q. In discussions with who?
8 A. To the councillors at the time in a briefing.
9
10 Q. During a briefing session there was something like a
11 \$900,000 price tag put on it and in discussions it became
12 \$1.8m; is that about right?
13 A. Well, it was revealed that that was a problem.
14
15 Q. How was it revealed?
16 A. I think Mr Paull revealed that, as they'd gone into
17 more detailed costings, the numbers had blown out from what
18 I call the back of the envelope costing. I mean, one of
19 the --
20
21 Q. So, there were further costings done? When you say it
22 was done by way of discussion and revelation, there were
23 further costings done; it was just the first time you heard
24 about something?
25 A. Yes, it was the first time --
26
27 Q. Is every time you first hear about something a
28 revelation?
29 A. In the matter of planning costs for projects which
30 should be "shovel ready", is the term in the industry, to
31 get a grant I think it should be fully costed with
32 provision for contingencies, you know, with inflation and
33 the like. There was no reason why this couldn't have been
34 fully costed shovel ready but it wasn't, it was a back of
35 the envelope exercise.
36
37 Q. What I'm trying to figure out is how that's a
38 misrepresentation?
39 A. Well, if you go back to the electricity example, it
40 was said to us that that component was under \$100,000.
41 That's, even to blind Freddy on the day you could see that
42 was not there, and I think a couple of other councillors
43 got quite strong in pursuing that question, including me.
44
45 THE COMMISSIONER: Q. Do you accept the possibility that
46 the staff were doing the best they could at the time and,
47 as the project developed and became perhaps more mature,

1 these things, they further reflected upon new information
2 comes to light, assumptions that were built into the first
3 model have to change, and therefore costings are revised
4 and there's nothing improper about that process; do you
5 accept all that?
6 A. No, with respect --
7
8 Q. You don't accept that?
9 A. No, I don't accept that with respect, Commissioner.
10
11 Q. All right.
12 A. Because it was a grant-funded project, it wasn't a
13 future project --
14
15 Q. I didn't ask about a grant, I'm just asking about a
16 costing process.
17 A. Yes, and I'm trying to draw your attention to the fact
18 that the project was funded by a grant which involved a
19 submission, a detailed submission to government, with
20 costings and the costings were clearly back of an envelope.
21
22 Q. When you describe things as "back of an envelope", do
23 you suggest that staff weren't doing the best they could at
24 the time?
25 A. I think the staff here were fabulous, the middle
26 management staff. There was an exit of a staff member
27 after this project failed because we couldn't complete -
28 had no chance whatsoever of completing it in time as per
29 the terms of the grant and a staff member was marched out
30 of the building - my words.
31
32 Q. In those briefing sessions were you critical of staff
33 for what you describe as "back of the envelope"
34 calculations?
35 A. Never to the general staff; I think councillors
36 engaged in robust discussion with Mr Paull.
37
38 Q. Well, when you say "robust discussion"?
39 A. Asking questions, as is our responsibility here. I
40 mean, our role is to carry out the best - do things that
41 give the best possible value for residents and ratepayers,
42 and I --
43
44 Q. In doing that, did you question competence of staff
45 about these matters?
46 A. Well, I didn't say anything about the competence of
47 staff in those discussions, I just continued to ask - it

1 was incredulous that we couldn't have worked out the
2 electricity costs of moving that power to allow the project
3 to proceed. It was all --

4
5 Q. And as I understand it, you don't accept that people
6 were doing the best they could with the information they
7 had at hand at the time; is that right?

8 A. I don't think we'd even gone and had a really good
9 look at it.

10
11 Q. When you say you don't think; you weren't involved in
12 that process, were you?

13 A. Well, you would expect a full --

14
15 Q. Were you involved in the process?

16 A. No, it's an operational matter.

17
18 THE COMMISSIONER: Yes, indeed. Thank you.

19
20 MR PARISH: Q. The next topic is the rail side trail. I
21 think you want to talk about the approval of study funds
22 and then the reversal of them at the next meeting and the
23 fact that the project was adopted by a local MP through the
24 state funding in 2019 which was initially \$5.5m but now
25 fully funded at \$14m; is that correct?

26 A. Yes, in terms of governance particularly.

27
28 Q. I've determined that's not within the terms of
29 reference and I won't be asking you any questions on that
30 topic.

31
32 The next topic is the Wombeyan Caves road safety
33 upgrade; is that correct?

34 A. Yes.

35
36 Q. You seem to refer to 600 residents and say - I think
37 you want to talk about the project adopted by local and
38 federal MPs ticks all the boxes, now fully funded by
39 federal and state, \$8m. This matter didn't even have any
40 support from councillors; is that correct?

41 A. Yes, it goes to the heart of 232.

42
43 Q. I'm not going to ask you any questions on that, I
44 don't think that falls within the terms of reference.

45
46 THE COMMISSIONER: Just hang on a second.

1 Q. What about it goes to the heart of 232?

2 A. I'm sorry?

3

4 Q. What about that circumstance goes to the heart of 232?

5 A. Representation of the community. The role of a
6 councillor is to represent the collective interests of the
7 community and to facilitate communication between the local
8 community. I might add there that another part is that a
9 councillor is accountable to the local community in that
10 regard. There was no such thing. Famously, the mayor at
11 the time, Gair, Councillor Gair, said "There's only 600
12 people down there, we've got more important projects".

13

14 Q. Leaving aside the choice of words that might have been
15 used, isn't it a function of council to weigh and
16 prioritise projects with the resources available at any
17 given time?

18 A. Yes, Commissioner, but there was no interest in even
19 looking at the overall project getting ready to seek
20 grants.

21

22 Q. Yes.

23 A. As it so happened, when that became apparent, and the
24 community did their own engineering study down there at a
25 cost of many thousands of dollars, which was about the risk
26 and safety of the road, and of course the businesses to the
27 southwest and shires to the southwest were very interested
28 in the road being upgraded so that tourism and commerce
29 could take place, so it wasn't just the local residents.
30 But we were just not interested.

31

32 I started making, in meetings with local MPs,
33 representations on this and all the MPs responded with a
34 positive response. In the end council was given a grant of
35 \$8m, since supplemented by some bushfire funds to do a
36 considerable upgrade and safety increase on the road. I
37 think it goes to the heart of, I've said before, risk which
38 is incumbent upon us. There were cars falling off the road
39 there at times down into the gullies due to poor
40 conditions. Anyway, I got it over the line and I did it
41 elsewhere.

42

43 MR PARISH: Q. Did you want to raise this topic so you
44 could pat yourself on the back? Is that the reason why you
45 wanted to deal with this?

46 A. I'm sorry, Mr Parish?

47

1 Q. Did you want to raise this topic just so you could pat
2 yourself on the back; is that why you raised this topic?
3 A. No, sir, a statement of fact.

4
5 Q. The next topic is operational matters; that's quite
6 paradigmatically not within the terms of reference, but can
7 you just explain to us precisely what it is that you want
8 to deal with on those topics?
9 A. Well, you have heard my opinion on briefings and
10 others on briefings previously --

11
12 Q. Yes.
13 A. -- which were technically not legal. I have major
14 concerns with --

15
16 THE COMMISSIONER: Q. What was not legal about a
17 briefing?

18 A. Because votes were taken in those meetings where that
19 situation should have happened inside this chamber.

20
21 Q. You'd better tell me when, on what issues?

22 A. Oh, numerous issues.

23
24 Q. Well, give me some examples: generalities. I need
25 some more specifics. What binding votes were taken in
26 briefings that you were at?

27 A. There was an instance, Commissioner, where I arrived
28 at the briefings - I would arrive normally at around 10 to
29 9 - and I found all the councillors there and their cups of
30 tea were empty; they'd been there for a while. And, it was
31 announced that we were going to have a local developer
32 address us on a matter that was not advertised to us in the
33 agenda for that day, and it was about building a project on
34 council owned car parking, a residential and commercial
35 multi-storey project, and it was an unsolicited response.

36
37 Now, I was endorsed by Ted Mack and he was very rigid
38 on process and that everything should be in the chamber,
39 and when Ted mentored me many years ago I agreed with that
40 philosophy and it was something that was actually quite
41 apparent in Leichhardt. And that, any matters that were
42 not legal, staff and the like, should be in open council,
43 particularly an unsolicited response to build a
44 multi-storey project on the Wattle Street carparks.

45
46 A straw vote was taken as to whether we should proceed
47 with this briefing from this developer and I held the line,

1 Commissioner, and said, "This is not proper", but this vote
2 was a show of hands and I was abused, if you wish --

3
4 Q. By whom?

5 A. The Mayor Gair and Councillor Turland and a couple of
6 others, but primarily those two, you know, for wasting the
7 developer's time. Not in the least, it was not proper
8 process, a constant theme in this council. The developer
9 was then advised by Councillor Gair that, as he spoke
10 disparagingly about me, that he might as well go home
11 because that wasn't going to be heard that day.

12
13 The matter was not confidential, which was the other
14 straw vote there taken by the eight; it wasn't, it was a
15 public lands matter and it was unsolicited. There's an
16 example.

17
18 Q. So, that's an example about a vote about whether a
19 presentation should happen to a briefing and whether a
20 briefing was confidential; have I understood that
21 correctly?

22 A. Yes.

23
24 Q. What other binding decisions of council were made at
25 briefings?

26 A. Yes.

27
28 Q. What other binding --

29 A. Oh, what other?

30
31 Q. Yes.

32 A. Numerous matters of governance.

33
34 Q. What does that mean?

35 A. Revisions of certain codes were flagged in there.

36
37 Q. "Were flagged in there"?

38 A. Well, for example, social media; there was constant
39 attack on me for using social media and decisions would be
40 made to progress that matter against me in those briefings.

41
42 On Station Street, for example, there were numerous
43 decisions made in there that should have been made in this
44 chamber to proceed with a line or an approach, and they
45 were always stated to be confidential. The general manager
46 changed the terms of reference for councillor briefings so
47 that they were entirely confidential.

1
2 Well, I say that if you've got matters that are
3 relating to community land they should be discussed in open
4 council.
5

6 Q. I understand your view about councillor briefings and
7 confidentiality; what I'm really trying to get from you is
8 what might be thought to be quite an important matter that
9 the council was taking binding votes in briefings and not
10 during council meetings and I want some examples, if that's
11 your evidence?

12 A. Yes.
13

14 Q. I well understand your views about councillor
15 briefings and confidentiality and, you know, in some
16 instances you may well be right about them, but that's not
17 what I'm exploring with you at the moment.

18 A. Commissioner, to give the best answer to that can I
19 offer to supply a short summary of that from my records at
20 home?
21

22 Q. Yes, you can put it in statement form and as long as
23 it's relevant Mr Parish will tender it, and I'm going to
24 have to ask you to do that promptly.

25 A. Promptly.
26

27 Q. So it will need to be received by noon on Thursday.
28 So Councillor Scandrett can provide a statement that can be
29 tendered and will become a public statement.

30 A. Thank you.
31

32 Q. Supplemented by whatever documents going to the issue
33 and the only issue of binding council decisions made during
34 briefings.

35 A. Yes.
36

37 Q. Do you understand?

38 A. Yes, I do.
39

40 THE COMMISSIONER: Yes. Thank you, Mr Parish.
41

42 THE WITNESS: Thank you.
43

44 MR PARISH: The next topic --
45

46 THE COMMISSIONER: I should say that, if it's not received
47 by 12pm Thursday you shouldn't assume it'll be received

1 into evidence. Thank you.

2
3 THE WITNESS: 4pm, thank you.

4
5 THE COMMISSIONER: 12pm.

6
7 THE WITNESS: 12pm, okay.

8
9 MR PARISH: Q. The next topic is role of executive and
10 governance and code failures. What precisely do you want
11 to address on there?

12 A. Yes.

13
14 Q. What precisely do you want to address on there?

15 A. Particularly the role of the general manager in
16 governance and directing councillors and guiding
17 councillors.

18
19 Q. In what way?

20 A. Specifically, I believe the general manager regularly
21 failed - this is Ann Prendergast who I hope appears at this
22 Commission - regularly --

23
24 THE COMMISSIONER: Councillor, I've asked you not to make
25 observations about the conduct of this inquiry yesterday
26 and I'll ask you not to again, it is not helpful, you are
27 here to answer questions. Thank you.

28
29 THE WITNESS: Thank you. Who I believe regularly failed
30 to give appropriate advice, advice that was based on the
31 Local Government Act and our codes to councillors and the
32 mayor of the day.

33
34 MR PARISH: Q. Can you give some examples, please?

35 A. One issue that worried me was the sale of Franklin
36 Street in Mittagong, which was our old sewerage works, and
37 I believe the general manager should have given a very
38 strong warning to - because of information she was aware
39 of - to councillors to seriously consider declaring
40 conflicts of interest in that space.

41
42 Q. Who ought to have declared conflicts of interest in
43 your view?

44 A. Councillor Andrews, Councillor Turland, and Councillor
45 McLaughlin.

46
47 Q. Isn't it their job to manage and declare conflicts of

1 interest?

2 A. Yes, I thought I covered that by saying it was her -
3 her role to strongly advise; I didn't say "direct".
4

5 THE COMMISSIONER: Q. Where does the general manager's
6 role to give strong advice to councillors about what
7 matters they should or ought declare come from?

8 A. The general manager was aware of concerns about
9 conflicts of interest provenance in that matter prior to
10 the meeting - meetings on that, particularly the meeting to
11 determine to proceed with the sale of that, and one of
12 those councillors' No.2 candidate was in fact a senior
13 employee of the company that bought it in the end. These
14 were matters that should have been declared and left the
15 room. But I would have - I'm just saying to you,
16 Commissioner, that the general manager should have just
17 given a general reminder to all councillors to make sure
18 that they were conducting themselves under the provisions
19 of the Act and in particular declarations of interest.
20

21 Q. If we just come back to my question. Your evidence a
22 moment ago was, the general manager had an obligation to
23 give strong advice to councillors about matters which they
24 ought declare. Where does that obligation come from?

25 A. I think it's incumbent in the employment and the Act -
26 employment contract and the Act of the general manager.
27

28 Q. Where in the Act does the general manager have an
29 obligation to advise councillors about matters they should
30 declare?

31 A. I can't give you that specific reference.
32

33 MR PARISH: Q. Do you want me to go through them for
34 you.

35 A. Thank you.
36

37 Q. And you can tell me what provision it was.
38

39 THE COMMISSIONER: Which provision are you turning up,
40 Mr Parish?

41
42 MR PARISH: Section 335 of the Local Government Act.
43

44 THE COMMISSIONER: Thank you.
45

46 MR PARISH:
47

1 *The general manager of a council has the*
2 *following functions - (a) to conduct the*
3 *day-to-day management of the council in*
4 *accordance with the strategic plans,*
5 *programs, strategies and policies of the*
6 *council.*

7
8 Is that the one you're thinking of?

9 A. Not really.

10
11 Q.
12 *To implement, without undue delay, lawful*
13 *decisions of the council.*

14
15 Is that the one you're thinking of?

16 A. Lawful decisions would be a consideration.

17
18 Q.
19 *To implement, without undue delay, lawful*
20 *decisions of the council.*

21
22 How does that relate to a reminder about conflicts of
23 interest?

24 A. I don't think that one does.

25
26 Q. Okay. (c):

27
28 *To advise the mayor and the governing body*
29 *on the development and implementation of*
30 *the strategic plans, programs, strategies*
31 *and policies of the council.*

32
33 A. That's not relevant.

34
35 Q.
36 *To advise the mayor and the governing body*
37 *on the appropriate form of community*
38 *consultation on the strategic plans,*
39 *programs, strategies and policies of the*
40 *council and other matters related to the*
41 *council.*

42
43 Is that the one you're thinking of?

44 A. Not - no.

45
46 Q.
47 *To prepare, in consultation with the mayor*

1 *and the governing body, the council's*
2 *community strategic plan, community*
3 *engagement strategy, resourcing strategy,*
4 *delivery program, operational plan and*
5 *annual report.*

6
7 Is that the one you're thinking of?

8 A. There's some elements in there.

9
10 Q. What elements there relate to an obligation on the
11 general manager to remind councillors of their obligations
12 in respect of conflicts of interest?

13 A. Well, I think it's incumbent upon the general manager
14 to continually remind, and in that situation it's about the
15 operation of the council, it's about transparency, open -
16 openness and proper governance particularly in a matter of
17 selling public land.

18
19 Q. The section that I just took you to said "to prepare
20 the council's community strategic plan", et cetera.

21 A. Yes.

22
23 Q. How is preparing the strategic plan as an obligation
24 got anything to do with reminding councillors of their
25 conflict of interest obligations?

26 A. Well, I guess, Mr Parish, that the process of selling
27 public land is a strategic decision of council, it's --

28
29 Q. "Prepare", "Prepare".

30 A. I hear you, sir, I hear you. It's not close but
31 it's - you asked what part of it might be relevant; that
32 might be relevant.

33
34 Q. No, no, I was asking if that's the one you were
35 thinking of when you said that there was an obligation on
36 the general manager under the legislation --

37 A. No, no, that --

38
39 Q. -- to remind councillors of their obligations in
40 respect of conflicts of interest.

41 A. Not that one specifically, no.

42
43 Q. Right, okay, we'll move on then:

44
45 *to ensure that the mayor and other*
46 *councillors are given timely information*
47 *and advice and the administrative and*

1 *professional support necessary to*
2 *effectively discharge their functions.*

3
4 A. Yes, that one.

5
6 Q. Okay. Do you want me to go through the rest or is
7 that the one you were thinking of?

8 A. That would be the prime one, Mr Parish. But I might
9 add that it also was incumbent on councillors to do that
10 because we're accountable to the local community at all
11 times.

12
13 Q. Can I put to you the proposition that it is solely
14 incumbent upon the councillors to do that?

15 A. No, it is the general manager's role to ensure that
16 proper governance wherever possible takes place.

17
18 THE COMMISSIONER: Q. What then happens if a general
19 manager has a view that there may be a conflict and it
20 hasn't been declared? What's a general manager to do?

21 A. Well, the general manager needs to record that advice,
22 whether it's in the council meeting or - I mean, on a
23 number of occasions I'd always ask Ann Prendergast, "Would
24 you be recording that in your diary?", that sort of ...

25
26 Q. Well, why would you do that?

27 A. Well, because if the matter was of concern, I would
28 like a record. If it was being handled in council that was
29 a sufficient record, but if it was a matter of --

30
31 Q. You'd be asking the general manager to make diary
32 notes; is that what you're saying?

33 A. I think it's absolutely appropriate that, for example,
34 in a briefing if the general manager is giving advice on a
35 matter that might be contentious, that that advice be
36 noted. Now, as we've heard, there were no attendance
37 records, no minutes, nothing in those briefings, so
38 occasionally I would ask that.

39
40 MR PARISH: Q. Could you see how that could be
41 considered bullying or intimidation to tell someone to put
42 something in their diary?

43 A. I never told anyone to do that: I asked.

44
45 Q. Do you see how it could be bullying and intimidation
46 to ask someone to put something in their diary?

47 A. No.

1
2 Q. Do you see how it could be taken from a reasonable
3 observer to be a threat that at some point later in time
4 they would be held accountable for what you think ought to
5 be recorded at the time?
6 A. No, this council should record all major decisions and
7 so on --
8
9 Q. But we're referring to a specific staff member, in
10 this case the general manager at the moment, you are
11 specifically asking her to record something in her diary;
12 do you see how that could be taken by a reasonable person
13 to be a threat or an intimation that they might be held
14 accountable for something in the future?
15 A. No, I think a reasonable person would say, that's good
16 governance there by councillors to ask that that matter be
17 recorded.
18
19 Q. You think a reasonable person would say, "Thank you
20 very much, Councillor Scandrett, that is very useful
21 advice, I shall deal with that forthwith"?
22 A. I didn't go anywhere near that, Mr Parish, I just said
23 that good governance means good record-keeping. As we've
24 heard, there was no record-keeping or governance of these
25 briefings which often were delivering decisions by show of
26 hands.
27
28 THE COMMISSIONER: Can I just cut through this a little
29 bit, perhaps?
30
31 Q. Sitting back and perhaps removed from the heat of the
32 situation, can you see how or do you accept the possibility
33 that in a contentious meeting suggesting to someone that
34 they should make a diary note of something that was said or
35 something that happened might be taken to carry with it the
36 implication that this is going to come up again and, if
37 that happens, and you don't have a record there might be a
38 problem?
39 A. No.
40
41 THE COMMISSIONER: Thank you.
42
43 THE WITNESS: This --
44
45 MR PARISH: Q. You're the employer, aren't you, that's
46 the governing body who has the responsibility of employing
47 and directing and controlling the general manager?

1 A. Ultimately, the general manager is the only employee
2 we direct.
3
4 Q. Quite. So, the answer to that is "yes"; you accept
5 that?
6 A. Well, I guess so, yes, you --
7
8 Q. You accept therefore that you're in a position of
9 power, vis-à-vis the general manager?
10 A. We are the governing body, Mr Parish, and that comes
11 with certain responsibilities, and in private briefings
12 that are not open to the public, that don't have records,
13 it was a reasonable request. I should say that, to my
14 recollection, the times I asked the general manager to do
15 that, which were not frequent, she said, "Yes, I will",
16 words to that effect.
17
18 Q. Do you think, as a person in a position of power
19 vis-à-vis the general manager, that she felt compelled to
20 do what you asked her to do?
21 A. I'm sorry, could you restate that?
22
23 Q. Do you think that, as a person in a position of power
24 vis-à-vis the general manager, she felt compelled to do
25 what you asked her to do?
26 A. No, she was - a very - very much her own woman and she
27 consistently made, if you wish, decisions when asked by
28 various councillors about things. I don't believe she was
29 ever, in that environment, bullied, if that's what you're
30 suggesting here, or directed --
31
32 Q. No, it wasn't what I was suggesting, I just asked you
33 a question, I think you've answered it. Can I ask you
34 about the concerns you say that the general manager was
35 aware of regarding the conflicts of interest that you say
36 she did not direct various councillors to address on; how
37 do you know she held those concerns?
38 A. Some of these were ventilated in the briefing sessions
39 that we had prior to a council meeting.
40
41 Q. By who?
42 A. By a couple of councillors, including myself.
43
44 Q. So, your concern really is that the general manager
45 didn't ventilate a conflict of interest issue that you had
46 previously raised?
47 A. May I qualify that by saying --

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. Yes.

A. -- a potential conflict, sir; I'm not judge and jury. I just raised the matter, whether all councillors who were going to participate on the vote on Franklin Street were sufficiently aware of their obligations under the Act.

THE COMMISSIONER: Q. And, did the councillors, all of the councillors - well, in response to that query, I take it that all of the councillors expressed their satisfaction that they were able to participate; is that what happened?

A. I don't think there was a definitive response, I think I probably got a response from one or two, and you've heard me say before that three councillors had been involved prior to the election in 2016 in a - what I would term a private series of meetings to get a development up and running with other organisations in the shire; they were trying to encourage a private venture in regard to public land. It was highly improper.

Q. I'm just trying to understand what happened here, because I had understood your evidence to be that the general manager had some knowledge of facts which made it incumbent upon her to take some action. Is it the case that she was present during this briefing and you raised a concern about those matters --

A. There are two separate --

Q. Just let me finish.

A. Sorry.

Q. The potential, I think you've now described it as a potential conflict arose in the presence of those councillors who had that potential conflict. Have I got it right so far?

A. It would be better if I --

Q. I have got it right so far?

A. Not quite, sir.

Q. Right.

A. If I may offer, there were two components to this: the pre-election 16 --

Q. I just want to know what happened in the briefing that makes you so critical of the general manager's conduct.

A. Okay. In the briefings, in the briefing there was -

1 as I say, I raised - we were going to vote on the sale of
2 Franklin Street, it was a rather convoluted thing, it took
3 some time over various meetings, but in one particular
4 meeting I raised the particular - the potential for
5 conflict and I didn't go anything, as I recall, more
6 specific than to say that, "Some councillors, I hope, will
7 consider declaring on this", and I then segued to the GM in
8 terms of her giving advice on that. But there was a
9 previous --

10
11 Q. So, you raised the prospect that there might be a
12 conflict and then, what, asked the general manager to
13 advise on process; is that right?

14 A. Well, I think I was more saying that I encouraged, you
15 know, people to talk to the general manager about that;
16 that would have been the way I phrased it, but --

17
18 Q. Sorry, and --

19 A. -- about a potential conflict, Commissioner.

20
21 Q. Okay. So, having done that, you're inviting
22 councillors to take up their issues with the general
23 manager in the event that there was one?

24 A. I don't think I've used those words, I just think I
25 encouraged councillors to consider that.

26
27 Q. Yes, so it's for the councillors to consider whether
28 or not they were to approach the general manager?

29 A. Whether they would consider their potential for
30 conflict and whether they might want to take advice from
31 the general manager.

32
33 Q. So, armed with that information, why was it incumbent
34 on the general manager to do anything?

35 A. Oh, it's absolutely incumbent on the general manager
36 to give advice if so asked.

37
38 Q. If sought?

39 A. I'm sorry.

40
41 Q. If the advice is sought, is that what you're saying?

42 A. Generally speaking, yes, not unsolicited, but having
43 said that, at times in the chamber there would be - what I
44 would think would be an opportunity for the general manager
45 to say to the mayor or to a councillor, you know, "You
46 probably want to do this or do that", and she did at times,
47 absolutely.

1
2 Q. I'll just stick with the scenario we're talking about
3 at the moment.
4 A. May I explain the --
5
6 Q. No, not at the moment, just let me finish the question
7 and then, if it needs qualification, you can give it. You
8 encouraged councillors to consider their position and
9 approach the general manager for advice: have I got that
10 bit right?
11 A. Yes.
12
13 Q. And, if sought, you say the general manager had to
14 give that advice: have I got that right?
15 A. Yes.
16
17 Q. Well, we started this with what I understood your
18 evidence to be, to be quite critical of the general
19 manager's conduct in relation to this issue. I must say,
20 I'm having some difficulty reconciling the last passage of
21 evidence with where we started. Unless the general
22 manager's advice was sought, what was her obligation to do
23 anything further about it as a result of that exchange in
24 that briefing?
25 A. I think that, firstly, I don't know if her advice was
26 sought privately. I had raised it in terms of the fact
27 that we were going into a public meeting and that
28 councillors should consider whether they needed to declare
29 and, if they weren't sure of that, they should do that.
30 Without going back to the records, I do recall that I said
31 something to that effect in the meeting because I was
32 particularly concerned that one councillor - what one
33 councillor did in terms of declaring their interest or not
34 declaring as the case may be.
35
36 Q. And, if you were concerned that a councillor should
37 have declared something and didn't, what's the process
38 available to you to raise those issues?
39 A. There's not much formal opportunity, it's not - in the
40 meeting, but there's certainly an informal opportunity.
41
42 Q. Well, there's a formal process available to you if you
43 believe a councillor has not appropriately declared a
44 matter, is there not?
45 A. Well, it's - I guess so, in terms of, that would be
46 after the meeting through raising a concern with the
47 general manager through one or two mechanisms.

1
2 Q. What are the one or two mechanisms available?
3 A. Obviously, a Code of Conduct is one mechanism. The
4 other one is for councillors to, for example, lodge a
5 rescission motion because they felt there was a flaw in the
6 process.
7
8 Q. Did you do either of those things in this instance?
9 A. I haven't ever lodged a Code of Conduct, Commissioner,
10 because they're a faulty process in my opinion, misused
11 mostly. And, in terms of a rescission motion, no, because
12 the property in the final meeting was sold which is - I was
13 one of those supporting a sale.
14
15 Q. Thank you.
16 A. I'd like to qualify something.
17
18 Q. Yes.
19 A. Prior to the 2016 election three councillors engaged
20 in what I believed to be substantially improper behaviour
21 in relation to public land. One of them was not a
22 councillor at the time, that was Councillor Andrews and, as
23 I say, his election ticket is No.2, was a principal of the
24 company that bought this property. I'm not saying that was
25 a matter for debate, I'm just saying that was a matter for
26 governance. The property had a majority vote to sell it in
27 the end but there was only one tenderer.
28
29 Q. What is the purpose of raising those matters?
30 A. I'm putting on the record that there was an absolute
31 conflict of interest and that --
32
33 Q. I thought you said a moment ago it was a potential
34 conflict of interest.
35 A. In the prior to 2016 example there's a proper conflict
36 of interest for two councillors to engage in --
37
38 Q. This is something that happened before the
39 commencement of the 2016 term, is it?
40 A. Yes, as I've said --
41
42 Q. So, how does that fall within my terms of reference?
43 A. Sir, it falls in responsibility of the council and --
44
45 Q. Conduct by a person who was not a councillor at the
46 time; how does that fall within my terms of reference, so I
47 understand the purpose of this evidence?

1 A. Yes, I - under section 1, whether councillors fully
2 understand their role. Two councillors were involved in
3 that private caucusing to achieve a sale of that land
4 for --
5
6 Q. Is it a conflict of interest or is it caucusing?
7 A. Oh, it's both. It was both, Commissioner. I mean, it
8 was just improper for councillors to insert themselves into
9 a sale process.
10
11 Q. Has it ever happened before?
12 A. Allegedly prior to my time on this council there
13 were --
14
15 Q. What about since your time on council, has something
16 like that ever happened before?
17 A. Not of this scale, no.
18
19 THE COMMISSIONER: Thank you.
20
21 MR PARISH: Q. The next topics, and I'm going to put
22 them together, are the Scandrett farm - house and shed.
23 Does that relate to a development application in relation
24 to a property that you owned or jointly owned? Is that the
25 concern or the topic you want to deal with there?
26 A. Not quite.
27
28 Q. What's the topic you want to deal with there in more
29 detail?
30 A. Interference by councillors that was outside the
31 operational part of council.
32
33 Q. In what context? Did it relate to an application you
34 were making for use of land or a development application?
35 A. All of the DAs on our property were achieved prior to
36 my being elected.
37
38 Q. Right, then what precise interference are you
39 referring to there?
40 A. Well, one notable matter was a phone call by
41 Councillor Turland to Mark Pepping on the night before what
42 we call our inspections bus where we go around and look at
43 various DAs and so on, insisting - and this is from
44 Mr Pepping's advice to me - that we visit the Scandrett
45 farm to look at alleged - or he didn't say "alleged" - to
46 look at illegal earthworks. And, Mr Pepping rang me on the
47 morning and said, "Are you coming on the bus this morning?"

1 And I said, "No, I won't be". He had already said that the
2 bus was coming to our house, and I said, "No, I won't join
3 the bus" and I strongly opposed that because my architect
4 has not been given advice of this inspection, and the
5 inspection is, in my view, not a proper thing.
6

7 Two weeks later proper advice had been given and the
8 councillors visited the site and had a look at the
9 earthworks that we had commenced for the approved shed, and
10 then a series of attacks happened on me by - primarily by
11 Councillor Turland in relation to a neighbour's
12 dissatisfaction with that DA. That DA had been approved in
13 2010. It was irregular, it was improper, and it was
14 incorrect.
15

16 Q. Did you feel that that was a form of bullying and
17 harassment by Councillor Turland?

18 A. Absolutely.
19

20 Q. Do you think --

21 A. Consistent with what he would do regularly.
22

23 Q. Was he, in your opinion, using his position as
24 councillor to settle scores or personally attack you?

25 A. Both of those; he regularly was bullying me and other
26 councillors suffered his wrath prior to me. I've mentioned
27 Councillor Uliana in the previous term. Councillor
28 Arkwright was particularly --
29

30 Q. I just want you to stick to the questioning --

31 A. Yes.
32

33 Q. -- or we're going to be here for a very, very long
34 time. Do I take it that the Scandrett farm and/or house
35 was a property owned jointly in some way, shape or form
36 with your wife?

37 A. Yes.
38

39 Q. And, in your view, was the attempts by Councillor
40 Turland to bring the council's attention to what he thought
41 was certain irregularities in the building process on your
42 property a collateral attack effectively on your family and
43 your loved ones as well?

44 A. That is substantially correct, but his focus was
45 actually on the media in trying to discredit me. My wife,
46 who is a solicitor, Commissioner, who's done Land and
47 Environment Court matters in her past career, was so

1 disturbed by this front page type story approach that she
2 addressed council. That's a record of council.

3
4 Q. Can you give us any other examples in which either
5 Councillor Turland or other councillors sought, in your
6 impression or view, to settle scores or attack you in
7 relation to your building development or other matters
8 outside the council chamber effectively?

9 A. Yes, I can.

10
11 Q. Can you give us those examples?

12 A. It reminded me of Australian Rules football where you
13 mark your opposition: Councillor Turland marked me.

14
15 Another example was a complaint by a member of the
16 community, it had a particular background, but the
17 complaint was about alleged illegal things on my farm such
18 as illegal quarrying, improper front entrance, improper
19 works, and Councillor Turland for many, many months brought
20 this up in general business in council and was not advised
21 by the mayor or the general manager that this was out of
22 order.

23
24 He alleged, for example, that I'd been doing illegal
25 quarrying. My property - our property - is on a mountain,
26 has a lot of basalt rocks on the surface which we have
27 harvest and built into stone fences which are practical
28 fences with our cattle. And Councillor Turland alleged -
29 sorry: this fellow who had a particular beef with me over
30 another matter about Doudles Folly Creek in Kangaloon, and
31 Councillor Turland took up his cause and, for example,
32 would wave around like this (demonstrating) the complaint
33 and saying, "You haven't dealt with this" and he would read
34 the complaint.

35
36 He was allowed to do all this and harass me in public,
37 embarrass me and bully me in public, and I said to the
38 general manager, "That complaint, I haven't been given a
39 copy of it". That was not ever provided to me, but yet it
40 was allowed on numerous occasions to be raised in council
41 and in the media. Yes, that's bullying, bullying of the
42 worst kind.

43
44 Q. The complaint, do you know if it was ever formally
45 lodged with the council?

46 A. My wife and I visited Mark Pepping, after about a year
47 of this, and we sat down with Nick Wilton in the room and

1 we said, "Staff has got - the council has got records of
2 all our building applications, I've got all of the red
3 stamp plans and correspondence and so on, why have you not
4 looked at these allegations in your files?" And there was
5 a sort of a blinking of eyelids by both of them and an
6 agreement that that should take place. Shortly thereafter
7 I offered that the property be inspected, and the property
8 was inspected by staff, and a letter was written to me
9 clearing almost all of those matters and the last one was
10 then cleared a little bit later.

11
12 Q. Can I just go back to my question. Do you recall if
13 the complaint that you say Councillor Turland was waving
14 around at meetings was ever formally filed with council?

15 A. Oh, yes.

16
17 Q. Thank you.

18 A. Ann Prendergast had it and that was referred to in the
19 council meetings. I might seek to add something to that.

20
21 Q. If it's directly related to my previous question.

22 A. I hope it is. The complaint that Mr Turland was
23 waving around came from a gentleman who had a property in
24 Doudles Folly - adjacent to Doudles Folly Creek in
25 Kangaloon where I had pursued, when I was deputy mayor with
26 Larry Whipper as mayor, I'd raised questions in council
27 about substantial roadworks that affected the platypus
28 habitat there, and in a heavy rain event, the June 13 rain
29 event - in a heavy rain event a lot of that roadworks
30 washed into that habitat; it was quite a substantial
31 concern. And it was remarked at the time by various people
32 and --

33
34 Q. Is it possible that this wasn't directly related to
35 the previous question I had asked you?

36 A. It was payback, it was payback.

37
38 Q. Thank you.

39 A. That's absolutely right.

40
41 Q. Thank you.

42 A. I mean, why would Councillor Turland --

43
44 Q. Thank you. The next topic that you raised is constant
45 attacks in public in council, I think we've dealt with a
46 few of those already. We just simply don't have the time
47 to deal with every single possible one.

1 A. I can briefly do that one, sir.

2

3 Q. Yes, please do that.

4 A. I have a movable sign board which has changeable
5 letters on it, it sits on the back of an old farm trailer
6 or on my box trailer on my ute as part of elections and
7 public things I support. Councillor Turland - I put it out
8 the front of our property on our driveway, not on public
9 land so much but just within our driveway curtilage, and
10 Councillor Turland raised in council in general business
11 that I had the sign out there, and I said, "Yes, I do, I
12 put it out there for a few days". On one side it said,
13 "Welcome kangaroo march" and on the other side it
14 encouraged people to join Exeter RFS. It was nothing to
15 do - Councillor Turland, who has various signs all over his
16 property in Victoria Street, was trying to suggest that I
17 had illegal signage out there. It was temporary signage.

18

19 Q. Thank you. The next --

20 A. It was an indication of constant attack.

21

22 Q. Thank you. The next topic you raise is dummy
23 complaints; is that partly related to the issues you've
24 raised previously about the Code of Conduct complaints
25 system being used against you in an unmeritorious way?

26 A. Yes.

27

28 Q. Thank you, I think we've already had evidence on that
29 and we've also got those complaints in evidence, so I don't
30 propose to touch on those topics.

31 A. No, you've got the 200,000, et cetera.

32

33 Q. Yes. I'm not sure it's that many, but yes. The
34 council committee mismanagement, what precisely is the
35 topic you wish to deal with there? Is that something
36 you've already covered this morning?

37 A. No, I haven't as yet.

38

39 Q. What precisely do you want to refer us to in respect
40 of mismanagement? If you give me some sub-topics.

41 A. I was removed from various council committees upon the
42 appointment of Councillor Gair in 2018 as mayor. That's
43 the relevance; I need to open up on that.

44

45 Q. I think that's probably enough information we need for
46 now.

47

1 THE COMMISSIONER: Q. Sorry, when you say "removed".
2 Are not the membership of committees within the purview of
3 the governing body to determine?
4 A. Absolutely, and it's reviewed on a regular basis and
5 in particular at elections of mayor and deputy.
6
7 Q. Yes.
8 A. But in this case there was a particular event that was
9 seen by many people in the business community as curious.
10
11 Q. Well, you'd better tell me how you came to be, as you
12 put it, removed from the committees and why that falls
13 within my terms of reference?
14 A. I chaired the Economic Development and Tourism
15 Committee during the latter part of the first term and the
16 first two years of the second term. It had about a dozen
17 community high profile experienced business people on it,
18 we were working very hard on trying to move this shire
19 forward in terms of economic planning, there were major
20 holes.
21
22 Two councillors on that committee, Councillor Whipper
23 and Councillor Markwart, and it's a matter of record that
24 Councillor Turland and others alleged that the committee
25 was not useful and my chairmanship was not appropriate. Of
26 course, there were always - it was Mr Pepping and other
27 senior staff in the meeting - and they sought to dismantle
28 the committee, much to the disappointment of the business
29 community. It was a concerted attack on me which was
30 ultimately at the expense of a very good committee.
31
32 Q. When you say it was a concerted attack on you, do you
33 say the criticisms of the effectiveness of the committee in
34 that period were made solely to discredit you as opposed to
35 being informed by the committee's work; is that what you
36 say?
37 A. Substantially, yes. The --
38
39 Q. What --
40 A. I was --
41
42 Q. Just pause.
43 A. It just --
44
45 Q. Pause. What is the basis of your evidence about that?
46 A. It goes to the heart of bullying and attacking a
47 councillor and reputation, it's a theme I'll deal with a

1 bit later, but harassing: there were numerous questions in
2 council about the reports coming up from the committee
3 which, as I say, were govern - overseen by Mark Pepping as
4 the responsible DGM and --

5
6 Q. I'm just trying to identify the line, if there is one,
7 and it may not be easy, between as you put it councillors
8 being charged to ask questions and where that function
9 about matters of this committee turns into attacking your
10 position.

11 A. It goes to --

12
13 Q. Can you just help me as to why there's a difference
14 here?

15 A. It goes to No.2 in the terms of reference.

16
17 Q. Perhaps just focus on my question. Did you understand
18 my question?

19 A. Well, I - no, I guess I didn't.

20
21 Q. I see. You've given evidence of your view that
22 councillors are charged and have an obligation to ask
23 questions, haven't you?

24 A. Yes.

25
26 Q. And you've just given an example of where reports in
27 this committee were questioned in council, and you see that
28 as a form of attack or bullying on you related to your
29 ultimate removal from committee. I'm just trying to
30 identify, if it can be done, where the difference between
31 appropriate questioning in accordance with the duties and
32 obligations of a councillor that you see and questioning of
33 these committee reports constituted bullying; can you just
34 help me in identifying what the difference is in this
35 instance?

36 A. In the context of the interaction in the chamber it
37 was, in my view and of members of the committee - many - a
38 constant attack on me, which was bullying.

39
40 Q. And in what form did the constant attack on you take?

41 A. Oh, just questioning the reports, and as I say they
42 were overseen by Mr Pepping as the responsible officer that
43 the committee was putting up, not moving forward with the
44 suggestions in the reports, and not incumbent on council,
45 but constant attacks which then led to a series of motions
46 by Councillor Turland, supported by others, that the
47 committee be disbanded and that - well, first of all that I

1 step down and that the committee be disbanded, which is
2 what took place.
3

4 But, you know, the governance in that whole scene
5 would be particularly obvious if one was to review the
6 attacks in the council meeting. I believe I had the full
7 support of the committee and we were trying to address the
8 strategic planning that related to what tourism and
9 economic development needed. For example, we still - we
10 didn't have a plan for our inland - our commercial area
11 here west of Moss Vale which has had numerous name changes
12 but no particular strategic plan.
13

14 THE COMMISSIONER: Thank you.
15

16 MR PARISH: Q. The next topic you have is "Numerous Code
17 of Conduct complaints against me at great cost to the
18 council". I take it, that's a topic we've already covered
19 and also is a subset of the dummy complaints topic that
20 we've previously dealt with?

21 A. Yes. One qualification, please?
22

23 Q. I wasn't asking you for a qualification.
24

25 A. May I provide one?
26

27 Q. Well, if it's on topic, what would you like to say?
28

29 A. I'd like to say that the records will show that --
30

31 Q. That sounds like a submission rather than a
32 qualification.
33

34 THE COMMISSIONER: I'm perhaps not assisted by arguing
35 between you.
36

37 Q. What is the qualification put succinctly, please?
38

39 A. The numerous Codes of Conduct in this council, which
40 included a majority against me, were all dismissed by the
41 external reviewers bar one.
42

43 THE COMMISSIONER: Thank you. Well, we can review the
44 records, thank you.
45

46 THE WITNESS: It's a pattern.
47

MR PARISH: Q. The next topic is related to the matters
you orally raised last night. The first one was
attendance; does that relate to your perception or

1 experience of the level of attendance at meetings by
2 councillors during the 2016-2020 term?

3 A. And prior, Mr Parish.

4
5 Q. I'm not too interested in the prior term. Can you
6 just please confine it to 2016-2020.

7 A. Okay.

8
9 Q. Is that the topic that you want to address on, the
10 lack of attendance?

11 A. Yes, I do.

12
13 Q. Was there a lack of attendance, in your view, by some
14 councillors from time to time?

15 A. Yes.

16
17 Q. Was there a situation where so few councillors
18 attended, you had to elect amongst you a chair for the
19 meeting; is that your evidence I recollect from last night?

20 A. Yes.

21
22 Q. Is there anything else you want to say about
23 attendance or the lack thereof?

24 A. If you don't attend three council meetings as a
25 councillor without getting formal permission for leave of
26 absence you will be removed from your position by the terms
27 under the Act. However, if you are constantly being given
28 leave of absence, then you don't have that problem. But we
29 had a particular problem with attendance here where a
30 couple of councillors, one in particular, were just away.
31 One in particular missed 25 per cent of meetings.

32
33 Q. And that was with a leave of absence; is that correct?

34 A. Often gained on the day, yes.

35
36 Q. Who granted that leave of absence?

37 A. A majority of councillors.

38
39 Q. Thank you. Is there any other matter you want to
40 address on that topic of attendance?

41 A. No.

42
43 Q. The next topic is the art gallery --

44
45 THE COMMISSIONER: Q. Did you refer to one councillor
46 who missed the meeting as "the Minister for Holidays" at
47 one point?

1 A. Yes, that would be correct.
2
3 Q. On reflection, was that an appropriate comment to
4 make?
5 A. I think it was in the spirit of debate in the chamber,
6 um, you know, probably the cut and thrust of debate.
7 Having said that, I think there'd been some media on that
8 matter, that that councillor was constantly away sailing.
9
10 Q. I'm giving you an opportunity to respond to a
11 suggestion --
12 A. Yes.
13
14 Q. On reflection, and answer it how you see fit, but on
15 reflection was that an appropriate comment to be made at a
16 council meeting?
17 A. No, it wasn't.
18
19 Q. Thank you.
20 A. Having said that, a lot of comments were made by a lot
21 of councillors and particularly in that way, where attack
22 took place and was not restrained.
23
24 MR PARISH: Q. The next topic is the art gallery, can
25 you expand on precisely what topics you want to deal with
26 under that heading?
27 A. Yes, I want to go to the governance of us providing
28 half a million dollars a year in support for wages for five
29 years.
30
31 THE COMMISSIONER: That's a merits decision, is it not?
32
33 MR PARISH: I'm not dealing with that amongst the terms of
34 reference.
35
36 THE COMMISSIONER: Well, just let me ask the question.
37
38 Q. That's a merits decision. You disagree with the
39 approach taken by council; yes or no?
40 A. Yes, section 1, whether we adequately, reasonably and
41 appropriately carried out our roles and responsibilities --
42
43 Q. Yes, but that does not extend to reviewing every
44 decision made by council, that cannot possibly be read so
45 totally in that way.
46 A. I fully understand, Commissioner, but in this
47 particular case there was a lack of governance and a will

1 by a majority of councillors to get this money no matter
2 what at the expense of major projects across the shire, and
3 of course --

4
5 Q. This is just an example of a council weighing projects
6 and making a judgment call, is it not?

7 A. No, sir, there was absolute lack of information in
8 this proposal, there was no business case whatsoever, and I
9 made appropriate comments like that. It was also done
10 in --

11
12 Q. Yes, and the majority of the council resolved to
13 proceed in a certain way; correct?

14 A. They were not interested in getting further
15 information about the viability or overall cost to council.
16 They discharged their duties poorly, in my view, by not
17 having the complete information in front of them. It
18 wasn't proper governance and it's - it's --

19
20 Q. Well, the other members of the governing body
21 obviously felt in a position to vote; do you accept that?
22 Or you don't accept that?

23 A. It had an effect, the half a million a year for five
24 years for operational expenses for the art gallery, and I
25 supported the concept of a regional art gallery but I
26 didn't support the funding mechanism. And, as you know,
27 those matters have to be referred to our finance committee.
28 There was a massive hole in this one because there was no
29 financial business case --

30
31 Q. Yes, but councillor, these sound to me like an attempt
32 to review the merits of particular decisions --

33 A. No, it's --

34
35 Q. -- I'm struggling to see how, when read properly, my
36 terms of reference engaged with these sorts of issues?

37 A. Sir, it's about the process, absolutely the process.
38 There was miss - inappropriate process there and it was --

39
40 Q. What was the inappropriate process adopted by the
41 governing body?

42 A. No business case and, again, there was no evidence
43 presented in the closed council meeting, and that was the
44 problem, as to where the money would come from. The
45 decision was made - and this was just against everything we
46 did here. Our terms of reference say that any matter
47 involving expenditure of council money must be referred to

1 the finance committee and then it is properly ventilated
2 there. In this case we moved to take the money from the
3 environment levy --
4

5 Q. And that changed?

6 A. And also by reducing hours at the RIC. There was
7 improper process. There's no remedy to that and only
8 a year and eight months later was a business case provided,
9 but by then we'd already taken the money from those two
10 areas - well, sorry, we --
11

12 Q. I'm not sure that's right, is it? The money wasn't
13 ultimately taken from the environmental levy, was it?

14 A. No, I was just about to correct myself there.
15

16 Q. Yes. Thank you.
17

18 MR PARISH: Are these already the topics --
19

20 THE WITNESS: To this day we don't have any specific
21 funding model.
22

23 MR PARISH: Q. Are these already the topics that you've
24 canvassed with the workers on the footpath outside the RIC
25 in the video we saw yesterday?

26 A. After the meeting was over I did speak to my concerns
27 about that.
28

29 Q. About the precise topics that we've just been dealing
30 with roughly; is that correct?

31 A. About the process, yes, lack of process.
32

33 Q. Thank you.

34 A. Lack of process.
35

36 Q. The next topic that you have was Code of Conduct. Is
37 that different from the matters we've already been
38 addressing, both in respect of the topics and the areas
39 that we covered yesterday in questions?

40 A. I think - I think there's been so much said about Code
41 of Conducts that - and the misuse of those; I think we'll
42 leave it at that.
43

44 Q. Good stuff. The next topic you referred to yesterday
45 is the general manager: that's a little bit broad and
46 possibly doesn't fall within the terms of inquiry, but if
47 perhaps you could give us any subtopics specifically?

1 A. I'll go straight to the point here. In late 2019 the
2 mayor announced that he was going to move that we renew the
3 general manager's contract although it was not due until
4 six months later. A number of councillors expressed
5 concern with that and the renewal did not take place; prime
6 reasons being that there was no updated community
7 satisfaction survey, nor staff satisfaction survey, and
8 there were various other issues that various councillors
9 had with the GM's performance.

10
11 The mayor indicated that he was going to move for it
12 and he had the support of the GM's review committee - I was
13 not on that committee at that time - and a majority of
14 councillors didn't support that. A few months later some
15 of those matters had been remedied but a majority of
16 councillors --

17
18 Q. I think I was interested in the topics and you've just
19 gone into a speech. Can I just - did you have a problem
20 which - could you not hear me just then?

21 A. No, I got that, that's all right.

22
23 Q. Okay. I wanted the precise topics and you've launched
24 into a speech. Can I just ask what precisely the term of
25 reference is that you say this goes to?

26 A. Poor governance in relation to the general manager's
27 contract and a failure to observe proper process.

28
29 Q. Yes, I'm not sure poor governance: which term of
30 reference does poor governance fall within? Are you going
31 to say term of reference 1?

32 A. I'm going to state term --

33
34 THE COMMISSIONER: Mr Parish, it might be just quicker to
35 have the witness say what he wants to say within reason and
36 relevance about the approach to the general manager's
37 contract.

38
39 MR PARISH: Q. What issues of governance did you see
40 with the approach to the renewal of the general manager's
41 contract?

42 A. A total failure of governance in terms of the GM's
43 contract clearly provides that those two matters - the
44 customer satisfaction survey, that's the community, and the
45 staff satisfaction survey, which is obviously the
46 workforce - be provided to council prior to the
47 consideration of the GM's contract. And, I might add that

1 those two matters are meant to be reported regularly
2 through the committee to council, and they had not been
3 done.
4

5 Q. Did you take it upon yourself to release any
6 information about the renewal of the GM's contract either
7 to the media or other people outside the council?

8 A. Well, in so much as that it was a matter of discussion
9 in a council - an open council meeting, I answered some
10 questions informally; but, as I say, I wasn't involved in
11 that committee which is a confidential committee.
12

13 Q. Do you agree that the usual course with GM
14 performance, review information is not to be dealt with in
15 open council?

16 A. It's normally dealt with by the committee, which
17 includes the GM's rep, and then a recommendation of that
18 comes to council.
19

20 Q. And do I take it that your evidence is that, any
21 information you provided to people outside the council in
22 respect of the GM's performance review or other information
23 was only information that was already presented in open
24 council?

25 A. Generally available, yes. I don't think I provided
26 any information of note, I just - I just say here in this
27 forum that the process was - I had great concerns with the
28 lack of process in the GM's contract renewal.
29

30 Q. Thank you. The next topic I have is, meeting
31 procedure. Is there anything that you would like to
32 explain to me that goes outside what we've already talked
33 about in respect of meeting procedure?

34 A. Yes. I'm conscious of the time here and I'll just
35 introduce one matter as an example of meeting procedure by
36 the mayor at the time - that's Councillor Gair - and that
37 was that the meeting of 24 February 2021, we had a meeting
38 adjourned, we were dealing with an adjourned meeting and it
39 transpired that the matter at that meeting had not been
40 adjourned properly. There were various examples like this,
41 I just have brought this one in, but just to show that
42 concerns about the mayor's performance on procedure
43 matters: he closed that meeting in a hurry and, in doing
44 so, failed to do it properly.
45

46 Q. I might just show you a snippet of that meeting if I
47 can find it on my computer. It's the 24 February 2021

1 meeting you're referring to there? Excuse me,
2 Mr Scandrett, I'll just find it.
3 A. 24 February 21.

4
5 Q. Thank you. Sorry, Councillor Scandrett, I'm just
6 finding the references to the videos that I have.
7 A. Sure.

8
9 Q. I'm going to show you Clip 11. I'm not sure if it's
10 the precise incident you're talking about, but you can - I
11 I'll show it to you and you can tell me if that's right.

12
13 (Recording Clip 11 played to the inquiry.)
14

15 Is that the meeting you were referring to? I know I
16 didn't have the precise spot.

17 A. I can't say positively because we haven't got to the
18 heart of the discussion. But that is certainly the email
19 I'm referring to which came out from Danielle Lidgard on
20 2 March referring to that meeting and pointing out that the
21 planned resumption of that meeting would not take effect
22 because it was not adjourned in accordance with the Code of
23 Meeting Practice.

24
25 Q. Just while we're on the topic of Councillor Gair or
26 Mayor Gair's chairing of meetings; do you think that his
27 use of mute was appropriate in the circumstances that we
28 just saw?

29 A. Not on every occasion. I recognise that the mayor had
30 - you know, Zoom meetings were --
31

32 Q. In the example we just saw did you think it was
33 appropriate? I asked you a question about the meeting that
34 we just saw. In that circumstance did you think it was
35 appropriate?

36 A. I can't say, Mr Parish, because I haven't got it in
37 the context of what happened just prior to that clip, and
38 my recollection is not strong on that particular meeting.
39

40 Q. Were there some times where you thought his use of
41 mute was appropriate and other times where it wasn't?

42 A. Precisely.
43

44 Q. Thank you. Are there any other subtopics you want to
45 deal with on the matter of procedure?

46 A. I think there were numerous issues by a number of
47 councillors on points of order because there were concerns

1 about how the meeting was handled.

2

3 Q. Is this during the time when Mayor Gair was chair
4 specifically?

5 A. Mostly.

6

7 Q. And, when you say "how points of order were used", are
8 you referring to an overuse or an underuse of those points
9 of order, or an improper use of those points of order?

10 A. None of that; it was about the response from the mayor
11 in regards to points of order being raised.

12

13 Q. And your impression was that he did not deal with
14 those well; is that your evidence?

15 A. Often.

16

17 Q. Why was that? Was it a matter of, he did not properly
18 address them, or he didn't deal with them at all, or he got
19 points of order wrong when dealing with the decisions?

20 A. I don't think he dealt with them equitably.

21

22 Q. The next topic you have is, the performance
23 improvement order, and you said last night "on the
24 ministerial side". Can you explain what you mean by those
25 or maybe give me some sub-topics on that issue?

26 A. What did I say, on the ministerial side?

27

28 Q. Yes, you referred to last night the Performance
29 Improvement Order and then there was a small discussion
30 about whether that might not be within the terms of
31 reference.

32 A. Yes.

33

34 Q. And then you referred to the ministerial side of
35 things, I think?

36 A. The connection was that we were directed as a council
37 to undertake training on - under the Performance
38 Improvement Order and it's relevant to this inquiry and to
39 how people understood their roles and responsibilities to
40 relate a specific experience in that training.

41

42 Q. You might need to explain to me what you mean by that.

43 A. When the training was being given there was a
44 discussion about communication. I've consistently said
45 this, the council had very poor communication, not only
46 internally but between the councillors, but externally with
47 the community. The training went to the heart of, does the

1 mayor communicate as properly as he should with all of the
2 elected members? The trainer asked whether the mayor was
3 in regular communication with all the councillors, and drew
4 on her own experience as a former mayor where she said
5 words to the effect, "I would always ring my councillors
6 once a week, all of them, maybe twice if there was a
7 particular matter of concern coming up or happening".
8

9 And Mayor Gair admitted, this is in October 21 --

10
11 Q. Can I just pause there. Do you recall whether any of
12 this was confidential or supposed to be in a confidential
13 session?

14 A. At the time it was; now it's in evidence here.
15

16 Q. I might need to reflect on whether that has had its
17 confidence waived. Are you saying that you've seen
18 evidence of specific comments made by Mayor Gair that
19 you're about to refer to?

20 A. Well, Mr Parish, that's a fair point, because I've --
21

22 THE COMMISSIONER: Why don't I move into - should I move
23 into private session briefly?
24

25 MR PARISH: Briefly.
26

27 THE COMMISSIONER: Yes. Bear with me just a moment.
28

29 For those who may be observing, the reason why this is
30 happening is because I anticipate that the witness is about
31 to discuss matters that were canvassed in what I understand
32 was to be a confidential training session, or at least a
33 confidential discussion as part of the training session
34 where councillors could speak freely and, in order to
35 maintain that confidence, I'm going to receive the evidence
36 in private session.
37

38 So, pursuant to section 12B(2) of the Royal
39 Commissions Act I direct that this inquiry move into
40 private session - I withdraw that. I direct that the
41 evidence that the witness is about to give on this topic
42 take place in private and for the purpose of that process
43 we will terminate the live stream. I also direct that the
44 transcript of this passage of the evidence not be published
45 to anyone beyond those assisting the inquiry. That means
46 it will not go on the website.
47

1 Are there any other matters I need to direct,
2 Mr Parish?

3
4 MR PARISH: No, Commissioner.

5
6 THE COMMISSIONER: Yes, we'll do that and we'll briefly
7 terminate the live stream and, as soon as this passage of
8 evidence is complete, we will recommence it. Thank you.

9
10 **CONFIDENTIAL SESSION FOLLOWS**

1 **RESUMING AFTER CONFIDENTIAL SESSION**

2
3 THE COMMISSIONER: Yes, all right. We'll move back into
4 open session. So, the direction I just made under
5 section 12B(2) of the Royal Commissions Act no longer
6 applies to this passage.

7
8 Yes, Mr Parish.

9
10 MR PARISH: Q. The last topic that we talked about as
11 recorded last night was, I think you called it, "Turland vs
12 Gair", is that your recollection as well. Can you give
13 me --

14 A. Yes, that's my recollection.

15
16 Q. Can you give me maybe the subtopics that you want to
17 deal with in that respect?

18 A. There was a point in time when the relationship
19 between Councillor Gair and Councillor Turland
20 significantly changed.

21
22 Q. For the worse, I assume?

23 A. Yes.

24
25 Q. Do you recall whether there was any specific incident
26 which led to that happening?

27 A. Well, I think there might have been a number of
28 elements, and some of which I might not have been
29 officially aware of --

30
31 Q. Yes, of course.

32 A. -- but there certainly was a couple that come to mind.

33
34 Q. And, are you raising this as an example of the
35 dysfunction at the governing body level and the way that
36 councillors treated and talked to each other?

37 A. Yes.

38
39 Q. Do you want to give us any specific examples by
40 reference to specific meetings, or do you want to make it
41 as a general observation?

42 A. No, I'd like to give a couple of examples.

43
44 Q. Sure.

45 A. There was a continuing tirade of emails from
46 Councillor Turland to councillors, often including staff,
47 and often they were most inappropriate in my view and many

1 other councillors. I would imagine staff were - had
2 concerns, I don't know directly, but they were poorly
3 worded and offensive in many ways, and they were, I think,
4 evidence of the disconnect that did emerge between
5 Councillor Turland and Gair, who had been as - well, I
6 mean, from 2018 on this council operated as has been - I've
7 said and others have said as an 8:1 block, they all held
8 tight on that but it started to change and these emails are
9 evidence of that. I think there was a particular matter
10 that might have been - a couple of matters that might have
11 been relevant.

12
13 Q. Can I ask whether you saw the behaviour of Councillor
14 Turland in council meetings at least after that 2018 period
15 as a destabilising force in the governing body?

16 A. Absolutely.

17
18 Q. Did you experience or witness him being a
19 destabilising force in respect of the general manager as
20 well as the chair?

21 A. Yes.

22
23 Q. I might just show you Clip 8 which, Commissioner, is
24 11 minutes long, and it's from a meeting on 11 March 2020.

25
26 THE COMMISSIONER: Are you going to play the whole?

27
28 MR PARISH: Yes, I intend to.

29
30 THE COMMISSIONER: Yes, all right, thank you.

31
32 (Recording Clip 8 played to the inquiry)

33
34 THE COMMISSIONER: Just pause. Yes, I think you wanted to
35 pause there?

36
37 MR PARISH: Yes.

38
39 Q. Is that the sort of example that you're thinking of in
40 respect of how Councillor Turland may have treated staff
41 from time to time?

42 A. Yes, it is.

43
44 Q. Did you witness or experience other examples of that?

45 A. Numerous, and they were very aggressive.

46
47 Q. Can I just show you Clip 7 which is a meeting of

1 26 February 2020.

2

3

(Recording Clip 7 played to the inquiry)

4

5

MR PARISH: Can we just pause there?

6

7

Q. Is that an example of the dynamic that you witnessed between Councillor Turland and Mayor Gair?

8

9

A. Sorry, the word was?

10

11

Q. An example of the dynamic that you're referring to there between Councillor Turland and Mayor Gair?

12

13

A. Yes.

14

15

Q. And did you see that on more than one occasion, or it was a on-off? I mean in 2018?

16

17

A. Particularly after 2018 on numerous occasions and it also showed up treatment by the mayor of procedural matters in a different way to others.

18

19

20

21

Q. Thank you. We might just continue rolling that clip, if possible.

22

23

24

(Recording Clip 7 played to the inquiry)

25

26

Was that behaviour you witnessed from Councillor Turland in other meetings?

27

28

A. Numerously.

29

30

Q. What about your behaviour at the end there? Upon what basis did you stand up and give your view of things at the end? Can you point me to a Code of Meeting Practice clause?

31

32

33

34

A. Being shown that video, it - I regret my word at the end. However, it is interesting to note that standing orders had been dealt with in this meeting where we heard evidence before about that not being a proper process, and yet, here it was. And we heard here the seconder was demanded immediately to a motion and we've heard that in other tapes.

35

36

37

38

39

40

41

42

Q. Did I hear correctly at the end there that Mayor Gair expelled you from the meeting and you said that you wouldn't go?

43

44

45

A. I'm sorry, I didn't hear that. I heard me saying "coward".

46

47

1 Q. I thought you said "I won't do it" or something like
2 that, was that --

3 A. Can we replay it, please?

4

5 Q. Could we do that, could we play?

6

7 MR VONG: (Inaudible.)

8

9 MR PARISH: Yeah, is that possible?

10

11 (Recording Clip 8 played to the inquiry)

12

13 THE COMMISSIONER: I'm sorry, Mr Parish, was this bit
14 played earlier?

15

16 MR PARISH: No, this was --

17

18 (Recording continues to play)

19

20 MR PARISH: It wasn't.

21

22 THE COMMISSIONER: Yes.

23

24 MR PARISH: Was that the same clip, perhaps I can ask?
25 That was clip 7.

26

27 THE COMMISSIONER: Is that the one you wanted to show the
28 witness?

29

30 MR PARISH: I was going to come to that one next.

31

32 THE COMMISSIONER: So we'll have to go back to clip, it
33 was 8, I think.

34

35 THE WITNESS: I just thought it was about my hearing then
36 but it wasn't.

37

38 THE COMMISSIONER: No, you're quite right.

39

40 MR PARISH: I thought we were looking at Clip 7.

41

42 MR VONG: That was 7. (Inaudible) 8.

43

44 MR PARISH: That might have been 8, okay.

45

46 MR VONG: (Inaudible).

47

1 THE COMMISSIONER: It was going so well, Mr Parish.
2
3 MR PARISH: I know.
4
5 THE COMMISSIONER: Your numbers were working.
6
7 MR PARISH: Apparently we were looking at Clip 8
8 previously, so --
9
10 THE COMMISSIONER: So, the last two minutes of Clip 8 and
11 then you'll come to 7?
12
13 MR PARISH: Yes, correct.
14
15 THE COMMISSIONER: All right. Can that be done.
16
17 THE WITNESS: Very substantial.
18
19 (Recording Clip 7 played to the inquiry)
20
21 MR PARISH: Maybe I'll do it this way - if we could just
22 pause.
23
24 Q. Was that an example we've just been looking at of a
25 time where Mayor Gair expelled you from a meeting and you
26 refused to go?
27 A. Yes, he said those words.
28
29 Q. On reflection, do you have any reflections on your
30 behaviour in that meeting in retrospect?
31 A. Yes.
32
33 Q. What are those reflections?
34 A. I'm somewhat embarrassed by the heat of the moment
35 inadvertent comment that I made.
36
37 Q. Are you somewhat embarrassed by not complying with the
38 order to leave the meeting?
39 A. Well, that was the academy winning clip for this
40 inquiry, in my view, Mr Parish; it showed a number of
41 interactions that weren't, in retrospect, proper --
42
43 Q. I'm just asking you to reflect on your own behaviour
44 for now.
45 A. My own - in my own case? Yes, I certainly regret
46 saying that.
47

1 THE COMMISSIONER: Q. You regret saying what?
2 A. I said "coward" to --
3
4 Q. Yes, and I think having viewed that meeting you sought
5 to withdraw it on the resumption.
6 A. Yes.
7
8 THE COMMISSIONER: Perhaps Mr Parish can re-ask his
9 question because I think it was directed to another issue.
10
11 MR PARISH: Q. Yes, it was the attempt by the mayor to
12 expel you from the meeting by directing you to leave and
13 you refusing that direction; that's what I was referring
14 to.
15 A. I think the meeting was very heated and certainly I
16 regret some of those actions, but it was universally very
17 heated, as we've seen.
18
19 Q. Perhaps I'll shortcut the technology glitch we had, it
20 was entirely my fault before, just to ask: do you recall in
21 that previous meeting that we were watching, being asked to
22 leave that meeting?
23 A. I've seen that, yes.
24
25 Q. Not the meeting we were just dealing with but the
26 26 February 2020 meeting which involved comments from
27 Councillors Turland and Halstead, that one we watched for
28 quite a while just then in which you had a little cameo at
29 the end there; do you recall if you were asked to leave
30 that meeting?
31 A. No, but I'm sure you've got the tape of that.
32
33 Q. I think we'll leave it there, I don't think that was
34 the effect of what happened. Are there any other topics
35 you wish to address us on in respect of the Turland-Gair
36 interactions?
37 A. I feel there was a major falling out on or about 2018
38 between councillor --
39
40 Q. To start with, is the answer "yes"?
41 A. Sorry, the answer is, yes.
42
43 Q. And, what are those topics?
44 A. I feel there was a major falling out between
45 Councillor Turland and Gair over a number of matters,
46 particularly after Councillor Gair was elected. The 8:1
47 block, the camaraderie of many years of knowing each other

1 appeared to disappear, many people commented on that at the
2 time, but I think there was a particular thing in there
3 that might have been driving that.

4
5 Q. I might leave it there, Commissioner, unless there's
6 any further question you want to ask?

7
8 THE COMMISSIONER: Yes, all right.

9
10 Q. Well, councillor, I appreciate that was a very long
11 time answering questions. Thank you very much for your
12 evidence, that has been very helpful to me, so I do
13 appreciate the long stint you've had here both yesterday
14 and this morning, and thank you for making yourself
15 available at 9am and sitting long yesterday to get this
16 through.

17
18 Mr Parish, is there any reason why the councillor
19 ought not be excused from his summons?

20
21 MR PARISH: No, Commissioner.

22
23 THE COMMISSIONER: Yes, you are excused from further
24 attendance under your summons, thank you.

25
26 THE WITNESS: Thank you.

27
28 THE COMMISSIONER: Perhaps five minutes or 10 minutes?

29
30 MR PARISH: Perhaps 10 minutes, then we'll resume with
31 Councillor Andrews, I think it is.

32
33 THE COMMISSIONER: Yes. Perhaps if a message of apology
34 can be sent to him for having kept him; these things
35 sometimes happen through no fault of anybody. Yes.

36
37 MR PARISH: Thank you, Commissioner.

38
39 THE WITNESS: Commissioner, could I just ask for
40 qualification on something? You said that I could submit
41 additional material in relation to these matters by noon on
42 Thursday. Am I correct in understanding that I can then
43 submit a summary of responses after all evidence has been
44 collected, as a witness in the inquiry?

45
46 THE COMMISSIONER: I think I made a direction about this
47 evidentiary statement you are to deliver, if you wish to,

1 by 12pm Thursday and you'll be able to review that in the
2 transcript. As I said at the beginning in my opening
3 remarks on the conclusion of the evidence I'm going to make
4 directions for written submissions.

5
6 First will be Counsel Assisting, then those affected
7 by the terms of reference, which include you, will be given
8 an opportunity to respond to Counsel Assisting's written
9 submissions. If that's the question, then yes, you'll be
10 given an opportunity. There will be relatively confined
11 timeframes around that as well.

12
13 THE WITNESS: Right, you'll advertise that timeframe?

14
15 THE COMMISSIONER: I'll make a direction, as I said, on
16 Thursday.

17
18 THE WITNESS: And does that - if I may ask: other than
19 witnesses, does that extend to people who have made
20 submissions?

21
22 THE COMMISSIONER: No.

23
24 THE WITNESS: Thank you.

25
26 THE COMMISSIONER: It extends to those, not even every
27 witness as I've said three times, it extends to those who
28 are affected by the terms of reference. I don't envisage a
29 process where another call for public submissions is being
30 made. The findings I will make will be based on the
31 evidence adduced in these hearings in oral and documentary
32 form and those who are affected by those findings are given
33 an opportunity, but the time for public submissions has
34 passed. Thank you.

35
36 THE WITNESS: Thank you.

37
38 <THE WITNESS WITHDREW

39
40 SHORT ADJOURNMENT

41
42 THE COMMISSIONER: Yes, we'll resume. Mr Parish.

43
44 MR PARISH: Thank you, Commissioner. The next witness is
45 Councillor Grahame Andrews.

46
47 <GRAHAME ANDREWS, sworn: [11.27am]

1
2 THE COMMISSIONER: Thank you, Councillor Andrews, and I
3 apologise for having kept you waiting this morning.
4 Sometimes in hearings like this delays like that happen, so
5 I do appreciate you being patient with us.
6

7 Mr Parish.
8

9 <EXAMINATION BY MR PARISH:

[11.28am]

10
11 MR PARISH: Q. Councillor Andrews, can I start with your
12 personal background and connection to the shire?

13 A. Yes, certainly. I was born in Mittagong, I still
14 reside in Mittagong. I own and operate an engineering
15 structural steel business, a family business, in Bowral for
16 many years. Since I was probably 14 or 15 I've had a
17 strong involvement in sport, participation, coaching and
18 for the last 20 years in administration. I have served on
19 the board of the New South Wales Country Rugby League, I
20 was council's representative on the board of the Illawarra
21 Academy of Sport, and I currently am the chairman and have
22 been for 16 years of the group 6 of McArthur Senior Rugby
23 League. I also am involved with a local mens health
24 association.
25

26 Q. Was the 2016-2020 term your first term as a
27 councillor?

28 A. Yes, it was.
29

30 Q. I assume that you had developed some interest in the
31 idea of running for council before 2016; is that fair?

32 A. Correct.
33

34 Q. What was your interactions, if any, with the councils
35 before 2016?

36 A. I apologise. I observed the previous term of council,
37 not regularly, but on many occasions over the four years,
38 and I just believe that, you know, it was something in my
39 station in life that I would like to pursue and I thought I
40 had - being a local, I thought I had a fair bit to offer.
41

42 Q. What sort of impression did you draw, witness in
43 council meetings in the 2012-2016 term?

44 A. On almost all, but certainly the latter part, but
45 probably for all the occasions that I attended it was
46 fairly robust, robust to the extent that it was probably -
47 my thinking, not being involved before - quite

1 disappointing. Certainly the interaction between - it
2 appeared to be two factions, I'm not suggesting
3 categorically that there were two factions, but it appeared
4 to be that way. I know they achieved - or I assume they
5 achieved a lot as a council, but there was certainly some
6 personal issues with councillors across the chamber.

7
8 Q. Was there any trepidation on your part in running for
9 council given the dynamics that you saw at council meeting
10 level in the 2012-2016 term?

11 A. No. No.

12
13 Q. Given the behaviour you observed, why was there no
14 trepidation? Was it because you thought that was part of
15 the cut and thrust of politics and something you were well
16 equipped to handle?

17 A. No, I don't - I didn't think that it was the norm, to
18 be honest, but I - you know, it didn't concern me, I - you
19 know, as it turned out I ran with a catch cry of wanting
20 change, I thought it needed change, not that I was able to
21 go anywhere near achieving that, but that was my thoughts,
22 and I thought - I did think there were - and I've got a
23 view on, you know, on four year - you know, on shorter
24 terms for councillors, and I thought some were - they'd
25 been there for quite a long time and there was room for new
26 individuals on council.

27
28 Q. What, in observing meetings at least gave rise to your
29 logic in campaigning on a platform of change?

30 A. Interesting; I really struggle to answer that. But
31 look, probably the longevity of some of the councillors and
32 the behaviour was inappropriate; it might have been the
33 norm, I wasn't - I wasn't aware whether it was or not, it
34 was just what I observed. I just believe, you know, that
35 there was time for change, there was possibly change - time
36 to change. I know there were three mayors, I think, I
37 think I'm correct in that term, three different mayors, and
38 they'd all had a fair involvement in council over
39 many years.

40
41 Q. Were you getting any feedback from the community at or
42 about the time you were deciding whether or not to run for
43 council whether or not there was a mood or need for change
44 as well?

45 A. Oh, yeah, I think definitely, the people that I mix
46 with, yeah, definitely.

1 Q. Do you recall whether they were giving you any
2 examples of - let's just keep it at the council level at
3 this stage - any councillor level behaviour which required
4 changing?
5 A. It may surprise, but I really didn't receive any
6 feedback in regard to policy setting or what council was
7 able to achieve, if anything, and I'm sure they did. It
8 was certainly predominantly the discussions I had with
9 friends and people that spoke to me was the behaviour in
10 the chamber.
11
12 Q. That was a notable and recurring theme, was it --
13 A. Correct --
14
15 Q. -- in the discussions you were having?
16 A. Correct.
17
18 THE COMMISSIONER: Sorry, Mr Parish. Councillor, would
19 you mind moving yourself slightly closer to the microphone?
20 A. I'm trying to hear, sorry.
21
22 Q. No, no, that's all right, Mr Parish will keep his
23 voice up. The acoustics, as you may well appreciate, if
24 one is facing in a slightly different direction are not
25 always easy to pick up, so we'll all try our best to keep
26 our voices up, thank you.
27 A. Thank you.
28
29 MR PARISH: Q. And after your election do you recall
30 being left with any impression about whether or not those
31 who had been returned at least were going to allow you to
32 make the change that you perceived was necessary and the
33 community members you were talking to were going to allow
34 that to happen?
35 A. To be honest, I didn't give it any thought, and that's
36 the truthful answer, but I probably didn't; you know, I
37 probably had the feeling that there probably wasn't too
38 much change, although there were new councillors. But I
39 didn't give it any thoughts.
40
41 Q. No problem. Can I just ask you a few questions about
42 your induction training. Do you have a recollection of the
43 first training sessions or inductions that you undertook
44 after becoming (indistinct) councillor --
45 A. It's definitely - I've done it again, I apologise.
46
47 Q. No, no, that's okay.

1 A. It's difficult to recall. I'm not sure we had any
2 form of induction, although it must have happened in some
3 manner before 2017. We certainly over the ensuing months
4 in 2017, we had several inductions. If I may add if this
5 is okay, please stop me if not: I also, in late July,
6 early August 2017, attended five days in Sydney doing
7 the Local Government and Executive Certificate for Elected
8 Members. I've also attended a course and went through a
9 course over several days for not-for-profit directors run
10 by the Australian Institute of Company Directors. I felt
11 obliged that I should do that, and I was actually
12 encouraged to attend that course run by the local
13 government by the then general manager.

14
15 Q. Did you find those courses useful in assisting your
16 understanding of roles?

17 A. 100 per cent, very useful, yeah, it was a good
18 experience over five days.

19
20 Q. Is that something which, whilst it may not fall
21 strictly within our terms of reference, you think should be
22 mandatory for councillors?

23 A. I do.

24
25 Q. Can I just take you back a little bit before that 2017
26 training that you received. Do you recall receiving any
27 training immediately after your election around the end
28 of September 2016?

29 A. No, as I mentioned earlier, no, I don't; I would
30 assume that there would have been something, but I can't
31 recall.

32
33 Q. Do you remember any training sessions or inductions
34 for familiarisation with Code of Conduct or Code of Meeting
35 Practice around the end of 2016 or into 2017?

36 A. Into 2017, I suspect, correct.

37
38 Q. Do you recall if you were ever given hard copies of
39 the various sort of bibles that you were going to require
40 on a day-to-day basis as a councillor, such as the Code of
41 Meeting Practice or the Code of Conduct?

42 A. Yeah, I do recall, definitely, and I'll expand if I
43 may?

44
45 Q. Sure.

46 A. Through the general manager I asked for a folder - it
47 came in a folder of all matters of council business

1 including all codes, et cetera, and I was provided with
2 that, through planning, right through Codes of Practice,
3 Codes of Meeting Practice, et cetera, et cetera.

4
5 Q. Were they updated from time to time as well? Was that
6 a service that was provided to you?

7 A. Yes.

8
9 Q. Back to the training you received. Do you recall what
10 roles and responsibilities you had under the statutory
11 regime, namely, the Local Government Act?

12 A. I can't recall specifically, but one that is quite
13 obvious, and I do recall, is the clear define between
14 operational and the role of the elected body; that was made
15 very clear and it's always been very clear to me.

16
17 Q. Can you explain what - I'll withdraw that. I'll start
18 with, do you remember when that divide was explained to
19 you? Was it in documentation form or do you recall whether
20 there was a meeting or something like that in which it was
21 raised?

22 A. No, I don't recall, but I - no, I don't recall.

23
24 Q. Can you explain to us what you understood the
25 strategic operational divide to be?

26 A. The role of council is to present policy, strategic
27 plans. It's the role of senior staff and staff to
28 implement those plans or policies, and there is quite a
29 clear definition of that line between the elected body, in
30 my opinion, the elected body and operational matters.

31
32 Q. Thank you. Can I just go back a step to what you
33 understood any other statutory roles you had were?

34 A. Sorry?

35
36 Q. As a councillor, I should say.

37 A. Those that we could - those members of staff that we
38 could correspond with, senior management of course, the
39 general manager, the two deputy general managers, and also
40 the managers directly under the senior staff level, and
41 that's where it should have sit - that's where it ceased.
42 It was made quite clear that we weren't to have, without a
43 member of senior staff present, any discussions on
44 operational matters with staff at a lower level.

45
46 Q. Do you recall ever being given a session or
47 information about what the statutory role of the governing

1 body was?

2 A. I don't recall.

3

4 Q. Can you give us your understanding of what the
5 statutory roles of the governing body were?

6 A. It's probably - it's just exactly what I just spoke on
7 then is all I can - you know, all I can think of at the
8 moment, there's probably many, but that was the most
9 important one as far as I was concerned and I'll possibly
10 speak later on why I thought it was the most important one;
11 the delineation between operational and the role of the
12 acting - the role of a councillor and the governing body.

13

14 THE COMMISSIONER: Q. Having raised that issue,
15 Councillor Andrews, I think I would be assisted to hear
16 now, seeing as we're on the topic, why you saw that as the
17 most important function of the governing body?

18 A. Once again I'll repeat myself because it's important
19 and then I'll lead into your question.

20

21 Q. Yes.

22 A. It was, you know, for a new councillor - but, you
23 know, as I've said I've sat on boards and it doesn't get -
24 it's entirely the same situation no matter what it is in
25 regard to a board, but it was made very, very clear how
26 important that was, and the general manager really spent
27 some time on what I just espoused as being the major role
28 of the elected body.

29

30 Very early in, I'm thinking 2017, through I had
31 correspondence from a - not a developer - an applicant that
32 was having problems with a councillor. As time went on in
33 2016 it became evident that a councillor was interfering
34 with a applicant or an application and, without proof, also
35 corresponding or speaking with staff with the matter. He
36 was quite - quite outspoken on his feeling on why the
37 particular application should be refused.

38

39 And, as I will possibly say later again, I in the
40 four years - or three years sorry, not four years, the
41 three-plus years, I've always believed that an application
42 following reading very, very substantial and significant
43 reports that come from the planning staff, if it complies
44 in all ways and is recommended for approval, I've always
45 supported those applications. So, I couldn't quite
46 understand at an early stage why it was the role of any of
47 the elected body to oppose on, I suppose, personal reasons.

1
2 Q. Yes. As part of that answer you referred to an
3 example of councillors getting involved in the process;
4 does that include corresponding with either an applicant or
5 an objector? Is that what you have in mind?

6 A. Correct.

7
8 Q. And, does it extend to a councillor providing guidance
9 or assistance to an applicant or an objector?

10 A. I can't answer that, I don't know.

11
12 Q. Do I take it then, it's your view that there is no
13 place or proper role for a councillor to provide guidance
14 or assistance to an applicant or an objector in relation to
15 a particular application?

16 A. I'm not sure whether, you know, I have a - should have
17 a view that, you know, that there shouldn't be any form of
18 assistance; I mean, it's almost impossible not to talk or
19 be spoken to by applicants and developers and so on, but
20 that's where it should end in my opinion.

21
22 Q. Yes, and you highlighted the flaw in my question. I
23 take it, you wouldn't see any problem if an objector rang
24 and said, "I've got this issue", and you may say, "Okay,
25 well, speak to Bloggs in" - you know - "you should direct
26 that query to the relevant manager, group manager or senior
27 manager", that wouldn't be a problem, would it, in your
28 view?

29 A. No, correct, and I on occasion - and, not many, but on
30 occasion I've been able to speak to one of the senior
31 staff, one of the general managers to get a response to
32 that and to relay it back and that's where it finished, but
33 that was the end of my involvement.

34
35 Q. Just take as a general example, what if a councillor
36 provided advice to an applicant or an objector about how to
37 frame their application or objection to have it viewed
38 favourably by council; would you say that is an appropriate
39 role for a councillor?

40 A. I wouldn't have a problem with that.

41
42 Q. And, having done that, should that councillor then
43 vote on the application if it came to full council?

44 A. No.

45
46 THE COMMISSIONER: Thank you. Yes, Mr Parish.

1 MR PARISH: Q. I might just show you tender bundle A,
2 Councillor Andrews.

3
4 THE COMMISSIONER: Volume 1, Mr Parish?

5
6 MR PARISH: Yes.

7
8 THE WITNESS: Have you got a page?

9
10 MR PARISH: Q. Yes, can we start with page 697.
11 A. Yes.

12
13 Q. Do you have there the adopted 12 June 2019 Code of
14 Conduct?

15 A. Yeah.

16
17 Q. And, I appreciate there were revisions to this
18 document, it seems to be the most convenient document to
19 start with when asking general questions. Can you go to
20 page 703, please?

21 A. Yep.

22
23 Q. Down the bottom there is clause 3.13, which says:

24
25 *You must ensure that land use planning,*
26 *development assessment and other regulatory*
27 *decisions are properly made, and that all*
28 *parties are dealt with fairly. You must*
29 *avoid any occasion for suspicion of*
30 *improper conduct in the exercise of land*
31 *use ...*

32
33 Et cetera, do you see that?

34 A. Yep.

35
36 Q. And there's a very similar phraseology in the next
37 clause down there at 3.14, which states that:

38
39 *... you must ensure that no action,*
40 *statement or communication between yourself*
41 *or others conveys any suggestion of a*
42 *willingness to improperly provide*
43 *concessions or preferential or unduly*
44 *unfavourable treatment.*

45
46 Do you see that?

47 A. Yes.

1
2 Q. Was that the sort of conduct, if not Code of Conduct,
3 injunctions that you were thinking of before when you were
4 talking about the approach you took to such matters?
5 A. This is land use planning, I would differentiate with
6 what I was referring to earlier; I was talking about a, I
7 suppose, a simple development application.
8
9 Q. I think the next words used there are "development
10 assessment" in those clauses.
11 A. Oh, okay.
12
13 THE COMMISSIONER: The first line of clause 3.13; is that
14 what you're referring to, Mr Parish?
15
16 MR PARISH: Yes.
17
18 THE COMMISSIONER: Q. Do you see that, Councillor
19 Andrews?
20 A. Yes. I would agree with that and that's contrary to
21 what I emphasised before; I wouldn't have had any problem
22 having discussions, but I concur with those.
23
24 MR PARISH: Q. Whether you can put your specific finger
25 on the section, you knew at least that you didn't want to
26 create any impression one way or another, and therefore you
27 took steps to ensure that you weren't directly involved; is
28 that fair?
29 A. Correct.
30
31 Q. To some questioning from the Commissioner you
32 suggested that one way to deal with any involvement, for
33 instance, in the assistance in the drafting of an
34 objection, was to excuse a councillor from voting; do you
35 recall that?
36 A. Yes.
37
38 Q. Do you think, in your view at least, there were
39 instances where, even if a councillor excuses himself from
40 voting, it may still leave the impression amongst people
41 that there is undue preferential treatment or unfavourable
42 treatment?
43 A. Yes.
44
45 Q. We've had some evidence in this inquiry from various
46 witnesses who were left with the impression, at least in
47 this term of council, that there was favourable treatment

1 given to some people, not in any corrupt way, but just the
2 general impression that was left. Do you have any view on
3 that impression that was left in some parts of the
4 community at least?

5 A. I haven't been aware of any, so I can't comment on
6 that because I'm not aware of - certainly been spoken
7 about, but I'm not aware.

8

9 Q. Were you left with the impression at all, during
10 council meetings at least, that councillors were becoming
11 involved in development applications or other planning
12 matters in a way which suggested preferential or
13 unfavourable treatment?

14 A. I certainly agree that there was more than an
15 impression, that there was involvement by, on occasion,
16 councillors, yes --

17

18 Q. Can I just --

19 A. Without proof.

20

21 THE COMMISSIONER: Q. I'm sorry, Councillor Andrews, I
22 know it's probably an unconscious thing, but would you mind
23 not flicking your pen, it's probably causing --

24 A. Oh.

25

26 Q. It's quite all right, it doesn't trouble me too much,
27 but I am just conscious that there are some stenographers
28 listening at the other end who might be getting whacked in
29 the eardrums.

30 A. I'm sorry.

31

32 THE COMMISSIONER: No need to apologise, we all have our
33 little quirks. I'm sorry to interrupt, Mr Parish. I think
34 the councillor had answered your question by saying he had
35 the - had an impression of that kind, thought it was
36 happening but lacked proof, I think is what he said.

37

38 MR PARISH: Q. Thank you.

39 A. May I just add to that?

40

41 Q. Yes.

42 A. I think it's important that I do because I sort of
43 mention it in my submission, that on occasion and possibly
44 on many occasions over the three years it was quite obvious
45 that some councillors were arguing the case and gave the
46 feeling - once again, the feeling or the impression to me,
47 that they had or would have had some involvement with the

1 applicant over and above the normal debate on an
2 application before us on any given council meeting.

3

4 So, my opinion, there was definitely an impression
5 that some councillors may have been favouring an applicant,
6 but almost definitely would have had conversations with
7 that applicant.

8

9 THE COMMISSIONER: Q. What about the flipside? What
10 about favouring objectors or having had involvement with
11 objectors; did you get that impression from time to time?

12 A. Exactly the same, absolutely.

13

14 Q. And was this from a variety of councillors or was it
15 from a particular person in particular or?

16 A. Contrary to my view, I think most councillors would
17 have spoken against any given DA on any given occasion even
18 though that the staff had deemed it for approval, but
19 there's a difference and you can tell the difference in the
20 discussion where it's just not general debate, it appears
21 to be that a councillor or councillors at any given time
22 have had, I believe, conversations with the applicant.

23

24 Q. Was this an observation you make about a variety of
25 members of the governing body or do you limit it to one,
26 for example, or was it more than one individual at
27 different times depending on the application that was being
28 considered?

29 A. Yes, more than one, more than one.

30

31 Q. Thank you. That's obviously a matter that troubles
32 you; correct?

33 A. Pardon, again, I'm sorry?

34

35 Q. It's a matter that troubles you, you don't agree with
36 that, that sort of --

37 A. No, I don't agree with it, it bothers me, yes.

38

39 Q. And, just in your own words, tell me what you see as
40 being wrong about that type of engagement?

41 A. I've been approached, and this is my words, if you
42 don't mind?

43

44 Q. Of course.

45 A. I've been approached obviously by many applicants,
46 developers and so on. I certainly haven't had lengthy
47 discussions with them but I've been approached, and I

1 never - not on any occasion did I indicate my feeling in
2 regard to the development. I left without any - I left the
3 discussion without any drama, I just simply made it clear
4 that I - you know, "My belief in my role is that I
5 shouldn't be discussing it with you" and left it at that.
6

7 I've had discussions with, you know, on two occasions
8 I think with people that believed that they were being
9 harassed, if you like, in regard to their development and,
10 once again, I left it at that.
11

12 Q. Do you think that that sort of perception, having been
13 able to be picked up by you in council meetings, has an
14 effect on the public confidence in the council process?

15 A. Yes, definitely.
16

17 Q. And, in your own words, how do you think that
18 manifests itself?

19 A. Oh, you know, I believe it's obvious, but apart from
20 that, through discussions that I've had with people after
21 meetings or in passing.
22

23 Q. Yes.

24 A. It certainly wasn't something that I heard after every
25 meeting or every discussion or every controversial DA
26 refusal or accept; but no, there is occasions that
27 people --
28

29 Q. Do you think it lowers the community's confidence in
30 the processes of the council in relation to development
31 applications?

32 A. To me, this is my view, honestly I believe as far as -
33 and I could be way wrong, because there were many groups -
34 not many groups, there was three or four strong groups of
35 community groups within our shire who had very stern and
36 polaroid, if you like - not polaroid - polarised beliefs.
37 I lost my train of thought, but it would have been very
38 obvious, you know, that in my opinion that some of the
39 community couldn't understand where on occasion a perfectly
40 compliant development DA, whether it be a major one - when
41 I say major one, something under the scale that we can deal
42 with - is refused, and I've always used the term that's
43 frustrated me over the three years, that "possibly on the
44 colour of a brick" and that did alienate a part of the
45 community most definitely.
46

47 And then conversely or on the other side, even when a

1 development complied and there was objections about amenity
2 or the location or whatever, those people felt maligned as
3 well, because that sort of development went through. So,
4 it was difficult, it was both ways.

5
6 THE COMMISSIONER: Yes, thank you. Mr Parish.

7
8 MR PARISH: Q. Can I get your view on the implementation
9 by the administrator of the local planning panel? Do you
10 think on balance that's a positive move for the council, or
11 negative move, or neither?

12 A. No, I think it's a positive move, and I'll add to
13 that, I would suggest that as high as 90 to 95 per cent of
14 our problems were caused - or not - yeah, were caused or
15 related to planning matters.

16
17 Q. There's a few things to explore there. Firstly, one
18 of the observations which has been made in this inquiry was
19 that planning matters took up quite a large amount of time
20 in council meetings and perhaps distracted the governing
21 body from officially dealing with other matters. Was that
22 your impression or view?

23 A. Yes. Yes, correct, I agree with you. I also had a
24 problem with calling up applications that were - you know,
25 staff have, once again, recommended for approval, I had a
26 massive problem with that and, you know, I disagreed with
27 it but there was not anything I could do as an individual
28 councillor. There were far too many that were called up,
29 in my view.

30
31 Q. The other matter which may come out of your
32 observations just then is that, planning matters not only
33 took up a lot of time, but also stoked controversy or
34 animosity between councillors; is that --

35 A. Correct.

36
37 Q. -- a view you held? So, am I correct in thinking from
38 your evidence that a local planning panel has multiple
39 advantages to it in respect of the perhaps harmony or
40 efficiency that might be returned at council meetings?

41 A. Correct, you know, I would assume they're
42 professionals - well, when I say professionals - well,
43 people or individuals that are used to dealing in planning
44 matters which, you know, it's difficult for a councillor
45 that hasn't been involved in that area.

46
47 Q. I think one of our witnesses described planning as an

1 art rather than a science, but was that at least something
2 you felt well equipped to deal with from the information
3 you were provided in meetings; the DA process?

4 A. Yes, I did, and I'll - you know, I know I'm repeating
5 myself and forgive me, but you know, I could not
6 understand - you know, if we were given a significant, if
7 you like, application came to us in a five-paged report,
8 then possibly there is an argument that the debate should
9 waiver either way. But our staff were sensational, in my
10 view. The amount of time they must have spent on putting
11 these massive reports together, and they were substantial,
12 and you had to put a day aside to read one of them, let
13 alone two or three; and then to have it refused, I always
14 disagreed with that.

15
16 Q. And, in your view, does that create a sense of,
17 perhaps in the community, a level of discretion or
18 capriciousness which undermines confidence in the planning
19 mechanisms of the council?

20 A. I'm setting myself up here, but I tend to agree.

21
22 MR PARISH: I might just switch topics now, Commissioner.

23
24 THE COMMISSIONER: Yes.

25
26 MR PARISH: Q. While we're dealing with the topic of
27 staff briefings and information provided, can you give us
28 your general impressions firstly of the mood and conduct of
29 councillors in the briefing sessions?

30 A. Obviously (indistinct) the chamber, the briefing
31 sessions in the first 18 months to probably almost the
32 first two years were a terrific tool in my opinion: they
33 worked well, they were productive. There were certainly
34 different points of view, I suppose, at those briefing
35 sessions; sometimes they were robust, which is okay, but
36 they were well controlled and they served their - they
37 served the point of holding them, because it certainly
38 helped me as a councillor; you were able to question
39 planners on a development, on a DA, there was many good
40 things about it and for the first - I'd almost say two
41 years they worked well.

42
43 Increasingly, I guess the next 18 months or so of our
44 term prior to the suspension, increasingly lost their way
45 in regard to behaviour. Certainly some of it was bordering
46 on, and probably could be defined as bullying across the
47 table, the briefing sessions. Genuine criticisms are more

1 than criticisms on occasion towards staff, and also
2 councillors, terminating really in our last briefing
3 session, I'm not sure of the date, but you know, where all
4 but three councillors and staff walked out, it was just
5 - I'm pleased it was a briefing session. I mean, it was -
6 the council meeting following was bad enough, but it was -
7 forgive me for using this word, but it was disgraceful.

8
9 Q. This was the last briefing session before the
10 suspension, so somewhere at the end of February 2021; is
11 that correct?

12 A. Yeah, I think it was the one that - I'm trying to
13 think and I'm pretty confident, it was the one that was
14 called by the mayor to discuss, for want of a better term,
15 a show cause that we had to present to the Minister by
16 entering - or giving our reasons why we shouldn't be
17 suspended: it was that one.

18
19 Q. And that was preceded by a briefing session; is that
20 correct?

21 A. And that was the right move by the mayor, it was an
22 attempt - you know, we were desperate then, or those that
23 didn't want to see the demise of this council were pretty
24 desperate to try and present something, although we
25 believed it was a forlorn hope, but present something that
26 was productive - well, not productive, something that was
27 sensible and we could all gauge agreement on: that wasn't
28 the case.

29
30 Q. And what was the conduct that you found disgraceful in
31 particular? Was it raised voices --

32 A. Oh, yeah.

33
34 Q. -- was it comments, was it a combination of multiple
35 behaviours?

36 A. Two councillors - treading on sodden ground, I
37 suppose - two councillors in particular - sorry, I'll
38 backtrack. There was a document which was a draft prepared
39 by senior staff, and I think the mayor was privy to those
40 discussions, handed to all councillors and it was
41 reasonable, it was the one that went forward anyway, it was
42 reasonable to most of us except for two councillors, and
43 they refused to endorse it and that created a furore.
44 Initially they just didn't refuse it with a, "No, we don't
45 agree with that", it was, "no" - pretty colourful language
46 - "we're not going to support that at all", which
47 culminated in those two councillors, and staff followed by

1 - not those two councillors, sorry, one of them and all
2 other councillors and staff except myself, Councillor
3 Halstead and Councillor Turland left the briefing.

4
5 Q. That document prepared by senior staff and then put
6 forward, was that the motion or resolutions that were
7 eventually voted on that evening and which became the
8 motions which were put forward to the Minister, I think, on
9 the same date or the day after in March 2021?

10 A. I think we had about two days or something, yeah,
11 correct.

12
13 THE COMMISSIONER: Q. Was there another version of a
14 resolution discussed at that meeting that didn't ultimately
15 proceed?

16 A. No, the majority of councillors were --

17
18 Q. I'm sorry, I didn't hear you?

19 A. The majority of councillors were in agreement with it.

20
21 Q. So there was only one draft resolution?

22 A. My recollection, I'm pretty certain there was only
23 one, Commissioner, yes.

24
25 Q. And was this in relation to the Performance
26 Improvement Order or the suspension?

27 A. It was in relation to the suspension or why we
28 shouldn't be suspended.

29
30 THE COMMISSIONER: Yes, thank you.

31
32 MR PARISH: Q. We had some evidence last night from
33 Councillor Scandrett related to a Facebook post that he
34 posted around that time in which he was happy about the
35 suspension of the council. Had you seen that or do you
36 know about his view on that matter?

37 A. There were plenty of - and I didn't submit them so I
38 can only talk about them; there were plenty of postings
39 prior and at that time from Councillor Scandrett that were
40 less than - less than pleasant.

41
42 And I am aware that, you know, that he in his language
43 many months before that it was quite obvious that, whether
44 he understood that he was attempting to derail the council
45 or whether - what his motive was, I don't know, but he was
46 using in the public, on social media, in the print media,
47 words to the effect, "I plead the Minister to sack this

1 council, sack me, we're dysfunctional, we should go now",
2 and that was repeated over many months, and I'm aware of
3 that Facebook posting as well as many others prior to that
4 and after.

5
6 Q. Did you form the view that Councillor Scandrett, or
7 indeed any other councillors at that time, were looking to
8 concoct a situation where the council was suspended?

9 A. It's a - well, I'm not sure of others, I could -
10 there's possibly one other definitely, but - one, sorry,
11 not definitely, but a view I have of one other councillor
12 other than Councillor Scandrett, but you know, I have no
13 genuine proof, it was only a perception, but Councillor
14 Scandrett made it very clear that he wanted this council
15 suspended.

16
17 Q. This is a slight digression but it seems like the
18 right time to pick it up. One of the matters that the
19 Commissioner and I are going to have to grapple with is
20 what the obligations were of all councillors to maintain
21 order at meetings, if any, to prevent any acts of disorder,
22 let alone an intentional attempt to derail meetings. Do
23 you have any views or thoughts about whether you had any
24 obligations to try and stop that sort of behaviour
25 specifically or any acts of disorder generally?

26 A. On many occasions it was very tempting and probably
27 had a right to but didn't choose to do so, as other
28 councillors also didn't choose to do so, was to intervene;
29 although the mayor was doing his job always when council
30 and councillor and councillors were making his life more
31 than difficult but almost impossible to chair and run a
32 productive meeting.

33
34 It's always very tempting, I suppose you could call a
35 point of order, but again I thought at the time that would
36 create another problem given the context of how crazy and
37 how disrespectful - and I emphasise "how disrespectful" -
38 the behaviour of two council, this is later and I can talk
39 about it later if you wish about it earlier, but late in
40 our term with a clear determination at that last meeting,
41 in my opinion that they - they were going to pour more fuel
42 on the fire; they were content with the suspension of
43 council and, in doing so, they were relentless in their
44 behaviour of - or disorderly behaviour in the way that they
45 treated and ignored the chairman, which was the mayor.

46
47 So, absolutely do; Councillor Scandrett has wanted

1 this council suspended, in his words, many months ago - or
2 many months ago now, but long before the actual suspension.
3 I think in the end - and Councillor Turland shared the same
4 view - and in my opinion that was proven out with his
5 resignation.

6
7 Q. I asked you quite a specific question about
8 obligations, but at a more general --

9 A. Sorry.

10
11 Q. No, no, but which you answered. Now I was going to
12 ask at a more general level, was there anything you felt,
13 just in your own mind at the moment, you could do about the
14 behaviour in meetings and the dysfunction perhaps that was
15 evident at meetings?

16 A. Look, can I backtrack? Do you mind if I backtrack?

17
18 Q. Sure.

19 A. And it is pertinent and it will make sense. Going
20 back to the briefing, and I said that all the majority of
21 councillors and all staff left the room. Prior to
22 Councillor Scandrett leaving, and Councillor Turland
23 stayed, I spoke to them both. I was across the other side
24 with Councillor Halstead; he wasn't saying anything. And I
25 knew at that time, due to what they said at the briefing,
26 that there was going to be, you know, disorderly -
27 whatever - by those two councillors in the chamber; they
28 weren't going to not, you know, have a crack at the mayor
29 and the GM.

30
31 I asked them on a personal basis - I've grown up with
32 Councillor Turland, not necessarily Council Scandrett - for
33 the sake of any hope of this council being able to convince
34 the Minister not to suspend with this next meeting and the
35 show cause notice that we were going to vote on, and they
36 both, using colourful language, told me to - I'm using "get
37 necked", it was a lot more colourful than that. In other
38 words, it was very clear, very clear to me then, that they
39 had no intention of allowing that meeting, council meeting
40 in the chamber following the briefing to go ahead in a
41 formal and respectful manner.

42
43 Now I've lost my track with the question.

44
45 Q. No, I was interested at quite a general level about
46 whether --

47 A. Right.

1
2 Q. Just your impressions at that time, whether you felt
3 you could - there was any mechanisms or steps available to
4 you to prevent the sort of disorder and dysfunction that
5 was evident in council meetings?

6 A. I recall that obvious, and I suppose other councillors
7 - and I can't speak for them - were feeling the same, I was
8 hoping, and he was struggling to maintain order, and I was
9 hoping the mayor would use other powers that are available
10 to him to either close the meeting, which he had used
11 previously, or suspend both councillors from the meeting.
12 I'm not sure why that didn't happen and I haven't spoken to
13 him since about it, but I would have believed there was a
14 vehicle or a tool that he could have used, because it was
15 out of order. So, other than that, I'm not sure
16 what myself or other councillors could have done except
17 call a point of order and I don't think that would have got
18 anywhere.
19

20 Q. There's been multiple references in the evidence over
21 the last 24 hours from Councillor Scandrett about the
22 concept of an 8:1 or a 7:1 split with Councillor Scandrett
23 in the minority. Do you recall any discussions that some
24 of the majority or any of the majority might have had about
25 how they could manage or ensure a minimum level of
26 disruption from councillors such as Councillor Scandrett in
27 the meetings?

28 A. No, look, I'm not sure, I truly am not sure. The 8:1
29 was, once again it's my feeling and it's an obvious one but
30 it's still my feeling, was a deliberate ploy, if you like,
31 by Councillor Scandrett; he was happy to sit in that
32 situation with 8:1. He made it clear that he would not -
33 and he made it clear in a briefing, I believe, or certainly
34 in public because I overheard it - that he would not
35 support any resolution or any determination that the mayor
36 was involved in. He sat where he sat with that 8:1 through
37 his own - his own feelings I think for the last latter part
38 of our term. So, as strange as it seems, in my opinion
39 that's why it occurred.
40

41 Now, I will say I think it's important because, you
42 know, he hasn't spoken too kindly about the mayor, I
43 believe - I don't know, I haven't heard it but I've got a
44 suspicion he's gone after the mayor - that on occasion in
45 this period prior to this where it was starting to decline,
46 probably just beyond the mayoral election in 2018, where it
47 was becoming difficult for the mayor to control the

behaviour of Councillor Scandrett on several occasions, although some of his suggestions or motions were out of left field, that he had support of the mayor and the mayor made it clear that he supported him on those occasions. So, it wasn't if we were sitting in that 8:1 because the mayor wouldn't listen to Councillor Scandrett, because he did on many occasions.

Q. We've had some evidence earlier from you, and indeed from multiple witnesses, about a degradation in the relationship and the conduct of both briefings and the council meetings at about the 2018 mark; I think you referred to about two years in or 18 months in. Do you have any insight or impressions about what led to the degradation of relationships which then led to the degradation of conduct in meetings and briefing sessions?

A. And I'm not sure of the dates, but there are two that come to mind. Councillor Halstead didn't stand for a second - for the second two - or the second two years, he didn't stand in that election. It wasn't controversial, but beyond that time problems or the behavioural problems seemed to start. Forgive me with the dates, I can guess we're getting into 2019 here now, I'm not sure, but they were fairly close together both - please, correct me if I'm steering away from your question.

Q. No, no, no, no.

A. There were two applications by two councillors that were refused, one from Councillor Turland of a property in Bowral and one from Councillor Scandrett who had his application refused, and I can't recall why, and he went ahead with excavation works in the wrong locality that was defined in the DA and there was ensuing drama about that, but from that point in time he started to - and he blamed staff, senior staff, planning staff as well as, in particular the GM and in particular the mayor, he started to be pretty tough on him.

No question Councillor Turland, with the demise of his development application and a loss of an appeal to the Land and Environment Court, he made a decision that one of the senior planning staff was at fault here and, through the GM, determined then that the general manager shouldn't be - or shouldn't remain in her role. And it was about that time also that Councillor Scandrett - I'm using pub language, I suppose - started to go after the GM. On one occasion around that time, mid-2019 - and please, I'm not

1 certain of the dates - but it was certainly then he
2 indicated at one meeting, sitting down, not where he's
3 invited to speak, made it very clear to the GM that she is
4 "Passed the used by date, that it's time to go, your turn
5 is up", language to that effect.
6

7 So, from that moment on, I think, until finally we
8 were suspended it became obvious - I'm going off track here
9 but I think it's important that it ties in - it became
10 obvious to all of us, certainly to me, that Councillor
11 Turland was seeking and pursuing the removal, if you like,
12 or just making life so difficult for the GM and only
13 slightly to a lesser extent the deputy general manager,
14 Mr Barry Paull. As well as, even though they didn't get
15 on, he found an ally in Councillor Scandrett who also made
16 it very awkward in what he was suggesting in regard to the
17 general manager.
18

19 Without a doubt, and I was witness to it, it
20 100 per cent led to her resignation. It was affecting her
21 health, and I know we all say that in the modern era, you
22 know, political correctness, but it was definitely
23 affecting her mental health. She was a tough lady and she
24 wanted another term, she wanted to continue, but that time
25 of haranguing every time we met, be it in a briefing or in
26 a meeting, it just took its toll - took a toll on her.
27 Sorry, I was close.
28

29 THE COMMISSIONER: Councillor, for my part I thought that
30 was directly relevant so don't worry yourself about that.
31

32 MR PARISH: Q. We'll stop you if it's not. In your
33 view, from the evidence you've just given, do you think
34 Councillors Turland and Scandrett were bullying the GM?
35 A. Without a doubt, yes.
36

37 Q. You've also given some evidence just then about other
38 negative interactions with staff specifically in respect of
39 Scandrett and Turland. In your view, were they attempting
40 or succeeding in bullying other members of staff or senior
41 staff?

42 A. I can't - I'm not sure of - or I am sure that I don't
43 know whether Councillor Scandrett had any involvement,
44 either verbal or otherwise with staff. Councillor Turland
45 definitely with senior planning staff up until and a short
46 while after he lost the court case in the Land and
47 Environment Court. I'm not - I can't answer truthfully

1 whether it was bullying.

2
3 Q. Okay.

4 A. It affected them, there's no question. I don't mind
5 mentioning - can I mention the name of staff member or not?
6 Shouldn't I do that?

7
8 Q. I don't mind.

9
10 THE COMMISSIONER: Q. Yes, if you're comfortable to.

11 A. It certainly affected Mr Nick Wilton.

12
13 THE COMMISSIONER: Yes, thank you.

14
15 MR PARISH: Q. Can I just turn to some observations you
16 have in your submissions. You say that you came to
17 realise, in about 17, that there was at least some
18 interference with planning matters involving both staff and
19 members of the community including DA approvals. Can you
20 give us the example that you're referring to there?

21 A. There was one earlier on and it became - it became,
22 you know, all councillors were aware of it and a
23 culmination of a closed council meeting where the
24 councillor was named, if you like, but we all realised
25 because of his discussions in the chamber that Councillor
26 McLaughlin had become involved with an application very
27 early in 2017.

28
29 The applicant consequently, as we were told in this
30 closed council meeting, took out a Code of Conduct against
31 Councillor McLaughlin, he was successful and he was fined,
32 and that - I knew nothing, it was all hearsay until that
33 closed council meeting when it became - all of us became
34 aware that Councillor McLaughlin had been fined. There was
35 a reason for the meeting and I don't think I need or should
36 talk about it, but that's when it became obvious - not
37 obvious, but to all of us that Councillor McLaughlin had
38 intervened or somehow prejudiced an application and had a
39 Code of Conduct placed on him.

40
41 The others I've spoken about, and I'm not - once
42 again, I say without proof, and it is without proof - I
43 honestly believe, without proof, that Councillor Turland
44 vigorously had discussions with Nick Wilton in regard to
45 his failed development, both before that Land and
46 Environment Court and afterwards.

1 And I also believe that at some stage Councillor
2 Scandrett would have had discussions with planning staff in
3 regard to his, but I - once again, it's without proof, but
4 I believe it did occur.

5
6 Q. Another of the observations that you make is the
7 problems with rogue councillors, and I think you've given
8 some evidence about that this morning already. What did
9 you understand either the Minister or the Office of Local
10 Government could do about rogue councillors? It's
11 something we've been exploring with other councillors as
12 well what precisely, if anything, you thought could be done
13 about it?

14 A. Can I give the examples, if you don't mind?

15
16 Q. No.

17 A. I'm not sure of the time but it was during a briefing
18 session we had Councillor Scandrett, I think, he'd walked
19 or he'd left that hearing, that briefing; for whatever
20 reason he objected to something and made comments that,
21 "Finally got the mayor", to suggest that the eight
22 members - sorry, seven members - eight members of council
23 should take out a joint Code of Conduct against Councillor
24 Scandrett. That occurred, that went in, all of us, all our
25 signatories were with it.

26
27 Councillor Turland also on occasion later than that
28 had a - and it's been explained earlier, I believe - had a
29 Code of Conduct taken out by senior staff on his behaviour
30 prior to one council meeting in this chamber, and my - as
31 well as other councillors' frustration, is that both those
32 codes were with whoever, the Office of Local Government or
33 whoever looks after them, were with them with enough time,
34 more than enough time to respond or make a determination,
35 and that didn't occur. That's the frustration.

36
37 I wonder, I just wonder, whether they were able - and
38 I don't know whether they were able - to suspend both those
39 councillors; because, believe me, if they were suspended at
40 that particular time, this council would have got through
41 the remainder of their term. I'm not overstating that, I
42 feel very strongly about it.

43
44 Q. That's one of the issues we've been exploring, is what
45 the governing body felt they could have done. Was a motion
46 of misconduct against any or some of the agitating
47 councillors ever considered, do you recall; is that

1 something you recall there being discussion on?
2 A. I probably asked two or three times and the response I
3 got from staff was, "No, we haven't heard anything", so I
4 don't know; I don't know.
5
6 THE COMMISSIONER: I think you and the witness might be at
7 cross-purposes, Mr Parish. You might have to introduce
8 that again.
9
10 MR PARISH: Perhaps.
11
12 THE COMMISSIONER: That's no criticism of the witness.
13
14 MR PARISH: That's criticism of me.
15
16 Q. Are you aware that there is a provision under the
17 Local Government Act which allows for the council to pass
18 by resolution formal censures of a councillor for
19 misconduct?
20 A. No.
21
22 Q. I take it from that then that you were never advised
23 about that or had discussions with other councillors about
24 that possible step?
25 A. No, and that's a great pity.
26
27 MR PARISH: I was going to move on from that topic,
28 Commissioner, unless you wanted to touch on it.
29
30 THE COMMISSIONER: Can you just give me that
31 section number, please?
32
33 MR PARISH: 440(f).
34
35 THE COMMISSIONER: 440, yes, thanks.
36
37 Q. Was there ever discussion about the council
38 considering a resolution to refer allegations of misconduct
39 by any councillor to the departmental chief executive? Was
40 that something that was brought to your attention?
41 A. No, not my attention.
42
43 MR PARISH: Q. We had some evidence this morning from
44 Councillor Scandrett about a carpark on Wattle Street, I
45 think. Are you familiar with that decision or issue,
46 perhaps is the best way to put it?
47 A. I'm familiar with the carpark and --

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. Yes.

A. -- that's it. I'm not sure if there was any issues, I'm not sure, I don't know.

Q. There was a suggestion I think this morning, if I understood the evidence of Councillor Scandrett properly, that you might have had a conflict of interest in respect of the Wattle Street carpark.

A. Myself?

Q. Yes.

A. Absolutely not.

Q. Do you recall any issue about that coming up at the time?

A. No.

Q. The evidence also seemed to be this morning, without the benefit of a transcript, that the councillors effectively held a binding vote in a briefing session about the Wattle Street carpark. Do you have any recollection of that?

A. Look, I recall discussions, I think we had - we were briefed or started to be briefed by an individual, who I can't recall. I'm not sure whether we took a binding vote, I'm sorry, I'm answering honestly.

Q. Do you ever recall there being binding votes in council briefing sessions?

A. Binding votes? No, not at all. Could I help you with the conflict?

Q. Please.

A. I probably don't need to but I want to make sure that it's clear.

THE COMMISSIONER: It's most appropriate for you to respond, yes.

THE WITNESS: Some time ago Councillor Scandrett claimed that I should have called a pecuniary interest in a matter involving Franklin Street in Mittagong.

MR PARISH: Perhaps that was - I think I might have conflated two separate issues from the evidence this morning.

1
2 THE COMMISSIONER: Yes.
3
4 MR PARISH: I think that he was referring to Franklin
5 Street, Mittagong.
6
7 THE COMMISSIONER: So perhaps just backtrack and start
8 again.
9
10 MR PARISH: Yes.
11
12 Q. Let's assume that I've got two issues mixed up in my
13 brain.
14 A. Okay.
15
16 Q. Let's deal with Wattle Street carpark first and ignore
17 any suggestion of conflict on your behalf. I think, does
18 that change your answer to your recollections of any --
19 A. No, it doesn't change my answer.
20
21 Q. So that, we'll then turn to the Franklin Street issue.
22 We had some evidence this morning in which Councillor
23 Scandrett suggested - did not say there was one, but
24 suggested there might be the appearance of a conflict of
25 interest in respect of that. Can you give us your
26 recollection and views on that issue, Franklin Street?
27 A. Yes. It was an ongoing matter, somewhat
28 controversial - deemed controversial by Councillor
29 Scandrett, I might add, other councillors on side, you
30 know, that the sale of it was important, many discussions
31 on what we would do with the proceeds of that sale.
32
33 Councillor Scandrett somehow, and I'm not sure whether
34 there was any sanctions, but he somehow got involved with
35 the real estate agent that was interested in it who was
36 talking on behalf of, you know, a businessman from Sydney
37 that was interested in pursuing it. That led to the agents
38 that were being looking after it in Sydney - and I can't
39 recall their name but it will be documented - being
40 dismissed and we went back to the start and ultimately
41 Franklin Street was sold to a local real estate agent.
42
43 Q. You don't have to answer this question if you don't
44 want to, but as a first term councillor has the conduct of
45 councillors and the way that the meetings evolved over time
46 affected your decision about whether to seek another
47 elected term whenever those elections may be? And, as I

1 say, if you'd rather not say, if you haven't thought about
2 it then --
3 A. No, I can answer it clearly. I mean, at my station in
4 life I probably should be thinking of other things. It
5 certainly hasn't deterred my thoughts and I might - if I
6 can now that you've allowed me: council was terrific, you
7 know, a real cross-section of ideology. But we worked
8 well, you know, and we - certainly robust debates, and I
9 mean robust in a good way the first two years and leading
10 into the third; it was just so disappointing that it went
11 downhill from there but we achieved a lot of good outcomes,
12 a lot of good outcomes.

13
14 I was able to, as I mentioned in my submission, to
15 help possibly - well, well over 50 anyway of predominantly
16 elderly people who were just having minor problems with the
17 service desk, et cetera, and I got great satisfaction out
18 of that.

19
20 I got great satisfaction out of being able to serve on
21 the Illawarra Academy of Sport. In our planning session we
22 were all invited to present a vision, this was right at the
23 beginning, and my vision was a regional sporting hub at
24 Lackey Park in Moss Vale, and with the full support of
25 council and all senior staff at the time of our suspension
26 that project was ready to go - you know, to start seeking
27 grants. It was always going to - it was not going to cost
28 the community anything, we were going to seek it through
29 government grants. Unfortunately, I think the
30 administrators put a line through that.

31
32 No, it hasn't - the behaviour hasn't deterred me, but
33 it just - and I can't help saying that, for possibly a one
34 term, something that I looked forward to, you know,
35 sidetracked by the behaviour, and I emphasise, by the
36 behaviour predominantly by two councillors.

37
38 MR PARISH: I was just going to move off the specific
39 topics now, Commissioner, unless you want to --

40
41 THE COMMISSIONER: No.

42
43 MR PARISH: Q. I'm going to show you Exhibit O.

44 A. Can I keep this or do I --

45
46 Q. Yes, Mr Broad will take that from you.

47 A. Yep.

1
2 Q. If you go to the last two pages of Exhibit O,
3 hopefully you have a press release there which says,
4 "Sacking was political, say councillors".
5 A. Where are we, sorry?
6
7 Q. The last two pages.
8 A. Yeah, yep, sure, the media release; is that right?
9
10 Q. It should say, "Sacking was political, say
11 councillors".
12 A. Yep.
13
14 Q. Is this a press release that you agreed with and put
15 your name to, at least endorsed?
16 A. Yep.
17
18 Q. How did this press release come about?
19 A. I think - well, I believe, that Councillor McLaughlin
20 had a discussion with the mayor and suggested that it'd be
21 nice if these five councillors, including myself, would
22 meet with the thought of a letter to the media retracting
23 some of the criticisms we've been receiving from the
24 administrator. We did meet, we met out at Fitzroy Falls
25 and agreed to some form of media release, yeah.
26
27 Q. Who was at the meeting that was convened to discuss
28 this idea?
29 A. The five councillors mentioned.
30
31 Q. Does that include ex-Councillor Markwart as well or?
32 A. Correct. Sorry, yes.
33
34 Q. So, four councillors and ex-Councillor Markwart?
35 A. Correct.
36
37 Q. Anyone else there, do you recall?
38 A. No. Um, the reasons were - yeah, do you want me to --
39
40 Q. I'll take you through them shortly.
41 A. Okay, sure.
42
43 Q. Was there any discussion at this meeting as to the
44 timing of the issuance of the press release?
45 A. No.
46
47 Q. Do you recall if there was later a discussion of the

1 timing of this press release?
2 A. No, there was a suggestion that it would go in as soon
3 as possible.
4
5 Q. Do you have any recollection of whether there was any
6 discussion at any time about the appropriateness of issuing
7 a press release in the middle of an inquiry?
8 A. No, there wasn't, no.
9
10 Q. Do you recall if there was any discussion about
11 whether the effect of this press release might be to
12 undermine the inquiry?
13 A. No, definitely not, and it wasn't - it had no - it was
14 no reason for - I suppose it's, okay, a perception, but no,
15 it was no - this had nothing to do with undermining or
16 criticising the inquiry at all.
17
18 Q. There is some criticism of the current Minister; do
19 you accept that?
20 A. In regard to hearing the results of this inquiry now
21 that she is the Minister? Is that Wendy Tuckerman?
22
23 Q. Yes.
24 A. Yeah, I think there's merit in that, yeah.
25
26 Q. Do you accept that the effect of that might be that
27 people might have the perception that the current Minister
28 has a conflict of interest when receiving this and perhaps
29 acting on this report?
30 A. That's fair, yes.
31
32 Q. Do you think that might have the effect of undermining
33 the legitimacy of any actions taken of the Minister?
34 A. No, I don't, no.
35
36 Q. Do you think that's at least a perception that could
37 be taken out of putting out what this press release seems
38 to suggest is a conflict that she might have?
39 A. It's always possible for perceptions. I mean, it's
40 certainly my view it wasn't designed for that reason. And
41 even reading it, and I support it, it was primarily to be
42 able to at least offer some way feedback on our feelings in
43 regard to the administrator constantly criticising,
44 vehemently criticising, the current council and we had no
45 recourse, and some of these figures came out and they're
46 all accurate, they're from his reports; that was the main
47 reason for this letter. Now, I can't argue that there's

1 possible perceptions definitely, I can't argue that, but
2 there's always room for perception, but it wasn't the
3 intent; it certainly wasn't my intent.
4

5 Q. Do you agree with all the, what is purported to be
6 factual statements in this press release?

7 A. Yes.
8

9 Q. Do you agree that therefore at the very bottom there:

10
11 *"The plethora of external reports [Viv May]*
12 *commissioned found relatively insubstantial*
13 *issues and no smoking gun to justify the*
14 *suspension of the council."*
15

16 A. Having - and I'll be honest here, when this draft was
17 put together, and we had discussions on some of the
18 content, and the mayor who did the typing, et cetera, was
19 going to send me the draft and he was unable to. Now, that
20 could have been a problem with my technology, I don't know,
21 but we tried for three or four occasions on one afternoon.
22 He went through this over the phone and I agreed with it,
23 and I didn't even question the smoking gun; I'm still not
24 sure now where there's a reference or why there's a
25 reference to a smoking gun. I can only assume that, you
26 know, the work of this inquiry will in some way - in some
27 way - justify - not justify, but remove the criticism, a
28 very deep and personal criticism, of some councillors. I
29 can only assume that. I'm not sure what the smoking gun
30 was inferring.
31

32 Q. Do I take it from that evidence then that you didn't
33 necessarily agree with every quote that is attributed to
34 Mayor Gair in this press release?

35 A. Because I don't quite understand "no smoking gun",
36 well, conversely I disagree.
37

38 Q. What about the concept that there is no - that there
39 are relatively insubstantial issues in the reports
40 commissioned by the administrator; do you agree with that
41 part of the quote?

42 A. If you just lead me to that, if you wouldn't mind?
43

44 Q. It's at the very bottom of --
45

46 THE COMMISSIONER: Yes, the second-to-last page in the
47 bundle or the first page of the press release.

1 A. The first page of it?

2

3 Q. Yes, in the very last two lines of that
4 page commencing, "The plethora", do you have that?

5 A. Yes.

6

7 THE COMMISSIONER: Just have a read of those two lines and
8 then Mr Parish will ask you some questions.

9

10 THE WITNESS: Commissioner and Mr Parish, I have no - I
11 haven't read any reports so I can't comment on that. But,
12 you know, maybe - yeah, I don't agree with it, but I
13 haven't read any of the reports that are referred to, so I
14 can't comment on that. Maybe I should.

15

16 MR PARISH: Q. Over the page there's a quote which I
17 think is, again, attributed to Mayor Gair which says:

18

19 *"The inquiry needs to examine whether the*
20 *Administrator has breached the Code of*
21 *Conduct on numerous occasions, particularly*
22 *regarding his involvement in staff*
23 *operational matters, and the major*
24 *decisions made behind closed doors without*
25 *any accountability or transparency."*

26

27 Is that a quote from Mayor Gair that you necessarily
28 agree with or turned your mind to at the time?

29 A. Definitely turned my mind to it, and I questioned the
30 mayor - I mean, he maintained confidence, he believes that
31 it's absolutely true and in time that statement or that
32 paragraph will be proven out, but I - I can't comment on
33 whether it's true or false or has merit or not.

34

35 Q. You don't endorse necessarily that view, you leave
36 that view as the view of the mayor; is that correct?

37 A. I'm duly bound to endorse it because I agreed with
38 this document, but I am not aware of - yeah.

39

40 Q. This is your opportunity to maybe walk back or explain
41 the parts of the document you might not necessarily agree
42 with or hadn't turned your mind to at the time.

43

44 THE COMMISSIONER: So, in fairness to you --

45

46 MR PARISH: So, don't feel bound to defend something in
47 this document if you hadn't turned your mind to it or

1 agreed with it.

2

3 THE COMMISSIONER: Q. And, in fairness to you, as I
4 understand your evidence it was read to you over the phone;
5 is that right?

6 A. Pardon?

7

8 Q. As I understood your earlier evidence, this was read
9 to you over the phone?

10 A. Correct.

11

12 THE COMMISSIONER: So, I think as, Mr Parish is saying,
13 he's giving you an opportunity to agree or disagree with
14 the passages that he's drawing to your attention, and the
15 fact that you agreed in that phone call to join in this is
16 just one fact along the way. So, Mr Parish.

17

18 THE WITNESS: Mr Parish, I'm content with, and rightly so,
19 to disagree with "the smoking gun" because I'm not sure of
20 the inference. The rest of the document I support, that
21 paragraph you just mentioned, I'm duty bound to support it
22 because I agreed with this document and it's been explained
23 to me that the mayor or Mr Gair has confidence in that
24 being factual. If I just may - I'm not sure whether it's
25 in closing, but if I make one comment personally: and
26 there's no pats on the back here, I'm just telling you how
27 it is. You know, I did my utmost to enjoy the role of an
28 elected member, as a councillor, and on most of the three
29 and a bit years I did, without doubt, and I believe I
30 achieved a lot without song and dance.

31

32 To be suspended was cruel and distressful, although in
33 time I was able to acknowledge that we were dysfunctional
34 for the reasons others and myself have just explained, and
35 therefore something had to occur, and it did, and the
36 suspension - once the suspension settled in I was happy
37 with the inquiry with the hope, and still have the hope,
38 that, you know, some good things will come out of this in
39 regard to my reputation and others that really, in my
40 opinion, carried out their duties as they should.

41

42 It pained me no end to have the administrator
43 constantly - and it's, I can finding all the evidence, it's
44 obvious by the print media in Sydney, social media
45 continually criticising and suggesting this council must
46 never be allowed to reform, these current individual
47 councillors should have no right to be re-elected in any

1 further future council, and I just thought it was an
2 opportunity to have, if you like, a crack back at him, so
3 therefore in that context I agree with the document.

4
5 Q. I'll take your evidence in the form of, you agreed
6 with the general tenure of the --

7 A. Correct.

8
9 Q. -- idea but not necessarily everything that is in
10 there.

11
12 THE COMMISSIONER: Q. Is that right?

13 A. Yes, I'm happy with it, yes.

14
15 THE COMMISSIONER: Mr Parish, yes.

16
17 MR PARISH: Q. One of the things which, and I'm
18 paraphrasing here, has appeared to have been suggested by
19 Mayor Gair is that, once the suspension ends he'll take
20 steps, presumably with the councillors, to unwind or put
21 things back the way they were. Have you heard comments to
22 that effect in the media?

23 A. Absolutely not.

24
25 Q. Do you have any thoughts or impressions about whether
26 that is the intention or view of Mayor Gair?

27 A. No, I have no thoughts. Yeah, no, really given where
28 we are, I find it difficult to believe.

29
30 Q. One question I was going to ask about relates to that
31 impression of yours, which is, you think the local planning
32 panel is a positive step; is that fair?

33 A. Very fair, I think it is a positive step.

34
35 Q. In your view, have there - notwithstanding your
36 feeling of personal criticism from the administrator -
37 other positive steps that have been taken by the
38 administrator which, if returned, you think you would be
39 keen to keep or continue?

40 A. That's almost impossible to answer. I mean, I'm
41 fair-minded and I don't know what situation I'd be in there
42 or what I would believe in, so I can't comment on that.
43 There's been some good things by the administrator, moving
44 council meetings - simple things: moving council meetings
45 back to once a month, the planning panel, there's probably
46 others that I can't recall, but I'm not going to comment on
47 other matters that he's changed in this. There are many,

1 many good staff that I would assume - not assume, I know
2 were good and talented and, you know, staff that are no
3 longer with us; I find that distressing but I'm not going
4 to criticise the administrator.

5
6 Q. Is it fair to say that you would keep an open mind --
7 A. 100 per cent.

8
9 Q. -- if you were returned and deal with it on a
10 case-by-case basis?

11 A. Yep.

12
13 MR PARISH: I was going to move off specific topics.

14
15 Q. The approach we've been taking with councillors is to
16 let them give us any further topics they might want to
17 address on and, if I determine it falls within the terms of
18 reference, I'll ask you some questions about it. Do you
19 have any topics or matters you wish to address on?

20 A. No, thank you, Mr Parish. I think, you know,
21 everything that's disturbed me or - you know, it is a great
22 shame. I think I've - I don't think I have anything else
23 to say, no.

24
25 MR PARISH: Thank you, councillor.

26
27 THE COMMISSIONER: Q. One question that comes to my
28 mind, I think you answered it a moment ago, but the
29 evidence you gave earlier about the council finding itself
30 in the position it did predominantly due to the actions of
31 two. Does that lead to - although you put it as the
32 conduct of two, do you accept that the conduct of two
33 influences and affects the functionality of the whole; that
34 is, the whole of the governing body?

35 A. Yeah, I think I - I absolutely do, I think I mentioned
36 it earlier.

37
38 Q. Yes.

39 A. You know, I came to - once this was unfolded or has
40 unfolded with the suspension, that there was no way that we
41 could continue to operate while that was occurring. We
42 were, you know, the council - sorry, the eight elected
43 members of the council was dysfunctional.

44
45 THE COMMISSIONER: Yes, thank you. Anything arising from
46 that, Mr Parish?

1 MR PARISH: Yes, one further question does arise or occur
2 to me.
3
4 Q. If the councillors returned, and bearing in mind the
5 dysfunction that was witnessed prior to the suspension, do
6 you think anything's changed? Has there been any - for
7 instance, Councillors Turland and Halstead have resigned:
8 is there some dynamic which is going to diffuse the
9 situation possibly, in your view?
10 A. We're talking hypothetically.
11
12 Q. Yes.
13 A. So that would mean with Councillor Markwart through
14 health reasons, so that it would bring the number back to
15 six, if I'm correct.
16
17 Q. Yes.
18 A. I believe those six councillors could operate in a
19 professional and, most importantly, respectful manner and I
20 say that without any doubt.
21
22 Q. What about Councillor Scandrett? I don't mean to pick
23 on him, but he will still be there, he's given evidence
24 that he felt he was subject to bullying in the minority in
25 respect of an 8:1 split or a 7:1 split. Is anything likely
26 to change if it's a 6:1 split against Councillor Scandrett?
27 A. My Christian view would say that you would hope so.
28 That's probably the only answer I can give because there
29 is - it doesn't take much for behaviour to change, it
30 doesn't take too much to swallow your pride and just - and
31 just maybe, given what Councillor Scandrett is going
32 through, and we've all gone through, who knows, he might
33 still have a very poor feeling for the mayor, the current
34 mayor, that he still might determine to operate in a
35 professional and respectful manner. I can't comment on
36 that.
37
38 Q. Thank you.
39 A. I'd like to say that, yeah, I can't add any more to
40 that.
41
42 MR PARISH: Thank you.
43
44 THE COMMISSIONER: Yes, thank you, Councillor Andrews,
45 that completes your evidence. Thank you very much for your
46 time this morning and I do apologise again that you were
47 kept waiting out there. Hopefully the chair was

1 comfortable while you had to sit there.

2

3 Is there any reason why Councillor Andrews ought not
4 be excused?

5

6 MR PARISH: No, Commissioner.

7

8 THE COMMISSIONER: Yes, all right. You're excused from
9 further attendance on the summons. You are free to stay if
10 you wish, you are free to go if you wish.

11

12 THE WITNESS: Thank you, Commissioner. Look, I mentioned
13 earlier that I do appreciate your efforts and the
14 Commission as a whole, and to Mr Parish, I truly do. There
15 was a time when I thought, well, what the hell is going on,
16 but I'm certain that something will come out of this that
17 should keep us - well, I hope - well, whether we're
18 satisfied or not, you know, it's something that needed to
19 occur and it is occurring and I thank you for your efforts
20 so far.

21

22 THE COMMISSIONER: Well, thank you for your kind words.
23 Experience tells us we can't please everybody, but we're
24 going to do our very best to get to the bottom of it.

25

26 THE WITNESS: Thank you.

27

28 THE COMMISSIONER: Yes, Mr Parish, what's next?

29

30 MR PARISH: We have Councillor McLaughlin as the next
31 witness. I'm not sure if he's sitting outside waiting? He
32 is. I'm wondering whether a short lunch adjournment might
33 be appropriate now, but not the full hour, so that
34 Councillor McLaughlin doesn't have to keep on waiting
35 around.

36

37 THE COMMISSIONER: Yes. How long do you want?

38

39 MR PARISH: Perhaps, half an hour.

40

41 THE COMMISSIONER: Yes, all right. Well, I'll extend it
42 slightly, let's take 40 minutes. I'll adjourn until 1.40.
43 Thank you.

44

45 MR PARISH: Thank you, Commissioner.

46

47 **LUNCHEON ADJOURNMENT**

1 **UPON RESUMPTION**

3 THE COMMISSIONER: Yes, Mr Parish.

5 MR PARISH: Thank you, Commissioner. The next witness is
6 Councillor Graham McLaughlin.

8 THE COMMISSIONER: Yes.

10 <GRAHAM MCLAUGHLIN, affirmed: [1.41pm]

2 THE COMMISSIONER: Councillor, I apologise for keeping you
3 waiting today.

4 A. That's fine.

16 Q. Sometimes in hearings --

7 A. Sure.

9 Q. -- things run long, so I do apologise for --

20 A. That's fine.

22 Q. -- having kept you beyond your scheduled start time.

24 Yes, Mr Parish.

26 <EXAMINATION BY MR PARISH: [1.43pm]

MR PARISH: Q. Thank you from me too. Councillor, could you start by giving us your personal and vocational background and your connection with the shire?

31 A. Certainly, thank you. Basically, Mr Commissioner, I
32 grew up in the area, went to school here, I did my
33 apprenticeship here, I raised my family here. I worked
34 here for 30 years in the cement industry. I'm a tradie;
35 like Councillor Turland, I suppose, yes.

37 Q. When was your first elected term on the council?

38 A. My first elected term was in 2008. I was the endorsed
39 Labor councillor, I was proud to follow on from the first
40 Labor councillor or the first councillor to run under the
41 banner as a Labor and bring politics into Wingecarribee, I
42 suggest, and he was very well respected; he'd hate me
43 saying so, but Phil Yeo was a very - an excellent
44 councillor and an excellent mayor and he asked me if I
45 would consider running for council and that's - eventually
46 I accepted that offer.

1 Q. Had you been involved in any way with local government
2 or at council level before 2008?
3 A. No. No, I hadn't at all.

4
5 Q. Had you had any experience in seeing council meetings
6 or the like before 2008?
7 A. I did attend council meetings in the run-up to that
8 election and when Phil Yeo was still sitting on that
9 council, the 2000 to - 2004-2008 council, yes, I did attend
10 council meetings, but up until then I hadn't had a lot of
11 experience apart from years ago when I moved a house; I
12 moved a house in Welby many years ago and at that stage I
13 did present to council because there was some concerns
14 about it. I had delegated approval from staff to move the
15 house and they wanted me to brick veneer it, and I said it
16 was a perfectly good weatherboard house and I put it to
17 council and they came and did an inspection. That was my
18 only other contact, but that was when I was a young man
19 struggling with a young family and trying to get a house
20 together, so yeah, Mr Parish, that's my only other contact.

21
22 Q. Thank you. Can you give me your general impressions
23 about your experience on that first 2008 council in regard,
24 firstly, to the conduct of council meetings and how
25 councillors treated each other?

26 A. Certainly. Well, I came onto that council as an
27 endorsed Labor councillor, there were two Liberal
28 councillors and there was a Green councillor and some
29 independents on that council. And my impressions, was it,
30 sorry? Can you --

31
32 Q. Your general impressions at a higher level, if you can
33 recall any, by the way --

34 A. Certainly, certainly.

35
36 Q. Firstly, councillor to councillor behaviour at council
37 meetings?

38 A. Look, I think the council started off pretty well.
39 Look, we'd come into a council that - as the GFC was going
40 on. Council was in a situation with Lehman Brothers,
41 they'd originally put money into Growing Security. Growing
42 Security was taken over by Lehman Brothers and we know
43 about the GFC, so there was problems with regard to that.

44
45 Look, can I say, and a lot of people still don't
46 realise that all that money that was out there actually got
47 returned. I know Councillor Juliet Arkwright was chair of

1 finance at the time and likes to take credit for her
2 efforts in getting that money back, but can I say, if we
3 hadn't have had Doug Neville and Mr Barry Paull who were
4 diligent in their work and excellent staff to actually
5 convince council that we needed to chase this money town
6 and there was a good chance we would get it back.

7
8 So, there were councillors there that thought that we
9 should just forget it, it's gone, we've lost it, move on,
10 but I voted with Councillor Arkwright at the time and we
11 were convinced that there was a good opportunity, instead
12 of doing a drip feed to our legal people to chase it, that
13 there was a better incentive to have a provider come in and
14 at the end - no win, no pay, but they would get a
15 substantial sum at the end of that if they were successful.

16
17 Now, this went on for many years and there were drip
18 feeds of different monies coming back, but we were kept
19 well informed about that and, as I said, Mr Barry Paull and
20 Doug Neville - and Doug Neville spent a lot of time in the
21 witness chair, and because of his diligence he had a - the
22 famous whiteboard where he wrote up, "No CDOs" and he got
23 them to sign off on it, and that whiteboard was kept, and
24 that was one of the significant evidence that was used in
25 the court cases that showed that we led a lot of other
26 councils and we were successful in getting that money back
27 because they'd signed off that there'd be no CDOs and they
28 actually put money, after being told they wouldn't, they
29 put it into CDOs.

30
31 So, it was - it was - it was difficult because a lot
32 of people in the community were very upset; it came in that
33 we'd lost all this money. I think the opportunity for
34 councils to actually go out on their own, I think up until
35 then council was required under government legislation to
36 put money into, you know, government bonds --

37
38 Q. We might be going slightly off topic.

39
40 THE COMMISSIONER: It's all very useful background --
41 A. Okay.

42
43 Q. Just let me finish. It's all very useful background.
44 A. Okay.

45
46 Q. I'm aware of that issue and I can understand why it
47 was a matter of concern not only to all councillors but to

1 the wider community.

2 A. Yes.

3

4 Q. But I think Mr Parish's question was directed
5 primarily to your experiences and observations of
6 councillor to councillor interaction during that 2008 term.

7 A. Sure.

8

9 THE COMMISSIONER: Is that right, Mr Parish?

10

11 MR PARISH: That's correct.

12

13 THE COMMISSIONER: So, if you could just direct yourself
14 to that question, I'd be grateful.

15 A. Sure. Look, my memory of that particular council
16 was - actually, it's interesting that I can say it now, but
17 Councillor Scandrett did run in that election, he ran No.2
18 to councillor Jim Major. So, Councillor Scandrett has been
19 around and, as he said in his evidence, a council watcher,
20 but can I say more than that, Mr Commissioner, that
21 Councillor Scandrett, with --

22

23 Q. I'm sorry to interrupt you this early, but we're going
24 to get off the rails pretty quickly --

25 A. Okay.

26

27 Q. -- unless we direct ourselves to the question.

28 A. Sure.

29

30 Q. And Councillor Scandrett was not a member of the
31 governing body in 2008. No doubt, you'll have some
32 opportunity later to describe your interactions with all
33 councillors.

34 A. Okay, yes.

35

36 Q. But what Mr Parish and ultimately I am interested in
37 are your observations over time about the interaction
38 between councillors, and I just want to start with the 2008
39 term, where they --

40 A. And staff, sorry, did I hear?

41

42 Q. No, just councillors at this stage. So, were they
43 good, were they bad, were they mixed? What is your
44 observations of the councillor interactions during the 2008
45 term?

46 A. Well, generally I thought they were pretty good.
47 Look, we're not in opposition, I was an endorsed Labor

1 councillor. I think, you know, we're all there to work for
2 the community. I was on the Arts Committee with Councillor
3 Arkwright and her No.2, David Stranger. I made a point of
4 being friendly with the fellow councillors, to try and work
5 as a team. I thought the idea that we're representing the
6 community, we're not there in opposition, even though
7 sometimes, you know, someone would throw that sort of
8 line in, "Oh, you're a Labor, you're a Liberal", that's not
9 how it worked in local government. And I think generally
10 the council worked reasonably well in that particular term
11 of council between councillors.

12
13 MR PARISH: Q. Can I explore something with you that I
14 was going to deal with later, but you raise the idea that
15 the way local council works is a bit different, and you
16 also used the phrase "we're not in opposition". In your
17 view, is there a distinction to be made between the way
18 perhaps state and federal politics works, where there is an
19 opposition bench and --

20 A. Certainly.

21
22 Q. -- and the way that local council works where,
23 firstly, there isn't the same party political lines,
24 notwithstanding you're a member of a political party, but
25 also, there are different obligations on councillors as to
26 how they are to deal with decisions that are made? Is it,
27 in your view, a different beast, local government, as
28 distinct from our other two layers of government?

29 A. Certainly. I think there's a collaborative approach
30 generally by the governing body in that regard and, without
31 trying to undermine other councillors or have a point of
32 view. I mean, we all come to council with our own life
33 experiences, with our own interests, with our own passions,
34 with our own intellect, to provide what we think is a
35 reasonable sort of homogenous sort of cross-section of the
36 community. As I said, I'm a tradie, the councillor before
37 me was an academic; he was, you know, a man that worked at
38 a very high level. You know, I think that's where local
39 government is all about, it's about representing local
40 people.

41
42 Q. Thank you. Sorry, I took you a bit off topic. Can
43 you give me your impressions of the councillor to
44 councillor interactions in the 2012 term?

45 A. Yeah, that was a different councillor council, yes.
46 Again, we had two Liberal councillors come on, Holly
47 Campbell and Juliet Arkwright. We had some Independents in

1 myself and Duncan Gair, there were a couple of new faces
2 but some councillors were re-elected, Jim Clark who I sat
3 next to, so that council dynamic did change.
4

5 And, I think you've heard evidence, Mr Commissioner,
6 towards the end of that - from Mr Paull and others - that
7 we were probably very dysfunctional. There was a lot of
8 Codes of Conduct, I think we were the second-highest in the
9 state with Code of Conduct. There was animosity between
10 councillors generally. I think staff tried their best with
11 regard to trying to - with training, tried to plicate the
12 situation.
13

14 But before the Act changed we had a change of mayor
15 every 12 months; that was problematic, there was always
16 argy-bargy around who would be mayor, and I know that when
17 Councillor Arkwright lost the support of her other Liberal
18 candidate or other councillor who then subsequently left
19 the Liberal Party, there was a change and Councillor Gair
20 was elected. Sometimes there could be a 5:4 block on
21 council, there was nine councillors, so that council was
22 problematic and so much so that for a long time the OLG
23 sent representatives to sit in the gallery to observe
24 council. And I think, as ex-Councillor Campbell said,
25 Holly Campbell said, she was surprised that we weren't put
26 into administration at that stage or the Minister step in,
27 but --
28

29 THE COMMISSIONER: Q. Is that your view as well?

30 A. Well, I think we were very much on notice,
31 Mr Commissioner, we were on their radar: they were there
32 watching council that we didn't become dysfunctional, and
33 so they were there --
34

35 Q. I understood your evidence earlier to be that you
36 thought that that council was dysfunctional; did I
37 understand you correctly?

38 A. Tending to be dysfunctional, yes, I think sometimes it
39 was dysfunctional, yes.
40

41 Q. You'll have an opportunity later in this process, not
42 in these hearings, to make written submissions to me should
43 you wish to do so --

44 A. Thank you.
45

46 Q. -- which will give you an opportunity to refer to
47 other evidence, but I think I'd be most assisted when

1 answering Counsel Assisting's questions, if you just answer
2 them from your own perspective rather than drawing on the
3 evidence of others.

4 A. Okay, certainly.

5

6 Q. So, if you just bear that in mind, that's probably
7 going to give me the most assistance and you'll have an
8 opportunity to emphasise the other parts of the evidence
9 should you wish to do so in due course.

10 A. Sure.

11

12 THE COMMISSIONER: Yes, Mr Parish.

13

14 MR PARISH: Q. I'm going to directly contradict the
15 Commissioner and now ask you for your impression on one
16 piece of evidence only. There was evidence from Mr Jim
17 Clark that the behaviour and dysfunction of that council
18 precipitated or at least was part of his decision not to
19 run again and Ms Arkwright gave similar evidence.

20

21 In your impression was the dysfunction or problems in
22 the 2012 council so great that you could understand why
23 councillors would not want to run again after that council?

24 A. Yes, I could.

25

26 Q. Do you agree that that's a pretty dysfunctional
27 council to get to the point where people are saying, "I
28 don't want to be involved with it any more"?

29 A. Yes, I would.

30

31 Q. Just dealing slightly differently with the question of
32 the behaviour in briefings in that 2012 council, did you
33 perceive or have any impressions about behaviour, positive
34 or negative or neutral, in the briefing sessions of that
35 2012 council?

36 A. Yes. A lot of the briefing sessions were acrimonious.
37 There were stand up yelling fights that I do remember
38 between councillors where, yeah, staff had to sort of
39 intervene, I would say.

40

41 Q. This is in the 2012 term; is that correct?

42 A. That's correct.

43

44 Q. Turning now to the 2016 term - I keep on getting the
45 numbers wrong, but I think five or six of the councillors
46 from the previous term got re-elected in 2016; is that
47 about right?

1 A. I think that's about right, yes.

2

3 Q. Did you have any impression or do you recall any
4 thoughts you might have had at the time of re-election in
5 2016 as to whether the dysfunction might continue in the
6 current term?

7 A. Well, I was hopeful it wouldn't, but initially it
8 wasn't apparent in that first couple of years of that
9 council. What I thought, Mr Commissioner, was something
10 that we always did in this council was, we always went to
11 tea after council meetings, like having a game of football,
12 the rough and tumble in the chamber but at the end of the
13 day we could all sit down together, and I think that kept
14 the soul of council and councillors at a level where they
15 could still communicate with each other on a - on a good
16 basis whether you disagreed or you'd had a bit of a go at
17 somebody, and that was something that I think was good for
18 councillors, the councillors would sit down with senior
19 staff and we'd talk about something different.

20

21 But, getting back to your question, the briefing
22 sessions, yes, were problematic; there was personalities
23 there, as you probably observed, and egos, that it was
24 just - they just wanted it all their way.

25

26 Q. Do you have a suspicion or an idea or an insight into
27 what led to a decline in the behaviour of councillors about
28 two years into the present term?

29 A. Well, can I say without any reservation that
30 Councillor Scandrett was a significant problem and
31 continued in many facets. Can I relate something to you,
32 Mr Commissioner?

33

34 THE COMMISSIONER: As long as it's relevant to the
35 question, yes.

36

37 THE WITNESS: Well, I think it goes to - on my first term
38 of council I had the privilege of going to a conference.
39 On the way to that conference, or right at that conference,
40 I met the Mayor of Leichhardt and I asked the Mayor of
41 Leichhardt, "Did you know a Mr Ian Scandrett?", and he
42 explained to me the MO of this particular person. He said,
43 "He would get all these little groups under his umbrella
44 and he would cause disruption". He'd had experience in
45 Leichhardt. I explained to him he was - he'd run for
46 council down here, and basically he was a bit horrified
47 because he thought that this man would bring council down,

1 that was his thoughts, and he was correct in what he told
2 me, and that was - I don't need to - do I need to name the
3 gentleman?
4

5 THE COMMISSIONER: Q. No.

6 A. He's now in State Parliament, I believe.
7

8 MR PARISH: I don't think that's necessary, I think we can
9 probably guess who it is, actually.

10 A. Yes. So, if I can say, Councillor Scandrett was a
11 thorn in the side of this council.
12

13 Q. Just back to my question about whether you perceived
14 any change at about the two-year mark, which I think you
15 referred to before; did you perceive any reason for that
16 change? And I'm talking at the general level of councillor
17 to council conduct.

18 A. Councillor to council conduct, yes. The first two
19 years of that council was presided over by Councillor
20 Halstead; that seemed to be a reasonable council in my
21 opinion. He didn't play a 5:4 block within council. He -
22 council went along in those first two years reasonably
23 well. I think he controlled the meetings well, he
24 controlled Councillor Scandrett and --
25

26 Q. Can I just pause there and ask, how?

27 A. Well, that's a very good question. He was his deputy
28 for two years and I think, in my opinion, we thought that
29 that might be the best way to control Councillor Scandrett,
30 that if he was the deputy to the mayor that might be in
31 some way that he would be not so - so much of a distraction
32 or a problem within council.
33

34 Q. I'm reminded of a quote from, I think, Lyndon Johnson
35 that relates to being inside or outside tents; is that --

36 A. Beg your pardon?
37

38 Q. I recall a quote from Lyndon Johnson about being
39 inside or outside tents and what someone might do when
40 they're outside the tent; is that a general --

41 A. I think that's a good analogy, sir.
42

43 Q. And so, was in your evidence there a change in the
44 tone when Mayor Gair became the mayor in about 2018?

45 A. I believe that was the case. What probably didn't
46 help was our voting method, we changed our voting method.
47 It used to be a show of hands and everyone knew how

1 everyone voted, that was it, and everyone saw it. And that
2 was changed, so it was a secret ballot vote. And there was
3 some irregularities going on because some councillors - one
4 in particular - didn't vote, so there was some problems
5 about that. And the way some of the voting went, I think
6 the mayor felt that he couldn't have a lot of confidence in
7 his deputy, which was Councillor Turland, and that started
8 a bit of acrimony within that.

9
10 Now, can I say, I got on pretty - can I add to that?

11
12 Q. Yes.

13 A. I got on pretty well with - I made the effort to be
14 able to communicate with all councillors. You know, in my
15 opinion, Councillor Turland in the first - reasonably in
16 his first terms was a good councillor and I stuck up for
17 him. We'd both grown up here, we'd both raised our family
18 here, we had common interests, we'd both been tradies,
19 although he's very successful and very wealthy, but he was
20 someone that I sort of supported, even though I don't agree
21 that developers or real estate agents should be on local
22 government and I've told him that. But our relationship
23 broke down unfortunately; I mean, he'd invited me to his
24 60th birthday party, I'd gone along to that, my wife and I,
25 so I had a good relationship, I thought, with him.

26
27 But at the last election, and I have a witness to
28 this, Councillor Grahame Andrews, when he stood as mayor he
29 actually waited downstairs to berate me and tell me exactly
30 what he thought of me, and it was pretty hurtful because
31 I'd done my best to - even though we didn't agree in the
32 chamber on a lot of things, I always said he was there for
33 the right reasons and I thought a lot of the time he was.

34
35 But I've got to say that when his DA for his - which
36 wasn't dealt with by this council because of the size of
37 it, it was over \$30 million, it went to the JRPP to be, you
38 know, decided on. I'm not a vindictive person at all.
39 With regard to the breakdown in relationship, when we had
40 our training and Mr Norm Turkington was here to do
41 psychological and - I asked him, I said to him, I said,
42 "I'd like to sit down with Councillor Turland and I'd like
43 to - can you facilitate that?" And he did, and the idea
44 that I had there was, I'd like to maybe get him back in the
45 tent, see if I could work with him a bit better because
46 he'd been someone that I - thought reasonably highly of,
47 but after that, after his, after his DA, he'd felt incensed

1 that he'd been wronged - maybe he had been - by staff
2 recommendations, by the lawyers, the money that he had to
3 put up, the money it had cost him to try and get this
4 development up and how it was basically downsized to such
5 that it wasn't probably viable, so he was angry.

6
7 And, in that behaviour, he did take it out on staff,
8 it was obvious. I think any reasonable person looking at
9 council meetings can see for themselves the attacks,
10 unfortunately, that went on. And look, I had a lot of
11 respect for our general manager, I had a lot of respect for
12 our senior staff, but they were attacked.

13
14 I think one of the reasons the breakdown happened with
15 me was that three councillors called a special meeting to
16 decide on the future of the general manager and in that
17 meeting I moved a motion of support for the general
18 manager: that got up. He was incensed because they'd
19 called the meeting to have another - they had another
20 agenda and they were putting forward another proposal, but
21 because I'd put mine up and it was supported, mine saved
22 the day. After that meeting - sorry, if I'm raving, just
23 bring me back.

24
25 Q. I don't want to cut you off, though I just have, but
26 I'm interested. So, we've got matters external as it were
27 related to a DA that --

28 A. Correct.

29
30 Q. -- has turned Councillor Turland's mind, in your
31 opinion --

32 A. In my opinion.

33
34 Q. In your opinion, of course. There's a brewing fight
35 about the future of the general manager; is that about
36 right?

37 A. Yes.

38
39 Q. And then there's a change in the chair to Mayor Gair
40 and the way he handles meetings; is that about right?

41 A. Correct.

42
43 Q. And this was all at about the same point in time; is
44 that fair?

45 A. Yes, it's the later end of the 2016-20 council, yes,
46 that's correct, sir.

1 Q. Can I ask your impressions at that time as to how
2 either the governing body or specific councillors were
3 treating senior staff, both in briefings and in council
4 meetings?

5 A. I always conducted myself, as I've said in my
6 submission, with the utmost respect for my fellow
7 councillors the most time and for our staff, but there were
8 attacks on senior staff, not only at council meetings, but
9 in briefing sessions to the point where it was - I think I
10 was concerned that there could be said to be a claim of
11 harassment and bullying that was taken to a, you know,
12 quite a substantial level.

13
14 Q. Can you give some examples of that sort of behaviour
15 in the 2016 --

16 A. Yes, well, I think I saw one this morning with regard
17 to Councillor Turland telling the general manager that she
18 "Would respond", "Yes, you will". I mean, that's not the
19 way to talk to a general manager. The other attacks were
20 generally about the bushfire and why we hadn't, or she
21 hadn't, organised a review or a response of council's - how
22 council dealt with the review of the fires and a submission
23 on that to the State Government - state authorities. But
24 you've got to remember, this wasn't our fire, this was the
25 RFS's fire and we're controlled by the RFS and the police.

26
27 Can I just mention --

28
29 THE COMMISSIONER: Q. Just on the topic of that
30 submission, while you mention it, what do you understand
31 happened in relation to the council putting in the
32 submission to those two inquiries?

33 A. The submission went in late and it was only three or
34 four pages, I understand.

35
36 Q. Yes. Do you have any other understanding of how those
37 state of affairs came to be?

38 A. I don't, I don't really, no, but it was a vehicle for
39 certain councillors to attack the general manager on.

40
41 Q. Yes. Did you have a concern about whether or not what
42 the council did was adequate in relation to those two
43 inquiries?

44 A. I think council's response at the time was the
45 important bit - I'm sorry if I'm not answering --

46
47 Q. I appreciate that, my question's slightly different.

1 A. Yes.

2

3 Q. I'm just stepping away from how the issue was used, as
4 you put it, by other councillors. I'm just seeking to
5 explore with you whether you had any concerns about the
6 appropriateness of, or adequacy of council's engagement
7 with those two enquiries; was that a matter that you turned
8 your mind to?

9 A. Yes.

10

11 Q. And, what's your view about that?

12 A. I think I was disappointed at the time and I think I
13 said so in the chamber, that I was disappointed, that it
14 was an operational matter basically, I understood; that it
15 wasn't something that the governing body was to do, it was
16 for the operation of the staff.

17

18 THE COMMISSIONER: Yes, thank you.

19

20 MR PARISH: Q. Are there any other specific examples
21 that stick out in your mind of improper behaviour by
22 councillors towards staff that you want to address us on
23 now?

24 A. Look, I did see some of those over my term, but you're
25 asking me about the last term of council, aren't you?

26

27 Q. Yes, just the last term of council.

28 A. Sure.

29

30 Q. And, if you don't have any specific recollections,
31 that's fine as well or --

32 A. No, I can't say - the others are sort of hearsay that
33 I didn't actually witness, but there was banging on doors
34 and shouting and yelling that was after that meeting where
35 the council had a special meeting to deal with the general
36 manager, so yes, after that meeting I think there was a
37 display of bad behaviour.

38

39 Q. What about what, in your impression at least, was
40 improper interference between councillors and staff or
41 senior staff? Did you witness or hear of any of that in
42 the last term?

43 A. Well, apart from the ones we've already seen, I think,
44 with Councillor Scandrett turning up at the RIC, no, I
45 can't think of any others.

46

47 Q. Thank you. Can I just ask you some questions about

1 the induction process in the 2016 term. Do you recall
2 going into induction sessions immediately after you were
3 re-elected in September 2016?
4 A. Yes, I can. I know they happened, I can't give you
5 the dates, sorry?
6
7 Q. No, that's fine. Perhaps one was at the end of
8 September 2016, around 30 September; does that sound about
9 right?
10 A. I imagine that'd be correct, yes.
11
12 Q. Do you recall whether the sessions that you attended
13 at least were one-on-ones or were they the entire governing
14 body?
15 A. Generally they were the entire body.
16
17 Q. Do you think they were well attended and well run to
18 the best of your recollection?
19 A. I do.
20
21 Q. And appreciating that you were a councillor in
22 previous terms as well, do you think they equipped
23 councillors with the knowledge they needed to conduct
24 themselves in the 2016 term?
25 A. I do.
26
27 Q. Do you recall or have any impression as to whether you
28 were appraised of the changes to the Local Government Act
29 which had occurred at or about the same time as your
30 election in September 2016?
31 A. I do, yes.
32
33 Q. And do you think that information provided was
34 adequate to equip you?
35 A. I think it was, yes.
36
37 Q. Were you physically given copies of the Code of
38 Conduct or Code of Meeting Practice?
39 A. Yes.
40
41 Q. Did you retain those and were they updated from time
42 to time, do you recall?
43 A. Yes, they were.
44
45 Q. Do you have any other comments to make, positive or
46 negative, about the induction training that you received in
47 the 2016 term?

1 A. No, I thought it was reasonably comprehensive. The
2 general manager would generally be there for all these. I
3 think there was internal and external providers brought in
4 to facilitate that training.

5
6 Q. Do you recall if you were left with the impression
7 that the induction training allowed you to come away, and
8 other councillors, with an understanding of their roles and
9 responsibilities as councillors?

10 A. Absolutely, I believe that's correct.

11
12 Q. Can you tell me what your understanding of the
13 statutory roles of a councillor are?

14 A. Sure. Well, the statutory roles of the council, the
15 elected body, is basically the strategic consultation with
16 the community and moving that forward. It's a little bit
17 like making the destination: the ship's going to go here,
18 and the staff get it there. So, basically it's a lot about
19 the strategic side of - and the operational side and the
20 strategic side are quite separate. So, we're there to pass
21 the budget, to look at all the works programs going
22 forward, to see the priorities of council where council is
23 financially exposed or the budget, and we always had a
24 balanced budget; we did never run a deficit. Council staff
25 were very strong with that.

26
27 I mean, I know a lot of times when interest rates were
28 very, very low a couple of us went to senior staff and
29 said, "Look, why don't we really borrow some big money and
30 get some big projects going?", and the staff's response to
31 that was basically, "That's fine, we can borrow the money,
32 but it's paying it back, it's paying it back", and that's
33 something that they were - they were good managers. We had
34 good staff, we had good financial people here to make sure
35 that this council stayed financially very sound, and that's
36 how we found it and that's how we would have hoped to have
37 left it.

38
39 Q. Do you understand there to be a statutory distinction
40 in the roles of the councillors and the roles of the
41 governing body?

42 A. I do.

43
44 Q. Can you give me your understanding of what the
45 statutory roles of the councillor is?

46 A. The statutory responsibility of councillors is to -
47 how do I paraphrase this? We are representing the - we've

1 got a democracy, we're representing the people of this
2 shire from all levels; to be honest, to be open, to be fair
3 to - you're always a councillor; the responsibility to set
4 the direction of council; to undertake the review of the
5 general manager's review. That's the only person that we
6 had any influence over with regard to the governing body.
7 The general manager would advise us of, if she - and I've
8 served under four, I think four general managers - three
9 or - three general managers; they all had different
10 opinions on how they would operate, whether they would have
11 deputy general managers or directors, but that was their
12 role, they ran that part of the organisation and that was
13 something that councillors didn't get involved in. The
14 day-to-day running of council was left to the general
15 manager and the senior staff. Our role was listening to
16 the community and to see that the role of the strategic
17 part of the local government, our LEP, our DCPs, were
18 updated. I hope that - is that?

19
20 Q. Thank you, yes. Can I just ask you about the LEP and
21 the DCP?

22 A. Sure.

23
24 Q. We've had some evidence that witnesses have been left
25 with the impression that they may not have been fit for
26 purpose, and we've also had some evidence that the housing
27 strategy perhaps hadn't been passed when it could have been
28 done earlier. Do you have any views on that, whether
29 that's a fair impression or a misguided impression?

30 A. Yeah, look, I was always very supportive of the LEP.
31 The LEP came in in 2010, it had been a template put out by
32 the State Government that had to apply right around the
33 state, so it's hard to fit in all those things, but the
34 community has an input in the LEP, so our strategic staff
35 would engage over a long period with different groups
36 within the community. Because our LEP, our Local
37 Environment Plan, is what people rely on to know where, you
38 know, they can enjoy the amenity of their property; whether
39 it's in different zones, whether it's R5, whether it's -
40 so, the LEP is the basis that stands up in the law courts.

41
42 So that, basically it was a long time getting to the
43 situation of 2010, and a lot of people had input into that,
44 and then it's got to go to the Department of Planning, it's
45 got to be signed off, it's got to come back and it's
46 accepted. So, we all have an understanding of the rules of
47 the game where things are permissible and where things are

1 prohibited under that LEP. So, I strongly supported
2 council's LEP.

3
4 The DCP is only a guide and I understand what you're
5 asking me there, that some people felt that it was a bit
6 difficult to - from one town to the other, that the DCPs
7 varied, and that was something that was maybe a hangover of
8 this council when it was first amalgamated back in 1981.
9 So, we've, yes, consolidated the three councils way back
10 then.

11
12 Q. Do I take it from that answer, and particularly your
13 observation that people should be able to enjoy the amenity
14 of their property, that if someone puts in a development
15 application that complies with the SEP, the LEP and the DCP
16 and the planning people that council otherwise say it
17 complies, then it should be approved?

18 A. Generally I would say that would be the case, and most
19 of those cases would be delegated to staff; I think the
20 only ones that would come to council would be the
21 contentious ones, the ones that Councillor Markwart said
22 are in that grey area, certainly.

23
24 Q. Who determined whether they were contentious or not?

25 A. I think the staff --

26
27 Q. Can you explain to us the process of how the matters
28 were called up?

29 A. The staff would basically know, I think they had a
30 good idea which ones would be contentious and they would
31 bring them to council, usually with a recommendation, and
32 could be debated.

33
34 Q. If that was - pardon me. If that recommendation was,
35 it otherwise complies and we recommend approving it, was
36 your general approach that it ought to be approved as a
37 matter of course?

38 A. Not necessarily. We would listen to the proponent and
39 we would also listen to the community or the objectors. We
40 would ask questions and we would judge the matter and we
41 would make a decision, not just on what staff had
42 recommended, but we were the governing body, so the
43 governing body would take into consideration if it was
44 compliant or if there was some variations that could be
45 made to improve the development. And we would listen to
46 the community, we would listen to the objectors that might
47 have reasonable grounds that their amenity was going to be

1 compromised, so in that case I think that's a reasonable
2 summation.

3

4 Q. We heard some evidence this morning from Councillor
5 Andrews who said he had a personal policy where, if it
6 otherwise complied and the staff recommended it, he would
7 not stand in the way of it passing. Do I take it that you
8 had a slightly different view and --

9 A. I would disagree with that, yes, I would. That's why
10 we've got a local government, that's why we represent the
11 community, that's why we're here, and that's why we dealt
12 with the DAs: we did listen to the objectors, we were
13 reasonable. I'm not saying that every time we got it
14 right, no-one does, but there was the opportunity for
15 people, if they weren't happy, they could take it somewhere
16 else.

17

18 THE COMMISSIONER: Q. Yes, just on that. It's been
19 suggested to me that on occasion the governing body adopted
20 an attitude in considering development applications that
21 had been identified by staff as being compliant and
22 recommended for approval, that they would be refused by the
23 governing body on the basis that it can be sorted out in
24 the Land and Environment Court; what would you say to that
25 suggestion?

26 A. I would say that that's not - not a realistic thing
27 that I would have thought that this council did. No, I
28 wouldn't agree with that, I wouldn't agree with that at
29 all, Mr Commissioner.

30

31 Q. Were there occasions in meetings where applications
32 were rejected and in part of the consideration was, well,
33 the applicant may not challenge this in the Land and
34 Environment Court so we'll reject it even though it
35 complies and has been recommended for approval?

36 A. No.

37

38 Q. Did that happen?

39 A. I don't think so. No, I don't think so.

40

41 Q. Do you say, if a development application was rejected,
42 that it was otherwise compliant and recommended for
43 approval and part of the reasoning process was, well, if
44 the applicant wants to, they can sort it out in the Land
45 and Environment Court, is that an appropriate way for the
46 governing body to exercise its role and responsibilities in
47 considering development applications in your view?

1 A. No. In rejecting a DA, you had to give reasons, you
2 had to write - you had to - you couldn't just stand up and
3 say, "I reject this because I don't like it". You had to
4 say it was - you had to give substantial reasons why you
5 were rejecting it and you had to speak to that and you had
6 to say, "This was going to impinge on the amenity of the
7 neighbourhood" or, you had to give realistic reasons why a
8 DA, if it was considered that it was roughly within the
9 approval zone, why council would reject it, and that had to
10 be the majority and that's called democracy because that's
11 how we operated.

12
13 Q. Earlier in your evidence you said that staff would
14 bring matters to full council; is that how the call up
15 process worked?

16 A. No.

17
18 Q. So, how did development applications come before full
19 council?

20 A. DAs were - on a Friday, I think on the planning, the
21 second week, we would see all the DA list. A lot of the
22 times, if you wanted more information on a DA, you could
23 ask that it come in the weekly circular. So, you know, if
24 someone had raised a matter with you and were you were a
25 bit concerned about it, you could ask for that to be - more
26 information from staff. That put staff at more work and
27 you didn't do that unless you really needed to. But if you
28 were concerned about something that you thought was - you
29 weren't happy with, say something that was going to be
30 built in a conservation area, for instance, you might say,
31 "I'm a bit concerned about that, I might want to call it
32 up".

33
34 Q. Yes, so it was up to the individual councillors to
35 identify them?

36 A. That's correct.

37
38 THE COMMISSIONER: Thanks.

39
40 MR PARISH: Q. Forgive me, but in that example is it
41 likely that something being built in a conservation area
42 would have received the tick from the planning staff in the
43 first place?

44 A. Well, the planning laws changed and up until recently
45 our conservation areas were - were reasonably protected,
46 I'd say, apart from seniors living is now allowed. The
47 changes by the planning, the state planning, actually

1 overrode a lot of our LEPs. So, for instance, now you can
2 have a hospice or a hospital in nearly any street in Bowral
3 or anywhere in the shire. So, it's a concern to me and
4 it's a concern to people on my Heritage Committee that a
5 good council like this over many years has managed to
6 preserve the uniqueness of our beautiful shire, and yet the
7 planning instrument now allows for these type of
8 developments.

9
10 I opposed developments quite strongly, one in
11 particular that in particular was the hospice that was
12 going to go in a heritage conservation area that could have
13 been dealt with, I think, much better than demolishing
14 houses in a heritage conservation area, but that was passed
15 by council, so I had to wear it, but I spoke strongly
16 against it. I asked people to come and speak for it. I
17 think I asked Mr McManus who is very experienced in
18 heritage and had been a state heritage planner to speak to
19 council. And initially I got that decision through: it was
20 opposed. I had people in the gallery walk out and tell me
21 I was a disgrace, but I stood my ground on that because I
22 think the preservation of our heritage in our conservation
23 areas is very important.

24
25 After that there was a rescission motion. Two
26 councillors came back, I think Councillor Turland had been
27 away, he came back to council. Councillor Andrews, who
28 said he had a conflict of interest because the owner of the
29 property, his daughter, worked for it; he came back to
30 council and voted for it. So, there it was, it's still on
31 the books. Two houses in a heritage conservation area to
32 be obliterated for a hospice, and I was - I thought that
33 was a disgrace and I was ashamed that the council would do
34 something like that. I know it's allowed, but it's a
35 democracy, I had to wear it, but I was very disappointed,
36 Mr Commissioner.

37
38 Q. Can I ask you about your views on the local planning
39 panel that the administrator has instituted. Are you for
40 or against or neutral on the local planning panel?

41 A. Well, I'm very much against; that's my view.

42
43 Q. Why?

44 A. That's local government; it takes the "local" out of
45 local government, if I can steal (indistinct) Clark's
46 words.

1 Q. It's quite literally allowed under the legislation;
2 why?
3 A. Yes, and a lot of councils do it. I certainly think
4 that the community voice is heard best by the
5 democratically elected councillors that sit in that
6 community, and appreciate that community for its
7 uniqueness, whether it be at Robertson, whether it be at
8 Burrawang. How are these people going to have that sort of
9 understanding?
10
11 THE COMMISSIONER: Q. There are other ways other than
12 through the consideration of individual development
13 applications for the governing body to influence planning
14 in the shire, are there not?
15 A. Can you have - can I have that again, sorry?
16
17 Q. Yes. There are ways other than the consideration of
18 individual development applications for the governing body
19 to influence and impart some level of control over planning
20 within the shire, are there not?
21 A. Are you talking about LEPs and DCPs?
22
23 Q. Yes?
24 A. Yes, there are.
25
26 Q. So, does that not still provide the democratically
27 elected governing body with an important role in the
28 process? Do you agree with that?
29 A. It does to an extent, Mr Commissioner, but the SEP
30 overrides our DCP, so people --
31
32 Q. Yes, but that would remain the case whether the
33 governing body considered development applications or not,
34 wouldn't it?
35 A. True.
36
37 Q. Yes?
38 A. Yes.
39
40 Q. And, given your evidence earlier about the role of the
41 governing body to be strategic, what do you say to the
42 proposition that the best way and the most appropriate way
43 for a governing body to influence planning and development
44 in its area is at the strategic policy level rather than
45 determining individual development applications?
46 A. Yes, I would agree with that. We had a very good
47 strategic planning staff that I had a lot of confidence in

1 here at this council and I believe they're still intact,
2 one of the few bits that are still intact in this council.
3
4 Q. Anyway, that all being said, and I appreciate you're
5 against the idea of a local planning panel --
6 A. I am.
7
8 Q. -- but in that scenario how is the local taken out of
9 local government?
10 A. Well, the local elected officials are taken out;
11 that's how I see it. So, you might have - you've got
12 planners, you've got, I don't know, planning lawyers and
13 you have one community rep: how does that represent
14 properly the feeling of the community when you've got nine
15 councillors that can form a view?
16
17 Q. The nine councillors can control the strategic
18 overarching policy under which all those decisions are
19 made, can't they?
20 A. Yes, I imagine, but as you'd appreciate developers
21 generally tend to push the envelope, and we've seen it here
22 many, many times with pushing the envelope.
23
24 THE COMMISSIONER: Yes, thank you.
25
26 MR PARISH: Q. Can I just ask what the envelope you're
27 talking about there is? Are you talking about the DCP and
28 the LEP --
29 A. Yes.
30
31 Q. -- that you as a councillor and the governing body put
32 in place?
33 A. Yes, yes.
34
35 Q. You're controlling the envelope; is that a fair
36 proposition?
37 A. That's a fair proposition. The DCP is only a guide --
38
39 Q. I understand that, but I'm trying to understand, you
40 seem to put some weight on the fact that developers push
41 the envelope, but you've also just agreed with the
42 proposition that you control the DCP and the LEP and that's
43 the way you can influence matters. I'm just wondering how
44 you square that --
45 A. Can I recant that and just say, some developers push
46 the envelope; some developers.
47

1 Q. I'm still interested if you could explain how it is
2 that the vice or the problem lies with the developers
3 pushing the envelope when you control the LEP and DCP
4 provisions. Why don't you just change something if you've
5 got a concern about --
6 A. I'm not sure if I understand your question, can you
7 just rephrase it for me, sorry?
8
9 THE COMMISSIONER: Q. Can I have a go?
10 A. Yes, please have a go.
11
12 Q. Let's remove it from specifics and talk about a
13 general example. Let's say that across the road here in
14 the carpark someone wants to build a hotel and you as a
15 councillor may not agree that it should go there, whether
16 or not it's permitted or not. But the way the governing
17 body can influence whether that type of development is
18 allowed in this part of the shire is through the strategic
19 overarching plans, is it not?
20 A. Correct.
21
22 Q. Yes. So, if the governing body can pull those levers,
23 I think Mr Parish's question is, what significance do you
24 see in the fact that some developer might try to do as much
25 as they can within the parameters of the overarching plan
26 and perhaps even dip their toe over the line from time to
27 time?
28 A. Can I give an example of that?
29
30 Q. Yes.
31 A. For instance, a few years ago we got a big developer
32 move into Mittagong and do a big Woolies development, big
33 box development. Okay, that was contentious here, it was
34 contentious, but it got through. Council dealt with it,
35 council pushed - actually did it. What I would say about
36 that is, even though they imposed that and it met the
37 requirements, what they didn't do was look at all the
38 infrastructure that was loaded onto the community. All the
39 roads, the street lights, the footpaths, the crossings, the
40 upgrade to the sewerage, all those sorts of things council
41 has to consider. So, even though you can take something in
42 its little area and say, that fits the box, generally what
43 does it mean to the shire, what is it going to mean to
44 traffic, what's it going to mean to a whole host of other
45 things that needed to be considered? And this is something
46 that I think the elected body, with good staff and with
47 briefing sessions about how these things go forward can

1 deal with, and I think that's what local government have
2 sensibly - sensibly - essentially is about.

3
4 THE COMMISSIONER: Yes.

5
6 MR PARISH: Q. Given those views on local planning
7 panel, we've had some evidence and we also had Councillor
8 Andrews' views this morning that planning matters took up
9 an undue amount of time in council meetings. Do you have a
10 view on that, whether that was a problem firstly?

11 A. I do have a view on it. This area has seen a lot of
12 growth, the majority of DAs would be dealt with under
13 delegation; that they met the criteria, they met the DCP,
14 the LEP, and they would not come to council unless
15 councillors called them up. And I think towards the end of
16 council what happened there was, we changed the situation
17 where there had to be at least two councillors to call
18 something up. I think I've got that right. I've sort of
19 moved on but I think I'm remembering that that was the
20 decision, so that, there was wasn't a massive amount of DAs
21 called up.

22
23 But it's the business of council to deal with DAs and
24 it's always been a problem in this council. You heard
25 initially, from the first witness, I believe, of how bad we
26 were with DAs. And as a council we went to our general
27 manager and we said, "How do we fix this? How do we fix
28 it?" And we threw more money at it. I think we through an
29 extra \$700,000 to the planning department to get more
30 planners on the ground to fix the problem because as
31 councillors we were hearing - we were getting phone calls,
32 this is a problem. You know, people wanted to move here,
33 they wanted to build, they wanted to do things, their
34 businesses: it was difficult, it's been difficult. Now, I
35 don't know if we didn't have enough planners.

36
37 Q. Can I ask you to focus for a moment, as interesting as
38 that is, on my question which was the amount of time it
39 took up in council meetings?

40 A. Yeah, sorry, getting to it: yes, yes. I don't believe
41 it took an inordinate amount of time. They didn't come up
42 every meeting. I think DAs were only once a month, so it
43 wasn't as if every meeting was bogged down in development
44 applications, there was a lot of other things.

45
46 Q. Thank you.

1 THE COMMISSIONER: Q. While we're on the subject of
2 length of meetings --

3 A. Sorry?

4

5 Q. (Indistinct) seemed to cut out. While we're on the
6 subject of length of meetings, this council met
7 fortnightly; correct?

8 A. Correct.

9

10 Q. Meetings would go often in excess of four hours;
11 correct?

12 A. Correct.

13

14 Q. I appreciate that one councillor is no analogue for
15 the other, and everyone has their own individual issues,
16 but it might be said that a council meeting fortnightly and
17 having four hour-plus meetings, that's a long time, a lot
18 of time spent in council meetings when other councils have
19 monthly meetings that go for about half or a third of that
20 time. Now, I fully accept that one can't transplant to the
21 other, but do you have a sense as to why fortnightly
22 meetings occupied in excess of four hours and, as I
23 understand it, sometimes didn't get through the business
24 paper? Do you have a view about that?

25 A. Have you seen the size of some of the business papers,
26 Mr Commissioner, some of them were very - they were very
27 big business papers.

28

29 Q. Do you have a view about why that is? Why was this
30 council's experience of fortnightly meetings taking in
31 excess of four hours on a regular basis?

32 A. Can I say, bad behaviour from councillors,
33 interjections, people playing to the media, grandstanding,
34 all those things added to the time-wasting, I think.

35

36 Q. This might be slightly off topic. One may observe
37 council meetings on each motion and if there was an
38 amendment almost all councillors would speak twice on the
39 same motion. Do you think that's an efficient use of
40 council time?

41 A. No, I agree that probably isn't, no.

42

43 Q. Do you think that councillors have an obligation to
44 use their discretion in meetings to ensure civic time is
45 used efficiently?

46 A. I do, I do.

47

1 Q. And do you think that extends to, not just speaking
2 because one can, but only speaking when there is a need to?
3 A. Correct, yes.
4
5 Q. And --
6 A. And when we had 12 - I'm sorry.
7
8 Q. I'm sorry, I cut you off, but let me just finish. Do
9 you think the meeting procedures adopted in the 2016 term
10 provided for the most efficient conduct of council
11 business?
12 A. Can I just comment on that and say, yes, because we
13 actually reduced the time that councillors could speak and
14 how many times they did speak.
15
16 Q. Yes, it still took sometimes in excess of four and a
17 half, and extensions were regular, were they not?
18 A. Yes. That's after --
19
20 Q. Sitting back now with some distance between when you
21 last sat in a council meeting and as you sit here today, do
22 you think that council meetings were efficient in the 2016
23 term?
24 A. I think they were initially when we were in the
25 chamber. I think it was a different case when we were
26 Zooming, it was difficult under COVID; that was
27 problematic.
28
29 Q. That might on one view highlight the need for
30 councillors to work together in a collaborative way,
31 mightn't it?
32 A. Exactly, I agree.
33
34 THE COMMISSIONER: Thank you, Mr Parish.
35
36 MR PARISH: Q. One of the causes of the long meetings
37 that you identified there was bad behaviour, grandstanding
38 and the like. One of Councillor Andrews' observations this
39 morning was that dealing with DAs was a cause of that
40 bad --
41 A. I missed that, dealing with?
42
43 Q. Dealing with development applications was a cause of
44 some of the antagonism, bad behaviour and grandstanding at
45 meetings. Do you agree with that observation from
46 Councillor Andrews?
47 A. Yes, I would agree with that.

1
2 Q. Do you therefore agree that the existence of the
3 planning panel will reduce some of the bad behaviour,
4 grandstanding and antagonism at meetings?

5 A. I would agree with that, but I still think that
6 planning matters should be dealt with by the body of
7 council.
8

9 Q. We've had multiple witnesses who have talked about the
10 perception that some people get preferential treatment in
11 the DA process through the council. Firstly, do you have
12 any agreement or disagreement with that impression that
13 other people had and, secondly, whether you think that that
14 is also something that the local planning panel might
15 reduce as a perception?

16 A. I don't agree with that at all. I don't believe there
17 was any special favours done to particular people, no. And
18 I - and sorry, the second part of your question is whether
19 that would be effectively dealt with by a planning panel?
20

21 Q. The perception at least that some people got better
22 treatment dealing with their DAs than others would be at
23 least resolved, perception-wise, by the local planning
24 panel?

25 A. That could be the case; I couldn't really answer, but
26 it could be, yes.
27

28 Q. Your evidence that you weren't aware of anyone
29 receiving preferential treatment, in your view would
30 preferential treatment include assisting a councillor
31 assisting a private citizen to draft a DA objection, for
32 instance?

33 A. Would you mind just repeating that for me, please?
34

35 Q. In your view, given your evidence is that you don't
36 know of any examples of preferential treatment, do you
37 think at least in the perception of the public whether a
38 councillor assisting a private citizen drafting an
39 objection to a DA would constitute preferential treatment?

40 A. That's a hard question to answer. Preferential
41 treatment? I don't think so.
42

43 Q. I might just take you to tender bundle A.
44

45 THE COMMISSIONER: Which volume?
46

47 MR PARISH: Volume 1.

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: Okay. What page, Mr Parish?

MR PARISH: Q. Page 703. I might start with page 697 to show you the document that I'm referring to.

A. 697. Yes, I have 697.

Q. Do you see that's the Code of Conduct that was adopted in June 2019?

A. Yes.

Q. I appreciate there's various periods of time we're dealing with here, Councillor McLaughlin, but this is the most convenient base document. Can you turn to page 703?

A. 703, yes.

Q. Do you see down the bottom there, there are two clauses 3.13 and 3.14?

A. Mmm-hmm, yes.

Q. And 3.13 reads:

You must ensure that land use planning, development assessment and other regulatory decisions are properly made, and that all parties are dealt with fairly. You must avoid any occasion for suspicion of improper conduct in the exercise of land use planning, development assessment and other regulatory functions.

Do you see that?

A. Yes.

Q. And 3.14 reads:

In exercising land use planning, development assessment and other regulatory functions, you must ensure that no action, statement or communication between yourself and others conveys any suggestion of willingness to improperly provide concessions or preferential or unduly unfavourable treatment.

Do you see that?

A. Yes.

1
2 Q. In respect of that second clause, do you accept that a
3 councillor assisting an objector to draft an objection to a
4 DA might leave the impression in other members of the
5 public that that objector is receiving preferential
6 treatment?
7 A. Yes, I would agree.
8
9 Q. And is that sort of thing something that could be
10 erased entirely with a local planning panel?
11 A. Quite possibly, yes.
12
13 Q. I'll put the proposition a different way. If
14 councillors aren't involved in either the decision-making
15 process or indeed the process at all, then there's no
16 danger that there would be any problem with that?
17 A. Yes, sure, I agree with that proposal.
18
19 Q. And what about the circumstance in which a councillor
20 might provide information to an objector from the council;
21 in your view, could you understand how that might leave an
22 impression in some members of the public that that objector
23 is receiving preferential treatment?
24 A. Yes, it could.
25
26 Q. And, same question as before: do you accept that, at
27 least at a propositional level, that would not be a problem
28 if the local planning panel dealt with those matters?
29 A. Yes, I would agree.
30
31 Q. Thank you.
32
33 THE COMMISSIONER: Q. If a councillor had done either of
34 those two things, that is, provide assistance in drafting
35 an objection, or provided information to an objector from
36 council, do you think that it's appropriate that that
37 councillor would then vote on that application if it came
38 before council?
39 A. That's probably not appropriate, and I see what you're
40 getting at, yes. Can I just say that in the case of
41 prohibited development where you see something happening
42 that's prohibited and yet it continues for six years, and
43 the amenity of the neighbours is destroyed and council, you
44 can't get council to take any action, what are you to do?
45 What are you to do?
46
47 Q. Just so I understand you clearly, are you suggesting

1 that councillors can act outside the Code of Conduct if the
2 circumstances are thought to be sufficiently serious? Is
3 that what you're suggesting?

4 A. No, but prohibited development just means that,
5 prohibited, and if it continues and an objector comes to
6 you saying, "This is black and white, it's prohibited, it's
7 still going on. I've written to council staff, I've come
8 to you, I've been through three or four other councillors,
9 they've all turned me down, go away". Do you just let that
10 individual - you don't give him any support?

11
12 Q. I'm just not sure I'm following you. Are you
13 suggesting that, where the case is to the councillor's mind
14 worthy enough or meritorious enough --

15 A. Sure.

16
17 Q. -- that a councillor can take steps outside the Code
18 of Conduct to provide that residence with assistance? Is
19 that what you're saying?

20 A. I did get a Code of Conduct is your --

21
22 Q. I'm not asking you that, sorry.
23 A. Sorry.

24
25 Q. I'm asking you in a general sense.
26 A. Sorry, can I have the question again?

27
28 Q. I just want to make sure I understand what you're
29 saying. Are you suggesting that, if a councillor perceives
30 the issue to be worthy enough or meritorious enough, that
31 is a justification for acting outside the Code of Conduct?

32 A. Probably not, no, I'd say it shouldn't be.

33
34 Q. Probably not or --
35 A. No, it's not. But, um, yes.

36
37 THE COMMISSIONER: Yes, Mr Parish.

38
39 Q. One way a councillor might engage in that is to ask
40 for a report, councillor, is it not?
41 A. Yes, you're correct.

42
43 THE COMMISSIONER: Thank you, Mr Parish.

44
45 MR PARISH: Thank you.

46
47 Q. Excuse me, Councillor McLaughlin, I'm just checking

1 your submissions to see if there's anything we've covered
2 that I don't need to re-cover. Something that I explored
3 with Councillor Andrews --
4

5 THE COMMISSIONER: Sorry, Mr Parish, before you start.
6 Mr Broad, can that folder be taken from Councillor
7 McLaughlin so he's not besieged by paper and he's
8 comfortable in the witness box. Yes, Mr Parish.
9

10 MR PARISH: Q. Something that I explored with Councillor
11 Andrews this morning was what the council, excluding a few
12 of the more antagonistic, in some people's words,
13 councillors could do about those councillors who they
14 perceived were being disruptive. Do you recall then or
15 have any recollection now about what steps you as one of
16 the councillors who was - hasn't been described as on the
17 antagonistic side of things - could do about the
18 antagonistic councillors?

19 A. Thanks for the question, yes. At the very last
20 council meeting when we were responding to the Minister, we
21 were out in that far room, and it was suggested by staff
22 that there was an action we could take, and that action, if
23 I can remember correctly or word it correctly, was that we
24 would ask the Minister or the OLG for the suspension of
25 Councillor Scandrett. Eventually we didn't do that, but
26 that was something that was on our mind at the time and we
27 spoke about it. How did we deal with it? I've never been
28 in that situation before in any council where we wanted to
29 make - get rid of someone that was antagonistic, and
30 someone that had gone out for a long time calling on
31 council to be sacked, even when we were doing our training
32 that we were required to do by the Minister. And I
33 remember at one particular time we had a trainer there, an
34 ex-general manager - or ex-mayor I think she was from
35 Sydney, and I said to her, I said, "How do we deal with a
36 councillor that continues with, you know, going out to the
37 public saying that we should be sacked?" And, she said,
38 "Surely not, surely not?" And I said, "It's a fact". She
39 said, "Surely not". I said, "This man here continues to do
40 that" and he just sat there and smiled. So, that's the
41 sort of person we would - even while we were going through
42 the training to preserve this council, he was still out
43 there undermining this council. So, when we were out there
44 in that meeting, when the staff came to us and said, "What
45 are our options?", one of the options was, this councillor
46 needs to go. He's brought about what he wanted to do, he's
47 claimed this is a ground; he's brought council down. As I

1 heard from the gentleman in Sydney that told me when I
2 asked him if he knew Mr Scandrett, he gave me the
3 impression of what would happen and that continued.
4

5 So, to put 12 years into council, and there's a lot of
6 good councillors, and to find we're in this situation
7 because a man with his ego has just gone out there to bring
8 this council - I find it just unbelievable that he was
9 allowed to do it. So, my answer was, "How do we feel what
10 we could do?" That was one of the things we thought we
11 could do. The other thing we thought we could do was ask
12 for more time to meet with the Minister. We put it all
13 down here, I've got it in front of me the following - you
14 know.
15

16 Q. Are you talking about the resolution that was put on
17 the --

18 A. The resolution, yeah, council note:
19

20 *The majority of councils adhered to the*
21 *performance improvement program ...*
22

23 Yep, you've got it.
24

25 Q. Tender bundle E, Commissioner.
26

27 THE COMMISSIONER: Yes, which page, do you know?
28

29 MR PARISH: Near the start.
30

31 THE COMMISSIONER: Near the start.
32

33 THE WITNESS: Yep. So, I'm very sorry we didn't move the
34 other - the recommendation from staff to remove that
35 councillor.
36

37 MR PARISH: Q. Can I just, while we pull up the
38 documents ask you about that. Do you recall whether the
39 staff member who suggested that referred to any specific
40 section of the Local Government Act or indeed any other
41 regulation?
42

43 A. I'm sorry, I don't, but --
44

45 Q. That's okay.
46

47 A. I believe it is in the Act, in the Local Government
Act for --

1 Q. And --

2

3 THE COMMISSIONER: Just - I'm sorry.

4

5 MR PARISH: Q. And, to the best of your recollection,
6 the advice was that the Minister had a power to suspend an
7 individual councillor, is that what you recall at least the
8 advice was?

9 A. I don't know quite the process, but I think under the
10 Local Government Act for - that there was a provision that
11 allowed for the suspension of a councillor for conduct such
12 as, you know, we've seen. And I think it was pointed out
13 earlier by Councillor Andrews that I think we all signed
14 up, signed a Code of Conduct we thought might do the trick,
15 but unfortunately that wasn't successful with regard to
16 Councillor Scandrett.

17

18 THE COMMISSIONER: Exhibit E, page 20. Can the witness
19 have Exhibit E, page 20, please?

20

21 Q. This may be the exact same document you're looking at,
22 councillor, but I think I'll just show it to you in this
23 form given it's in our exhibit bundles. This is the letter
24 from the - have you got page 20? Yes.

25 A. So I think that pretty much goes to sound financial
26 situation: yes.

27

28 Q. Just let me ask the question.

29 A. Sorry, yep.

30

31 Q. This is a letter from the mayor and then acting
32 general manager to the Minister on 9 March in response to
33 the notice of intention to issue the suspension order; do
34 you see that?

35 A. I do.

36

37 Q. And the notice to issue the suspension order was
38 issued on 2 March; do you recall that?

39 A. Yes.

40

41 Q. If you don't, that's perfectly acceptable.

42 A. No, moved on.

43

44 Q. You can take it from me that's the date it bears.

45 A. Okay.

46

47 Q. Do you recall it required a response within seven days

1 of that date?

2 A. Yes, I remember us asking for extra time to do that
3 and also to --
4

5 Q. We'll come to that. My first question is, given that
6 the notice required a response on 9 March, do you know why
7 this meeting was only held on 9 March and not some time
8 between the 2nd and the 9th?

9 A. No, I don't.

10

11 Q. Do you have a view about that now, about whether
12 having the meeting on the very last day was a wise thing to
13 do?

14 A. In hindsight it doesn't sound very smart.

15

16 Q. Yes, all right. In the body of this letter it sets
17 out the resolution as passed at that meeting, so just
18 familiarise yourself with it.

19 A. Sorry, on page 21?

20

21 Q. Yes, it goes over to page 21, so just refresh your
22 memory about the resolution. It might all come flooding
23 back to you.

24 A. Yes. I certainly remember the meeting.

25

26 Q. Yes, and then if you turn over to page 22, just have a
27 read of that page.

28 A. Okay.

29

30 Q. And let me know when you're finished.

31 A. Yes.

32

33 Q. Was this a draft of the resolution?

34 A. Yeah, it changed, No.7 came out and was changed.

35

36 Q. Yes, it changed in a few respects, but do you recall
37 this draft resolution being discussed prior to the meeting
38 on the 9th?

39 A. I do.

40

41 Q. Yes, and do you recall anything about paragraph 7 and
42 8 of that draft resolution and how they came to be in
43 there?

44 A. No, I can't remember how they - no, I can't remember.

45

46 Q. Do you know who prepared this draft? Was it the mayor
47 and staff or?

1 A. Yes, I think so.

2

3 Q. I see, so was this presented to you at a pre-meeting
4 briefing or --

5 A. Yes, out in that far room, yes.

6

7 Q. I understand. Was there any discussion about how the
8 matters in paragraph 7 and 8 could come to pass if this
9 resolution with adopted at the meeting? That is, how the
10 Minister could suspend those councillors immediately in the
11 event that they refused to resign?

12 A. I don't know - I don't know under which Act, but I
13 took it from staff that there was appropriate sections in
14 the Act that provided for this.

15

16 Q. I see. How did it come to be that the motion
17 ultimately presented during that meeting changed, do you
18 recall?

19 A. I remember Councillor Scandrett wanted to record the
20 meeting, got out his phone and was going to record what was
21 said by councillors in that meeting when he read this. The
22 mayor told him that, I think if I can remember correctly,
23 that he couldn't record it. He insisted he would record
24 it.

25

26 Q. I'm just wondering at the moment how in particular
27 paragraphs 7 and 8 of the draft resolution became
28 paragraph 8 of the one that was adopted.

29 A. Sure.

30

31 Q. Do you recall anything about how that happened?

32 A. I think the mayor decided that it was too acrimonious
33 to - and it was probably too late at that stage. I think
34 you really need to ask the mayor. I can't, I haven't
35 got --

36

37 Q. That's all right if you don't recall.

38 A. I can't really recall, I'm sorry.

39

40 Q. That's fine. It's a perfectly acceptable answer to
41 say you don't recall. I'd rather you not speculate if you
42 don't have a recollection.

43 A. Sure.

44

45 Q. In relation to paragraph 8 then back on page 21, did
46 you have an understanding of the process that was being
47 envisaged there, that is, the Minister was to take decisive

1 action against councillors identified by the majority of
2 the elected council? What was the decisive action and did
3 you have an understanding of the basis on which the
4 Minister could take it based on what the majority had
5 decided?

6 A. No, not really.

7

8 THE COMMISSIONER: That's all right. Mr Parish.

9

10 MR PARISH: Q. Councillor McLaughlin, I'm going to show
11 you a section of the Local Government Act, 440G. Do you
12 have 440G in front of you?

13 A. I do.

14

15 Q. Were you aware of this section and the actions
16 envisaged by this section before today?

17 A. No, I wasn't.

18

19 Q. I take it from that, that the use of the censure
20 powers for misconduct of the governing body was never
21 raised with you by either other councillors or staff?

22 A. That's correct.

23

24 THE COMMISSIONER: I don't know; Mr Broad, could you
25 assist, if necessary, Councillor McLaughlin to have 440H?

26

27 Q. You should have there 440H which deals with the powers
28 of the departmental chief executive, and in subsection (2)
29 it says:

30

31 *The Departmental Chief Executive may*
32 *conduct such an investigation ...*

33

34 Pausing there, being an investigation into whether a
35 councillor has engaged in misconduct.

36

37 Then do you see (2)(c):

38

39 *if a council, by resolution, refers an*
40 *allegation of misconduct by a councillor to*
41 *the Departmental Chief Executive ...*

42

43 Do you see that?

44 A. Sorry, the number again?

45

46 Q. (2)(c).

47 A. (2)(c), "If a councillor", yes, got it.

1
2 Q. Do I take it the answer is the same to Mr Parish's
3 question, that that was not a matter that was ever
4 discussed either amongst councillors or raised with you?
5 A. No. I wish it had have been. No, it wasn't.
6
7 Q. Did you or any other member of the governing body to
8 your notice or to your awareness seek advice about what
9 could be done into what you perceived to be the misconduct
10 of other councillors?
11 A. No, I don't think we did.
12
13 THE COMMISSIONER: Thank you.
14
15 MR PARISH: Q. I might take you next to 440I and deal
16 with some similar questions.
17 A. What was it? 440I, was it?
18
19 Q. 440I?
20 A. Yes.
21
22 Q. With the heading, "Departmental Chief Executive may
23 take disciplinary action for misconduct". I take it from
24 your previous answers you weren't aware that under
25 subsection (2) the departmental chief executive, having
26 made a finding, had various powers to his or her ability to
27 discipline the said councillor?
28 A. Yeah, I see that.
29
30 Q. I take it that your answer would also be, you weren't
31 aware of this before now and wish you had been?
32 A. I do, I do. I think we were under the impression that
33 the OLG would deal with issues of misconduct, and that was
34 done through Codes of Conduct which just cost a lot of
35 money and didn't result in, you know, any improvement in
36 behaviour, I would suggest.
37
38 Q. Did that impression about how that would be dealt with
39 come from training or induction sessions partly at least?
40 A. Well, in that regard we didn't get any training with
41 regard to this, so that was - that would have been
42 something that would have been very useful if it had been
43 pointed out to councillors, but I believe staff did
44 investigate and - did investigate the option of, maybe with
45 the mayor, I'm not quite sure, but I did hear that they
46 tried to look at that option. Now, whether the mayor
47 didn't want to take that option, I'm not sure, but I think

1 he possibly was advised that this was a way that it could
2 be dealt with, the problems with a couple of councils -
3 councillors.
4

5 Q. Thank you. I'm next going to ask Mr Broad to show you
6 Exhibit O. Before we deal with Exhibit O, I might just ask
7 you: we had some evidence last Friday from Mr Barry Paull
8 while he was acting general manager about a direction he
9 received in writing from Mayor Gair about the removal of
10 the eight Pin Oak trees prior to the issuance of a review
11 of environmental factors. Did you know about that
12 direction?

13 A. I've got to think about this, whether I knew or not; I
14 can't quite remember. I don't think I did - did know about
15 that. Um, I can't - sorry, I can't remember on that one.
16

17 Q. Did you at some point hear about that evidence that
18 was given last week by Mr Barry Paull?

19 A. Yes, I did.
20

21 Q. Were you surprised by that evidence?

22 A. Well, no. It was a decision of council. Even though
23 I was conflicted a little bit with the Station Street at
24 different times, the majority view was that initially that
25 this project go ahead, and I think we were all but one in
26 favour of it, and then later on there was three that left
27 that consensus, if you like, and it did change over the
28 period, but no, I can understand that Mr Paull would have
29 done the correct thing and waited for all the boxes to
30 line up before he took action on the trees. Yes.
31

32 Q. Thank you. Can I take you to the last two pages of
33 Exhibit O. That's a press release that was issued and
34 embargoed until 6am, Wednesday March 30, 2022. Do you see
35 that?

36 A. Yes.
37

38 Q. And you're one of the five councillors, and in the
39 case of Markwart ex-councillors, who put their name to this
40 document; is that correct?

41 A. Yes.
42

43 Q. Do you have a recollection about how this
44 document came about?

45 A. I rang Councillor Gair and suggested that like-minded
46 councillors should get together and have a cup of coffee;
47 that's how that, I think initially it was my suggestion

1 that we get together. As councillors we've been - we've
2 sat back and copped a lot of criticism, Mr Commissioner,
3 and if you look in my submission you'll see what I said in
4 that with regard to my disappointment with regard to the
5 local members and also the administrator who's acted more
6 like a populist politician. He took every opportunity to
7 denounce council, councillors, senior staff, saying the
8 place was toxic.

9
10 I thought he - it was just untenable that this man
11 could be allowed to do this. I mean, I thought he acted
12 under the same Code of Conduct that we did, which was not
13 to bring council into disrepute, and yet, here he was in
14 the paper, at council meetings, saying that we were acting
15 above the law. I'd like to know where the evidence is that
16 I acted above the law. Where does he get this from? How
17 is he allowed to - that's a serious allegation to make.
18 There was good people in staff and councillors that put in
19 a lot of time for this community; to be denigrated like
20 this, I was incensed just like the other councillors were,
21 just like Councillor Andrews was before me.

22
23 Q. So I take it from your evidence that the purpose of
24 this was to answer allegations you feel were unfairly put
25 by --

26 A. Yes, I would.

27
28 Q. -- by Mr Viv May?

29 A. Yes.

30
31 Q. Why does this include certain allegations in respect
32 of the Liberal MPs from this area?

33 A. As stated earlier, this council's always had a good
34 relationship with our MPs, our federal and state. Always
35 had a very good relationship. I can remember when
36 Councillor Halstead was the mayor and we had the member for
37 Kiama come to council; the local member was Gareth Ward. I
38 remember the mayor saying what a wonderful local member he
39 was and how pleased he would be to see him as the Premier -
40 one day be the Premier. Somehow I don't think that's going
41 to happen now.

42
43 But he, in the earlier part of this council, took in
44 the area of Burrawang, and when there was a selling off of
45 a state asset he made sure that this council got some of
46 that money with the sale of a port or the leasing of the
47 port. That money was about \$7.2m - \$7.4m, I believe, and

1 that --

2

3 Q. Sorry, that's not quite my question. My question is,
4 why have you included, or do you understand what was
5 included in this press release included criticisms of the
6 local members?

7 A. Well, the local members, may I say are first term
8 members, first termers, and the criticism I think is quite
9 justified because these two first term elected MPs decided
10 that they would write an open letter to the Minister, they
11 had their photo taken out the front of this Council
12 Chambers, and they decided that they would listen to a
13 minority, I believe, in this community, to say that no-one
14 wanted us back and that the Minister should suspend us
15 and --

16

17 Q. Is what you are trying to imply from this therefore
18 that the suspension was a political act?

19 A. I believe that'd be the case. This was related to me
20 by the mayor. The mayor kept very good detailed notes in
21 his diary and also senior staff that I won't mention, but
22 with regard to the development at Chelsea Gardens the
23 pressure was put on senior staff and council, and probably
24 the mayor, with regard to getting that moving forward even
25 though the infrastructure couldn't be provided. So, we had
26 ex-Premiers coming down here on a couple of occasions. I
27 know Morris Iemma came down here a couple of times to -
28 who, this is how the Chinese work, I believe, so it came
29 down to a pressure, and they weren't happy with what staff
30 were saying, and then the local member got involved and,
31 why can't it happen? So that's why, that's why they're in
32 there, that's why, because the mayor had meetings where
33 this local member wanted to know why this development
34 couldn't get going: that's my understanding. I don't know
35 personally, but that's what the mayor tells me and that's
36 what senior staff tell me.

37

38 THE COMMISSIONER: Q. This release says:

39

40 *"Councillors and senior staff were guilty*
41 *of resisting political pressure to approve*
42 *a major land development without the*
43 *necessary infrastructure like sewerage in*
44 *place. So we were suspended."*

45

46 A. Well, that's part of it, yes.

47

1 Q. You agree with that, do you?

2 A. I do.

3

4 Q. You think the suspension was only brought about
5 because of resisting what is described as political
6 pressure in relation to that development; is that what you
7 say?

8 A. Not only, but a part of. But I believe there are
9 senior staff that believe that, that are no longer here,
10 yes.

11

12 MR PARISH: Q. The initial procedure which ended with
13 the suspension was the issuance of the notice of intention
14 to issue a PIO; do you remember that?

15 A. I don't think I - sorry, could I have the question
16 again?

17

18 Q. The initial procedure which ended in the suspension
19 was the issuance of a notice of intention to issue a
20 Performance Improvement Order?

21 A. Yes, correct, yes.

22

23 Q. And on the last day for a response on that the council
24 passed a motion agreeing with the reasons for the
25 Performance Improvement Order; do you recall that?

26 A. Yes.

27

28 Q. And the notice of intention to suspend was issued upon
29 the basis that:

30

31 *Upon the monitoring of recent meetings that*
32 *were observed by an OLG staff member the*
33 *OLG is concerned that some councillors have*
34 *conducted themselves in a manner that is*
35 *not consistent with the council's*
36 *obligations to be a responsible employer.*

37

38 Do you agree with that?

39 A. Yes.

40

41 Q. And those were the meetings that had gone on until the
42 penultimate, I think, meeting on 24 February 2021, I think
43 it was; do you agree with that?

44 A. Yes.

45

46 Q. Do you agree therefore that the issues which had been
47 raised by Minister Hancock in respect of the Performance

1 Improvement Order, and which the council agreed with, were
2 subsisting at the time shortly before the issuance of the
3 notice of intention to suspend?

4 A. Yes.

5
6 Q. Do you agree therefore by that logic, that the
7 governing body had effectively agreed with the reasons for
8 the issuance of a notice of intention to suspend?

9 A. The majority of councillors had conformed and done the
10 training and were, I believe --

11
12 THE COMMISSIONER: That wasn't the question. Mr Parish,
13 can you re-put your question.

14
15 THE WITNESS: Okay.

16
17 MR PARISH: Q. Do you agree as a matter of logic that,
18 if the council agreed with the reasons for the PIO and
19 those issues are still in place at the time of the issuance
20 of the notice of intention to suspend, then there must be
21 at least some level of agreement with the reason for the
22 issuance of the notice of intention to suspend?

23 A. Yes.

24
25 Q. Do you concede therefore that at least part of the
26 reason for the notice of intention to suspend and the
27 subsequent suspension was justified?

28 A. Yes, I would agree because of the behaviour of a
29 couple of councillors, yes, that's correct.

30
31 Q. How does that square with your comment that you agree
32 that it was a result of political pressure?

33 A. Well, I think that was very much a part of it. If the
34 local member comes in to see the mayor and senior staff and
35 is - I don't know if she was lobbying, I don't know whether
36 she was lobbying for this development or not, but that's
37 the impression that the mayor had and senior staff at the
38 time after lobbying by various ex-Premiers to get this
39 project pushed through.

40
41 Q. Is it just a coincidence then that the behaviour of
42 the council both at the time of the issuance of the PIO and
43 the notice of intention to suspend coincided with this
44 other political pressure?

45 A. Yeah, I think it - it was around the same time, it was
46 something that had been - it had been on the drawing board
47 for a long time. I think it was first mooted back in about

1 2008, that the State Government - and we are an arm of the
2 State Government and we've got to provide housing - and
3 initially we rejected this development, but it went away to
4 the planning panel and the planning panel insisted -
5 Department of Planning, the planning panel - came back and
6 said, do you want to be the consent authority to - we might
7 have some control and we agreed with that, but basically it
8 was taken out of our hands and no money was coming forward
9 to provide the infrastructure for such a large development.

10
11 Q. Do you agree with all of the quotes attributed to
12 Mayor Gair in this press release?

13 A. I think I do, yes.

14
15 Q. Just on the very, very bottom there of the first page,
16 "The plethora" --

17 A. The first page?

18
19 Q. Of the first page:

20
21 *"The plethora of external reports he*
22 *commissioned [Mr May commissioned] found*
23 *relatively insubstantial issues and no*
24 *smoking gun to justify the suspension of*
25 *the council".*

26
27 Do you agree with that?

28 A. I do.

29
30 Q. Have you read all the reports?

31 A. No, and you know why? Because I've spoken to senior
32 staff that are no longer here that I respect --

33
34 THE COMMISSIONER: Q. Sorry, just so I understand. You
35 express unqualified agreement with the proposition that
36 external reports commissioned by the administrator found
37 relatively insubstantial issues, not having read them. Do
38 I understand you correctly?

39 A. That's correct.

40
41 MR PARISH: Q. And over the page there, there's two
42 references to smoking in this for some reason. That very
43 last quote:

44
45 *"Hardly the smoking ruin alleged by the*
46 *Administrator".*
47

1 Do you see that?

2 A. Yes.

3

4 Q. Can you tell me what Mr Gair means by that, when the
5 administrator alleged there was a smoking ruin?

6 A. No, I don't think it says smoking ruin, it says
7 "smoking gun", doesn't it?

8

9 Q. That's what I mean, he's used "smoking" twice, Mayor
10 Gair.

11 A. Oh, right.

12

13 Q. He refers in the very, very last sentence to:

14

15 *"Hardly the smoking ruin alleged by the*
16 *Administrator".*

17

18 A. Oh yes, okay, I see that.

19

20 Q. Do you know when the administrator alleged that the
21 council was a smoking ruin?

22 A. Oh, I think at every opportunity he took a shot at
23 council: that we were dysfunctional, a toxic culture within
24 council, yeah, it was an opportunity for councillors to see
25 and put something in a bit of perspective with regard to
26 this.

27

28 As far as not reading those reports, those reports
29 were instigated by Mr May, in my view, with a conflict of
30 interest because he wanted to show to the Minister that
31 this was a ruin, and I don't believe any of those --

32

33 THE COMMISSIONER: Q. That's quite a serious allegation.
34 What is the basis for it?

35 A. Well, this is what - well - the evidence --

36

37 Q. Is that just your view?

38 A. The evidence given by Nick Wilton said that report,
39 "Righting the Wrongs", was ridiculous, was rubbish.

40

41 Q. That's one person's view.

42 A. Yes.

43

44 Q. What about the bushfire report?

45 A. The bushfire report?

46

47 Q. What is the conflict of interest in the bushfire

1 report?
2 A. The main people that, in council, that were responding
3 to that were not interviewed, is my understanding: not the
4 mayor who was out there every day, not the two general
5 managers, and I believe probably even Inspector Klepczarek
6 were interviewed. What does that tell you? I don't
7 believe that they have --
8
9 Q. You haven't read the report though, have you? You
10 haven't read it?
11 A. I haven't read it but I know they weren't interviewed.
12
13 Q. Did you put a submission in?
14 A. I did put a submission - submission to you, sorry?
15
16 Q. To the bushfire review?
17 A. No, I didn't.
18
19 Q. You had an opportunity, did you?
20 A. I imagine I did, but I ...
21
22 THE COMMISSIONER: Yes, Mr Parish.
23
24 MR PARISH: Q. What about the quote about two-thirds of
25 the way down attributed to Mayor Gair:
26
27 *Council has suffered its first loss in at*
28 *least 26 years of over \$700,000, entirely*
29 *due to the costs of sacking or forcing the*
30 *resignation of virtually all the senior*
31 *staff ...*
32
33 Is that true as far as you're concerned?
34 A. I understand that a vast majority of good staff, in my
35 view, that were in this organisation were summarily sacked
36 or made redundant. I believe there were payouts offered to
37 staff to go, with \$50,000 offered; \$50,000 go. This is
38 community money.
39
40 Q. That would be approximately 14 staff if they all got
41 \$50,000 each; is that what your understanding of this is?
42 A. Look, basically I think that our figures are right.
43 We as a council had all our budgets audited. We had the
44 biggest works program this council has seen after we had
45 gone to the community for an infrastructure improvement
46 program and we'd put the rates up substantially, but that
47 money was used for designated projects, so we didn't run a

1 deficit budget, and yet now we're seeing a deficit budget,
2 not only this year but the following year. I think this is
3 important. Look, we sent this out for the community to see
4 the other side of what is being alleged by Mr May, and not
5 only did we put it in the paper and send it out, but
6 basically I sent this to the Shadow Minister for Local
7 Government so that he could ask the Minister in the
8 Parliament about her involvement with regard to Chelsea
9 Gardens; that's the --

10
11 Q. When you provided this to the Shadow Minister did you
12 warrant that all the information in this was correct?

13 A. I believe it's correct.
14

15 Q. Do you agree that it would be pretty embarrassing if
16 the Shadow Minister asked questions about this in
17 Parliament if some of this information was incorrect?

18 A. It might be but I don't think he will be embarrassed,
19 I think he can quite reasonably ask those questions.
20

21 Q. Can I take you to page 1 of this document. It's an
22 email which has the word "interim administrator" at the
23 very top of it.

24 A. Oh, sorry.
25

26 Q. Just the very, very first document in that bundle.

27 A. So, what are you drawing my attention to, sorry?
28

29 Q. Do you see a table in the middle of the page there?
30 It starts with the year 2011/12 and it goes down to 2021/ -
31 2020, I should say.

32 A. Yes.
33

34 Q. If I ask you to assume that these figures are broadly
35 correct, do you agree that there was a deficit of \$8m in
36 2011/2012?

37 A. You're showing me these figures, I don't know where
38 they've come from but --
39

40 Q. If I just ask you to assume they're correct for the
41 moment?

42 A. Okay, yep.
43

44 Q. Do you accept that, if these are correct, then the
45 statement that it was the first deficit for 26 years would
46 be incorrect?

47 A. Well, I know that this councillor had \$100m in

1 reserves, so whether this is an operating budget or this is
2 a - or what, I'm not quite aware.

3

4 Q. Well, it's an operating budget insofar as it refers to
5 a surplus and deficit rather than the net debt or net
6 assets.

7 A. Okay. Well, I stand to be corrected, but I find it
8 quite surprising.

9

10 Q. But do you accept that, if those figures are correct,
11 there was in fact deficits of \$8m, \$4m, \$6m and \$4m over
12 the years 2011/12 to 2014/15?

13 A. If I take that these figures are correct, I would have
14 to assume that, yes.

15

16 Q. And, if you take those figures are correct, do you
17 agree that it's inaccurate and wrong to say that council
18 has suffered its first loss in at least 26 years?

19 A. It would appear so, but that was the information that
20 I was given and --

21

22 Q. Was this information by and large given to you by
23 Councillor Gair; is that correct?

24 A. I'm not sure where this information came from, but I -
25 I remember being here as a councillor in my term and I
26 don't remember seeing that we ran massive deficits of this
27 amount. I just - yeah, we always had a balanced budget, so
28 I don't know where these figures have come from but --

29

30 Q. It doesn't accord with your recollection?

31 A. It doesn't accord with my recollection at all, no.

32

33 Q. Thank you.

34

35 MR PARISH: I was going to move on from that topic,
36 Commissioner.

37

38 Q. The approach we've been taken, Commissioner
39 McLaughlin, for councillors is, if there's any other topics
40 you wish to address the Commissioner on, you can tell me
41 and then I'll try and figure out whether they might fall
42 within the terms of reference and then ask you questions
43 about them. Are there any topics which you would like to
44 address on?

45 A. I don't think they fall within the - unfortunately.

46

47 Q. You can try me.

1 A. I can try you, can I? That'd be nice. Okay, let me
2 try you. Can I - I don't know where it would fall, but --
3
4 THE COMMISSIONER: Perhaps just identify the topic and
5 then we'll know where we're going?
6 A. Okay.
7
8 Q. And feel free, now is your opportunity and if it
9 doesn't fall within, Mr Parish won't pursue it, but if it
10 does --
11 A. Can I say a few words about heritage? Doesn't fall
12 within it? No.
13
14 MR PARISH: Q. I'm okay with a few words about heritage
15 if it doesn't go too long.
16 A. No, it won't go too long. Look, I was very fortunate
17 to - I'd been on council with Jim Clark when he was the
18 chair of heritage I've followed that on. I'm a local boy
19 here, grown up here, and at one stage I encouraged
20 Councillor Turland to come onto that committee. I thought,
21 as a local boy, he should know just know how unique this
22 area is. He only came to a couple of meetings, which was
23 unfortunate. But I didn't want Councillor Scandrett on, so
24 that was my reasoning there. I think you can well
25 understand why.
26
27 I got - later on in that term Councillor Peter Nelson
28 came on that committee, it's a very good working committee,
29 and I'm hoping, as you heard evidence given by Mr McManus,
30 that problems associated with this council going forward
31 can be eliminated by - if I can hang my hat, just be a
32 little bit bold to say that I did put up a motion in the
33 last bit of council so that we could move forward with all
34 those heritage items that had been deferred in 2012. This
35 is a very beautiful, unique shire and our landscapes, our
36 land form and our built environment really needs to be
37 preserved, and I'm hoping that this is an ideal time for
38 this to move forward.
39
40 And could I say, Mr Parish, without having a council
41 and going to a planning panel, it's probably the best thing
42 that can happen and, you know why? Because councillors
43 won't be inundated by people in the community saying,
44 "Don't heritage list me", and as we know, it's either
45 heritage, it meets the criteria, or it doesn't.
46
47 And, as Mr McManus said, if it meets one of those

1 seven goals it gets heritage listed, and I'm very hopeful
2 that that's something that will go forward after I've gone
3 from here because, as you know, I've said in my submission
4 that I wasn't standing for re-election, and my term was
5 finished in 2020. I was going. I'd arranged for someone
6 else to put their hand up, and because of COVID I got
7 dragged into this situation. And, it's not the way I
8 wanted to leave this council after giving 12 years to the
9 community, I was well supported, and I valued - I felt very
10 humbled to be supported by the council and by the
11 community, my fellow councillors and all those good people
12 that have gone before us on council, and it's just - look,
13 I'm summing up, I'll just sum up and then I'll go, okay?

14
15 But look, we stand on the shoulders of giants that
16 have come before us here, this was a good council and it
17 saddens me so much that we are in this situation. And
18 whether it be because it was interference by councillors or
19 local members or anybody poking their nose in here; I mean,
20 this had good staff, we had a good general manager, and it
21 just saddens me that she had to leave this organisation
22 after the treatment she got. I'm very sad to see the
23 integrity questioned of Mr Paull, of other senior staff in
24 this organisation that I held in high esteem.

25
26 I think that I tried to conduct myself in this place
27 with decorum and respect, and I respect this Commission.
28 At first I was very - I was very - how would you say it - I
29 thought this was some sort of witch-hunt and I see it's
30 been conducted well and I value that and I thank you,
31 Commissioner, for the way - and it's a hard job you have to
32 sift through all this and find some sort of response, but I
33 do think it was very unfortunate that the local members got
34 involved to attack this council. I don't know why they did
35 it, whether they thought there was some sort of political
36 imperative that made them think that they needed to - maybe
37 they'll only be one term instead of just local members
38 first term, they mightn't get a second term, because I
39 think the amount of money that this has cost and the
40 devastation that this has brought to this community, I
41 think, is very, very unjust and it could have been so
42 better dealt with rather than this huge expense in, you
43 know, this public inquiry.

44
45 But I thank you for your time and all those fantastic
46 staff that I worked with here, and there are still good
47 staff here, I wish them all the best. And to my Heritage

1 Committee, I say well done because you have added so much
2 value to this community and you've done over \$100,000 worth
3 of work, and I hope it's appreciated and I hope it goes
4 forward.

5
6 This will be probably the last time I am in this
7 place, so I thank you for your time and I look forward to
8 democracy being restored, that we do get an election, and
9 the people of this good community get a chance to elect
10 their representatives. Thank you.

11
12 MR PARISH: Thank you, Councillor McLaughlin. No further
13 questions.

14
15 THE COMMISSIONER: Yes, okay. Councillor McLaughlin,
16 thank you very much for your time this afternoon. I do
17 appreciate that answering a summons takes you away from
18 things you would no doubt rather be doing, and once again,
19 I do apologise for having kept you before your start this
20 morning.

21
22 THE WITNESS: That's fine.

23
24 THE COMMISSIONER: Is there any reason why Councillor
25 McLaughlin ought not be excused, Mr Parish?

26
27 MR PARISH: No, Commissioner.

28
29 THE COMMISSIONER: Yes, all right, you're excused from
30 further attendance under your summons and free to go about
31 your day, free to stay should you wish.

32
33 THE WITNESS: I'll sleep better tonight, thank you.

34
35 <THE WITNESS WITHDREW

36
37 THE COMMISSIONER: Yes. Mr Parish, is there anything else
38 I need to do today?

39
40 MR PARISH: No, Commissioner.

41
42 THE COMMISSIONER: All right, I'll adjourn until 10am
43 tomorrow.

44
45 **AT 3.57PM THE INQUIRY WAS ADJOURNED TO**
46 **WEDNESDAY, 13 APRIL 2022 AT 10.00AM**
47

<div>\$</div>	<div>16 [2] - 992:43, 1024:22 17 [1] - 1045:17 18 [3] - 1037:31, 1037:43, 1043:13 1981 [1] - 1076:8</div>	<div>2018 [9] - 1000:42, 1017:6, 1017:14, 1018:16, 1018:17, 1021:37, 1042:46, 1043:12, 1068:44 2019 [5] - 980:24, 1008:1, 1031:13, 1043:23, 1087:9 2020 [6] - 970:37, 1017:24, 1018:1, 1021:26, 1105:30, 1108:4 2021 [6] - 1009:37, 1009:47, 1038:10, 1039:9, 1100:42, 1105:29 2022 [3] - 969:36, 1097:34, 1109:45 21 [5] - 1010:3, 1012:9, 1093:19, 1093:21, 1094:45 22 [1] - 1093:26 232 [3] - 980:41, 981:1, 981:4 24 [5] - 1009:37, 1009:47, 1010:3, 1042:21, 1100:42 25 [1] - 1004:31 2577 [1] - 969:21 26 [5] - 1018:1, 1021:26, 1104:27, 1105:44, 1106:17 2nd [1] - 1093:8</div>	<div>1096:17, 1096:19 4pm [1] - 985:3</div>	<div>9.03am [1] - 970:3 90 [1] - 1036:13 95 [1] - 1036:13 9am [1] - 1022:15 9th [2] - 1093:8, 1093:38</div>
<div>\$1.8m [1] - 978:12 \$100,000 [2] - 978:40, 1109:1 \$100m [1] - 1105:46 \$14m [1] - 980:25 \$30 [1] - 1069:37 \$4.6m [1] - 976:41 \$4m [2] - 1106:10 \$5.5m [1] - 980:24 \$50,000 [3] - 1104:36, 1104:40 \$6m [1] - 1106:10 \$7.2m [1] - 1098:47 \$7.4m [1] - 1098:47 \$7.5m [1] - 972:14 \$700,000 [2] - 1083:29, 1104:27 \$8m [3] - 981:35, 1105:34, 1106:10 \$9.5m [1] - 972:14 \$900,000 [1] - 978:11 \$93,000 [2] - 977:2, 978:4</div>	<div>2</div>	<div>2018 [9] - 1000:42, 1017:6, 1017:14, 1018:16, 1018:17, 1021:37, 1042:46, 1043:12, 1068:44 2019 [5] - 980:24, 1008:1, 1031:13, 1043:23, 1087:9 2020 [6] - 970:37, 1017:24, 1018:1, 1021:26, 1105:30, 1108:4 2021 [6] - 1009:37, 1009:47, 1038:10, 1039:9, 1100:42, 1105:29 2022 [3] - 969:36, 1097:34, 1109:45 21 [5] - 1010:3, 1012:9, 1093:19, 1093:21, 1094:45 22 [1] - 1093:26 232 [3] - 980:41, 981:1, 981:4 24 [5] - 1009:37, 1009:47, 1010:3, 1042:21, 1100:42 25 [1] - 1004:31 2577 [1] - 969:21 26 [5] - 1018:1, 1021:26, 1104:27, 1105:44, 1106:17 2nd [1] - 1093:8</div>	<div>5</div>	<div>9.03am [1] - 970:3 90 [1] - 1036:13 95 [1] - 1036:13 9am [1] - 1022:15 9th [2] - 1093:8, 1093:38</div>
<div>1</div>	<div>2</div>	<div>3</div>	<div>6</div>	<div>A</div>
<div>1 [6] - 996:1, 1005:40, 1008:31, 1031:4, 1086:47, 1105:20 1.40 [1] - 1059:42 1.41pm [1] - 1060:10 1.43pm [1] - 1060:26 1.8m [2] - 977:4, 978:4 10 [3] - 982:28, 1022:28, 1022:30 10.00AM [1] - 1109:45 100 [3] - 1027:17, 1044:20, 1057:7 10am [1] - 1109:41 11 [4] - 1010:9, 1010:13, 1017:24 11.27am [1] - 1023:47 11.28am [1] - 1024:9 12 [7] - 969:36, 969:39, 1031:13, 1065:15, 1085:6, 1091:5, 1108:7 12B [2] [2] - 1012:38, 1016:5 12pm [4] - 984:47, 985:5, 985:7, 1023:1 13 [2] - 999:28, 1109:45 14 [2] - 1024:16, 1104:39 15 [1] - 1024:16</div>	<div>2 [4] - 1010:20, 1092:38, 1095:28, 1096:25 2(c) [2] - 1095:37, 1095:47 2(c) [1] - 1095:46 20 [4] - 1024:18, 1092:18, 1092:19, 1092:24 200,000 [1] - 1000:31 2000 [1] - 1061:9 2004-2008 [1] - 1061:9 2008 [9] - 1060:38, 1061:2, 1061:6, 1061:23, 1063:6, 1063:31, 1063:38, 1063:44, 1102:1 2010 [3] - 997:13, 1075:31, 1075:43 2011/12 [2] - 1105:29, 1106:11 2011/2012 [1] - 1105:35 2012 [6] - 1064:44, 1066:22, 1066:32, 1066:35, 1066:41, 1107:33 2012-2016 [2] - 1024:43, 1025:10 2014/15 [1] - 1106:11 2016 [21] - 992:15, 995:19, 995:35, 995:39, 1024:31, 1024:35, 1027:28, 1027:35, 1029:33, 1066:44, 1066:46, 1067:5, 1071:15, 1073:1, 1073:3, 1073:8, 1073:24, 1073:30, 1073:47, 1085:9, 1085:22 2016-20 [1] - 1070:45 2016-2020 [3] - 1004:2, 1004:6, 1024:26 2017 [8] - 1027:3, 1027:4, 1027:6, 1027:25, 1027:35, 1027:36, 1029:30, 1045:27</div>	<div>3 [13] - 1017:23, 1017:32, 1019:11, 1019:33, 1019:42, 1019:44, 1020:7, 1020:10, 1093:42, 1094:8, 1094:27, 1094:28, 1094:45 8 [13] - 1017:23, 1017:32, 1019:11, 1019:33, 1019:42, 1019:44, 1020:7, 1020:10, 1093:42, 1094:8, 1094:27, 1094:28, 1094:45 8:1 [8] - 1017:7, 1021:46, 1042:22, 1042:28, 1042:32, 1042:36, 1043:5, 1058:25 8A [1] - 974:40 8m [1] - 980:39</div>	<div>6 [1] - 1024:22 600 [2] - 980:36, 981:11 60th [1] - 1069:24 697 [4] - 1031:10, 1087:4, 1087:6 6:1 [1] - 1058:26 6am [1] - 1097:34</div>	<div>ability [1] - 1096:26 able [16] - 992:11, 1023:1, 1025:20, 1026:7, 1030:30, 1035:13, 1037:38, 1041:33, 1046:37, 1046:38, 1050:14, 1050:20, 1052:42, 1055:33, 1069:14, 1076:13 absence [4] - 1004:26, 1004:28, 1004:33, 1004:36 absolute [3] - 975:23, 995:30, 1006:7 absolutely [16] - 976:22, 989:33, 993:35, 993:47, 997:18, 999:39, 1001:4, 1006:37, 1017:16, 1034:12, 1040:47, 1048:13, 1054:31, 1056:23, 1057:35, 1074:10 abused [1] - 983:2 abysmal [1] - 972:10 academic [1] - 1064:37 Academy [2] - 1024:21, 1050:21 academy [1] - 1020:39 accept [20] - 975:32, 978:45, 979:5, 979:8, 979:9, 980:5, 990:32, 991:4, 991:8, 1006:21, 1006:22, 1035:26, 1052:19, 1052:26, 1057:32, 1084:20, 1088:2, 1088:26, 1105:43, 1106:9 acceptable [2] - 1092:41, 1094:40 accepted [2] - 1060:46, 1075:46 accord [2] - 1106:29, 1106:30 accordance [3] - 987:4, 1002:31, 1010:22</div>
	<div>4</div>	<div>4 [1] - 973:33 40 [1] - 1059:42 440 [1] - 1047:35 440(f) [1] - 1047:33 440G [2] - 1095:11, 1095:12 440H [2] - 1095:25, 1095:27 440I [3] - 1096:15,</div>	<div>7</div>	
		<div>4 [1] - 973:33 40 [1] - 1059:42 440 [1] - 1047:35 440(f) [1] - 1047:33 440G [2] - 1095:11, 1095:12 440H [2] - 1095:25, 1095:27 440I [3] - 1096:15,</div>	<div>7 [11] - 1017:47, 1018:3, 1018:24, 1019:25, 1019:40, 1019:42, 1020:11, 1020:19, 1093:41, 1094:8, 1094:27 703 [4] - 1031:20, 1087:4, 1087:14, 1087:15 7:1 [2] - 1042:22, 1058:25</div>	
		<div>4 [1] - 973:33 40 [1] - 1059:42 440 [1] - 1047:35 440(f) [1] - 1047:33 440G [2] - 1095:11, 1095:12 440H [2] - 1095:25, 1095:27 440I [3] - 1096:15,</div>	<div>8</div>	
		<div>4 [1] - 973:33 40 [1] - 1059:42 440 [1] - 1047:35 440(f) [1] - 1047:33 440G [2] - 1095:11, 1095:12 440H [2] - 1095:25, 1095:27 440I [3] - 1096:15,</div>	<div>8 [13] - 1017:23, 1017:32, 1019:11, 1019:33, 1019:42, 1019:44, 1020:7, 1020:10, 1093:42, 1094:8, 1094:27, 1094:28, 1094:45 8:1 [8] - 1017:7, 1021:46, 1042:22, 1042:28, 1042:32, 1042:36, 1043:5, 1058:25 8A [1] - 974:40 8m [1] - 980:39</div>	
		<div>4 [1] - 973:33 40 [1] - 1059:42 440 [1] - 1047:35 440(f) [1] - 1047:33 440G [2] - 1095:11, 1095:12 440H [2] - 1095:25, 1095:27 440I [3] - 1096:15,</div>	<div>9</div>	
		<div>4 [1] - 973:33 40 [1] - 1059:42 440 [1] - 1047:35 440(f) [1] - 1047:33 440G [2] - 1095:11, 1095:12 440H [2] - 1095:25, 1095:27 440I [3] - 1096:15,</div>	<div>9 [4] - 982:29, 1092:32, 1093:6, 1093:7 9.02am [1] - 969:36</div>	

accountability ^[1] - 1054:25	1049:29, 1058:39, 1069:10	adopted ^[9] - 980:23, 980:37, 1006:40, 1031:13, 1077:19, 1085:9, 1087:8, 1094:9, 1094:28	1009:13, 1032:20, 1033:14, 1034:35, 1034:37, 1036:23, 1037:20, 1038:45, 1053:5, 1053:9, 1053:33, 1053:40, 1054:12, 1054:28, 1054:41, 1055:13, 1056:3, 1066:26, 1069:20, 1069:31, 1077:28, 1080:28, 1080:46, 1082:15, 1084:41, 1085:32, 1085:45, 1085:47, 1086:2, 1086:5, 1086:16, 1088:7, 1088:17, 1088:29, 1100:1, 1100:38, 1100:43, 1100:46, 1101:6, 1101:17, 1101:28, 1101:31, 1102:11, 1102:27, 1105:14, 1105:34, 1106:16	1055:46, 1074:7, 1078:46, 1079:34, 1080:1, 1082:18, 1091:9, 1092:11, 1098:11, 1098:17
accountable ^[6] - 974:39, 975:6, 981:9, 989:10, 990:4, 990:14	added ^[2] - 1084:34, 1108:47	advantages ^[1] - 1036:39	agreed ^[14] - 982:39, 1051:14, 1051:25, 1053:22, 1054:37, 1055:1, 1055:15, 1055:22, 1056:5, 1081:41, 1101:1, 1101:7, 1101:18, 1102:7	allowing ^[1] - 1041:39
accurate ^[1] - 1052:46	address ^[18] - 971:13, 972:20, 972:35, 973:5, 982:32, 985:11, 985:14, 991:36, 1003:7, 1004:9, 1004:40, 1011:18, 1021:35, 1057:17, 1057:19, 1072:22, 1106:39, 1106:43	advertise ^[1] - 1023:13	agreement ^[6] - 999:6, 1038:27, 1039:19, 1086:12, 1101:21, 1102:35	allows ^[2] - 1047:17, 1079:7
achieve ^[2] - 996:3, 1026:7	addressed ^[1] - 998:2	advertised ^[1] - 982:32	ahead ^[3] - 1041:40, 1043:32, 1097:25	ally ^[1] - 1044:15
achieved ^[5] - 996:35, 1025:4, 1025:5, 1050:11, 1055:30	addressing ^[1] - 1007:38	advice ^[24] - 985:30, 986:6, 986:23, 988:47, 989:21, 989:34, 989:35, 990:21, 993:8, 993:30, 993:36, 993:41, 994:9, 994:14, 994:22, 994:25, 996:44, 997:4, 997:7, 1030:36, 1092:6, 1092:8, 1096:8	alienate ^[1] - 1035:44	almost ^[9] - 999:9, 1024:44, 1030:18, 1034:6, 1037:31, 1037:40, 1040:31, 1056:40, 1084:38
achieving ^[1] - 1025:21	adduced ^[1] - 1023:31	advise ^[6] - 986:3, 986:29, 987:28, 987:36, 993:13, 1075:7	allegation ^[4] - 975:21, 1095:40, 1098:17, 1103:33	alone ^[2] - 1037:13, 1040:22
acknowledge ^[1] - 1055:33	adequacy ^[1] - 1072:6	advised ^[4] - 983:9, 998:20, 1047:22, 1097:1	allegations ^[4] - 999:4, 1047:38, 1098:24, 1098:31	altered ^[1] - 970:33
acoustics ^[1] - 1026:23	adequate ^[2] - 1071:42, 1073:34	affairs ^[1] - 1071:37	alleged ^[13] - 975:18, 976:29, 996:45, 998:17, 998:24, 998:28, 1001:24, 1102:45, 1103:5, 1103:15, 1103:20, 1105:3	alternatives ^[1] - 976:33
acquired ^[1] - 976:46	adequately ^[1] - 1005:40	affected ^[7] - 999:27, 1023:6, 1023:28, 1023:32, 1045:4, 1045:11, 1049:46	allegedly ^[1] - 996:12	amalgamated ^[1] - 1076:8
acquirement ^[1] - 977:38	adhered ^[1] - 1091:20	affecting ^[2] - 1044:20, 1044:23	alleging ^[1] - 977:26	amendment ^[1] - 1084:38
acquiring ^[1] - 977:34	adjacent ^[1] - 999:24	affects ^[1] - 1057:33	allow ^[3] - 980:2, 1026:31, 1026:33	amenity ^[6] - 1036:1, 1075:38, 1076:13, 1076:47, 1078:6, 1088:43
acrimonious ^[2] - 1066:36, 1094:32	adjourn ^[2] - 1059:42, 1109:41	affirmed ^[1] - 1060:10	allowed ^[15] - 971:38, 975:15, 998:36, 998:40, 1050:6	amount ^[8] - 1036:19, 1037:10, 1083:9, 1083:20, 1083:38, 1083:41, 1106:26, 1108:38
acrimony ^[1] - 1069:8	ADJOURNED ^[1] - 1109:44	AFTER ^[1] - 1016:1		analogue ^[1] - 1084:14
Act ^[21] - 985:31, 986:19, 986:25, 986:26, 986:28, 986:42, 992:6, 1004:27, 1012:39, 1016:5, 1028:11, 1047:17, 1065:14, 1073:28, 1091:40, 1091:45, 1091:46, 1092:10, 1094:12, 1094:14, 1095:11	adjoined ^[4] - 1009:38, 1009:40, 1010:22	afternoon ^[2] - 1053:21, 1109:15		analogy ^[1] - 1068:41
act ^[2] - 1089:1, 1099:18	ADJOURNMENT ^[2] - 1023:40, 1059:47	afterwards ^[1] - 1045:46		analysis ^[4] - 970:17, 972:1, 972:3, 972:4
acted ^[3] - 1098:5, 1098:11, 1098:16	adjournment ^[1] - 1059:32	agenda ^[2] - 982:33, 1070:20		Andrews ^[20] - 985:44, 995:22, 1022:31, 1023:45, 1024:2, 1024:11, 1029:15, 1031:2, 1032:19, 1033:21, 1058:44, 1059:3, 1069:28, 1077:5, 1079:27, 1085:46, 1090:3, 1090:11, 1092:13, 1098:21
acting ^[6] - 1029:12, 1052:29, 1089:31, 1092:31, 1097:8, 1098:14	administration ^[3] - 973:34, 1024:18, 1065:26	agent ^[2] - 1049:35, 1049:41		ANDREWS ^[1] - 1023:47
action ^[10] - 992:24, 1031:39, 1087:39, 1088:44, 1090:22, 1095:1, 1095:2, 1096:23, 1097:30	administrative ^[1] - 988:47	agents ^[2] - 1049:37, 1069:21		Andrews' ^[2] - 1083:8, 1085:38
actions ^[4] - 1021:16, 1052:33, 1057:30, 1095:15	Administrator ^[1] - 1054:20	aggressive ^[1] - 1017:45		angry ^[1] - 1070:5
acts ^[2] - 1040:21, 1040:25	Administrator ^[2] - 1102:46, 1103:16	agitating ^[1] - 1046:46		Angus ^[1] - 969:29
actual ^[2] - 970:22, 1041:2	administrators ^[1] - 1050:30	ago ^[11] - 974:26, 982:39, 986:22, 995:33, 1041:1, 1041:2, 1048:41, 1057:28, 1061:11, 1061:12, 1082:31		animosity ^[2] - 1036:34, 1065:9
add ^[10] - 981:8, 989:9, 999:19, 1008:47, 1027:4, 1033:39, 1036:12,	admitted ^[2] - 977:3, 1012:9	agree ^[49] - 971:44,		Ann ^[3] - 985:21, 989:23, 999:18

<p>annual ^[1] - 988:5</p> <p>annually ^[1] - 973:17</p> <p>answer ^[27] - 971:24, 984:18, 985:27, 991:4, 1005:14, 1021:40, 1021:41, 1025:30, 1026:36, 1030:2, 1030:10, 1044:47, 1049:18, 1049:19, 1049:43, 1050:3, 1056:40, 1058:28, 1066:1, 1076:12, 1086:25, 1086:40, 1091:9, 1094:40, 1096:2, 1096:30, 1098:24</p> <p>answered ^[5] - 991:33, 1009:9, 1033:34, 1041:11, 1057:28</p> <p>answering ^[5] - 1022:11, 1048:27, 1066:1, 1071:45, 1109:16</p> <p>answers ^[4] - 974:12, 974:15, 974:26, 1096:24</p> <p>antagonism ^[2] - 1085:44, 1086:4</p> <p>antagonistic ^[4] - 1090:12, 1090:17, 1090:18, 1090:29</p> <p>anticipate ^[1] - 1012:30</p> <p>anyway ^[4] - 981:40, 1038:41, 1050:15, 1081:4</p> <p>apart ^[4] - 1035:19, 1061:11, 1072:43, 1078:46</p> <p>apologise ^[8] - 1024:3, 1024:36, 1026:45, 1033:32, 1058:46, 1060:12, 1060:19, 1109:18</p> <p>apology ^[1] - 1022:33</p> <p>apparent ^[3] - 981:23, 982:41, 1067:8</p> <p>appeal ^[1] - 1043:40</p> <p>appear ^[1] - 1106:18</p> <p>appearance ^[1] - 1049:24</p> <p>appeared ^[4] - 1022:1, 1025:2, 1025:3, 1056:18</p> <p>applicant ^[13] - 1029:31, 1029:34, 1030:4, 1030:9, 1030:14, 1030:36, 1034:1, 1034:5,</p>	<p>1034:7, 1034:22, 1045:29, 1077:33, 1077:44</p> <p>applicants ^[2] - 1030:19, 1034:45</p> <p>application ^[20] - 996:23, 996:33, 996:34, 1029:34, 1029:37, 1029:41, 1030:15, 1030:37, 1030:43, 1032:7, 1034:2, 1034:27, 1037:7, 1043:31, 1043:40, 1045:26, 1045:38, 1076:15, 1077:41, 1088:37</p> <p>applications ^[16] - 999:2, 1029:45, 1033:11, 1035:31, 1036:24, 1043:28, 1077:20, 1077:31, 1077:47, 1078:18, 1080:13, 1080:18, 1080:33, 1080:45, 1083:44, 1085:43</p> <p>applies ^[1] - 1016:6</p> <p>apply ^[1] - 1075:32</p> <p>appointment ^[1] - 1000:42</p> <p>appraised ^[1] - 1073:28</p> <p>appreciate ^[13] - 1022:10, 1022:13, 1024:5, 1026:23, 1031:17, 1059:13, 1071:47, 1080:6, 1081:4, 1081:20, 1084:14, 1087:12, 1109:16</p> <p>appreciated ^[1] - 1109:2</p> <p>appreciating ^[1] - 1073:21</p> <p>apprenticeship ^[1] - 1060:33</p> <p>approach ^[12] - 983:44, 993:28, 994:9, 998:1, 1005:39, 1008:36, 1008:40, 1032:4, 1057:15, 1064:29, 1076:36, 1106:37</p> <p>approached ^[3] - 1034:41, 1034:45, 1034:47</p> <p>appropriate ^[20] - 985:30, 987:37, 989:33, 1001:25, 1002:31, 1005:3, 1005:15, 1006:9,</p>	<p>1010:27, 1010:33, 1010:35, 1010:41, 1030:38, 1048:38, 1059:33, 1077:45, 1080:42, 1088:36, 1088:39, 1094:13</p> <p>appropriately ^[2] - 994:43, 1005:41</p> <p>appropriateness ^[2] - 1052:6, 1072:6</p> <p>approval ^[9] - 980:21, 1029:44, 1034:18, 1036:25, 1061:14, 1077:22, 1077:35, 1077:43, 1078:9</p> <p>approvals ^[1] - 1045:19</p> <p>approve ^[1] - 1099:41</p> <p>approved ^[5] - 976:25, 997:9, 997:12, 1076:17, 1076:36</p> <p>approving ^[1] - 1076:35</p> <p>APRIL ^[1] - 1109:45</p> <p>April ^[1] - 969:36</p> <p>architect ^[1] - 997:3</p> <p>area ^[15] - 1003:10, 1036:45, 1060:32, 1076:22, 1078:30, 1078:41, 1079:12, 1079:14, 1079:31, 1080:44, 1082:42, 1083:11, 1098:32, 1098:44, 1107:21</p> <p>areas ^[4] - 1007:10, 1007:38, 1078:45, 1079:23</p> <p>argue ^[2] - 1052:47, 1053:1</p> <p>arguing ^[2] - 1003:32, 1033:45</p> <p>argument ^[1] - 1037:8</p> <p>argy ^[1] - 1065:16</p> <p>argy-bargy ^[1] - 1065:16</p> <p>arise ^[1] - 1058:1</p> <p>arising ^[1] - 1057:45</p> <p>Arkwright ^[7] - 997:28, 1061:47, 1062:10, 1064:3, 1064:47, 1065:17, 1066:19</p> <p>arm ^[1] - 1102:1</p> <p>armed ^[1] - 993:33</p> <p>arose ^[1] - 992:33</p> <p>arranged ^[1] - 1108:4</p> <p>arrive ^[1] - 982:28</p> <p>arrived ^[1] - 982:27</p> <p>art ^[5] - 1004:43, 1005:24, 1006:24,</p>	<p>1006:25, 1037:1</p> <p>Arts ^[1] - 1064:2</p> <p>ashamed ^[1] - 1079:33</p> <p>aside ^[2] - 981:14, 1037:12</p> <p>assessment ^[5] - 1031:26, 1032:10, 1087:24, 1087:29, 1087:38</p> <p>asset ^[2] - 975:39, 1098:45</p> <p>assets ^[2] - 973:18, 1106:5</p> <p>assist ^[1] - 1095:25</p> <p>assistance ^[7] - 1030:9, 1030:14, 1030:18, 1032:33, 1066:7, 1088:34, 1089:18</p> <p>assisted ^[3] - 1003:32, 1029:15, 1065:47</p> <p>Assisting ^[4] - 969:28, 969:29, 969:30, 1023:6</p> <p>assisting ^[6] - 1012:45, 1027:15, 1086:30, 1086:31, 1086:38, 1088:3</p> <p>Assisting's ^[2] - 1023:8, 1066:1</p> <p>associated ^[1] - 1107:29</p> <p>association ^[1] - 1024:24</p> <p>assume ^[14] - 984:47, 1016:22, 1024:30, 1025:4, 1027:30, 1036:41, 1049:12, 1053:25, 1053:29, 1057:1, 1105:33, 1105:39, 1106:13</p> <p>assumptions ^[1] - 979:2</p> <p>AT ^[2] - 1109:44, 1109:45</p> <p>attack ^[13] - 983:39, 997:24, 997:42, 998:6, 1000:20, 1001:29, 1001:32, 1002:28, 1002:38, 1002:40, 1005:21, 1071:39, 1108:33</p> <p>attacked ^[1] - 1070:12</p> <p>attacking ^[2] - 1001:46, 1002:9</p> <p>attacks ^[7] - 997:10, 999:45, 1002:45, 1003:6, 1070:9, 1071:8, 1071:19</p> <p>attempt ^[4] - 1006:31,</p>	<p>1021:11, 1038:22, 1040:22</p> <p>attempting ^[2] - 1039:44, 1044:39</p> <p>attempts ^[1] - 997:39</p> <p>attend ^[4] - 1004:24, 1027:12, 1061:7, 1061:9</p> <p>attendance ^[11] - 989:36, 1003:47, 1004:1, 1004:10, 1004:13, 1004:23, 1004:29, 1004:40, 1022:24, 1059:9, 1109:29</p> <p>attended ^[6] - 1004:18, 1024:45, 1027:6, 1027:8, 1073:12, 1073:17</p> <p>attention ^[7] - 975:37, 979:17, 997:40, 1047:40, 1047:41, 1055:14, 1105:26</p> <p>attitude ^[1] - 1077:20</p> <p>attributed ^[4] - 1053:33, 1054:17, 1102:11, 1104:24</p> <p>audited ^[1] - 1104:42</p> <p>August ^[1] - 1027:6</p> <p>Australian ^[2] - 998:12, 1027:10</p> <p>authorities ^[1] - 1071:23</p> <p>authority ^[1] - 1102:6</p> <p>available ^[8] - 981:16, 994:38, 994:42, 995:2, 1009:25, 1022:15, 1042:3, 1042:9</p> <p>avoid ^[2] - 1031:29, 1087:27</p> <p>aware ^[21] - 985:38, 986:8, 991:35, 992:6, 1016:29, 1025:33, 1033:5, 1033:6, 1033:7, 1039:42, 1040:2, 1045:22, 1045:34, 1047:16, 1054:38, 1062:46, 1086:28, 1095:15, 1096:24, 1096:31, 1106:1</p> <p>awareness ^[1] - 1096:8</p> <p>away ^[1] - 1089:9</p> <p>awkward ^[1] - 1044:16</p>
---	--	--	--	--

B				
<p>background [5] - 998:16, 1024:12, 1060:30, 1062:40, 1062:43</p> <p>backtrack [4] - 1038:38, 1041:16, 1049:7</p> <p>bad [9] - 1038:6, 1063:43, 1072:37, 1083:25, 1084:32, 1085:37, 1085:40, 1085:44, 1086:3</p> <p>balance [1] - 1036:10</p> <p>balanced [2] - 1074:24, 1106:26</p> <p>ballot [1] - 1069:2</p> <p>banging [1] - 1072:33</p> <p>banner [1] - 1060:41</p> <p>bar [1] - 1003:38</p> <p>bargy [1] - 1065:16</p> <p>Barry [5] - 1044:14, 1062:3, 1062:19, 1097:7, 1097:18</p> <p>basalt [1] - 998:26</p> <p>base [1] - 1087:14</p> <p>based [3] - 985:30, 1023:30, 1095:4</p> <p>basis [15] - 975:4, 975:10, 1001:4, 1001:45, 1018:31, 1027:40, 1041:31, 1057:10, 1067:16, 1075:40, 1077:23, 1084:31, 1095:3, 1100:29, 1103:34</p> <p>be [1] - 997:1</p> <p>bear [2] - 1012:27, 1066:6</p> <p>bearing [1] - 1058:4</p> <p>bears [1] - 1092:44</p> <p>beast [1] - 1064:27</p> <p>beautiful [2] - 1079:6, 1107:34</p> <p>became [14] - 978:11, 978:47, 981:23, 1029:33, 1039:7, 1044:8, 1044:9, 1045:21, 1045:33, 1045:36, 1068:44, 1094:27</p> <p>become [3] - 984:29, 1045:26, 1065:32</p> <p>becoming [3] - 1026:44, 1033:10, 1042:47</p> <p>beef [1] - 998:29</p> <p>beg [1] - 1068:36</p>	<p>beginning [2] - 1023:2, 1050:23</p> <p>behalf [2] - 1049:17, 1049:36</p> <p>behaviour [38] - 995:20, 1017:13, 1018:26, 1018:30, 1020:30, 1020:43, 1025:13, 1025:32, 1026:3, 1026:9, 1037:45, 1040:24, 1040:38, 1040:44, 1041:14, 1043:1, 1046:29, 1050:32, 1050:35, 1050:36, 1058:29, 1061:36, 1066:17, 1066:32, 1066:33, 1067:27, 1070:7, 1071:14, 1072:21, 1072:37, 1084:32, 1085:37, 1085:44, 1086:3, 1096:36, 1101:28, 1101:41</p> <p>behavioural [1] - 1043:21</p> <p>behaviours [1] - 1038:35</p> <p>behind [1] - 1054:24</p> <p>belief [1] - 1035:4</p> <p>beliefs [1] - 1035:36</p> <p>believes [1] - 1054:30</p> <p>bench [1] - 1064:19</p> <p>benefit [5] - 970:17, 972:1, 972:3, 1048:20</p> <p>berate [1] - 1069:29</p> <p>Berrima [1] - 976:5</p> <p>besieged [1] - 1090:7</p> <p>best [19] - 978:3, 978:46, 979:23, 979:40, 979:41, 980:6, 984:18, 1026:25, 1047:46, 1059:24, 1065:10, 1068:29, 1069:31, 1073:18, 1080:4, 1080:42, 1092:5, 1107:40, 1108:46</p> <p>better [10] - 982:21, 992:36, 1001:11, 1038:14, 1062:13, 1069:45, 1079:13, 1086:21, 1108:41, 1109:32</p> <p>between [27] - 975:32, 981:7, 1002:7, 1002:30, 1003:33, 1011:46, 1016:19, 1017:4, 1018:8,</p>	<p>1018:12, 1021:38, 1021:44, 1025:1, 1028:13, 1028:29, 1029:11, 1031:40, 1036:34, 1063:38, 1064:11, 1064:17, 1065:9, 1066:38, 1072:40, 1085:20, 1087:40, 1093:8</p> <p>beyond [4] - 1012:45, 1042:46, 1043:21, 1060:22</p> <p>bibles [1] - 1027:39</p> <p>big [6] - 1074:29, 1074:30, 1082:31, 1082:32, 1084:27</p> <p>biggest [1] - 1104:43</p> <p>binding [9] - 982:25, 983:24, 983:28, 984:9, 984:33, 1048:21, 1048:26, 1048:29, 1048:31</p> <p>birthday [1] - 1069:24</p> <p>bit [26] - 970:10, 973:15, 990:29, 994:10, 999:10, 1002:1, 1007:45, 1019:13, 1024:40, 1027:25, 1055:29, 1064:15, 1064:42, 1067:16, 1067:46, 1069:8, 1069:45, 1071:45, 1074:16, 1076:5, 1078:25, 1078:31, 1097:23, 1103:25, 1107:31, 1107:32</p> <p>bits [1] - 1081:2</p> <p>black [1] - 1089:6</p> <p>blamed [1] - 1043:34</p> <p>blew [1] - 978:4</p> <p>blind [1] - 978:41</p> <p>blinking [1] - 999:5</p> <p>block [4] - 1017:7, 1021:47, 1065:20, 1068:21</p> <p>Bloggs [1] - 1030:25</p> <p>blowing [1] - 972:12</p> <p>blown [1] - 978:17</p> <p>board [5] - 1000:4, 1024:19, 1024:20, 1029:25, 1101:46</p> <p>boards [1] - 1029:23</p> <p>body [56] - 971:30, 971:34, 971:35, 975:20, 987:28, 987:36, 988:1, 990:46, 991:10, 1001:3, 1006:20, 1006:41, 1016:35,</p>	<p>1017:15, 1028:14, 1028:29, 1028:30, 1029:1, 1029:5, 1029:12, 1029:17, 1029:28, 1029:47, 1034:25, 1036:21, 1046:45, 1057:34, 1063:31, 1064:30, 1071:2, 1072:15, 1073:14, 1073:15, 1074:15, 1074:41, 1075:6, 1076:42, 1076:43, 1077:19, 1077:23, 1077:46, 1080:13, 1080:18, 1080:27, 1080:33, 1080:41, 1080:43, 1081:31, 1082:17, 1082:22, 1082:46, 1086:6, 1093:16, 1095:20, 1096:7, 1101:7</p> <p>bogged [1] - 1083:43</p> <p>bold [1] - 1107:31</p> <p>bonds [1] - 1062:36</p> <p>books [1] - 1079:31</p> <p>bordering [1] - 1037:45</p> <p>born [1] - 1024:13</p> <p>borrow [2] - 1074:29, 1074:31</p> <p>bothers [1] - 1034:37</p> <p>bottom [6] - 1031:23, 1053:9, 1053:44, 1059:24, 1087:17, 1102:15</p> <p>bought [2] - 986:13, 995:24</p> <p>bound [3] - 1054:37, 1054:46, 1055:21</p> <p>Bowral [5] - 972:34, 977:39, 1024:15, 1043:30, 1079:2</p> <p>box [4] - 1000:6, 1082:33, 1082:42, 1090:8</p> <p>boxes [2] - 980:38, 1097:29</p> <p>boy [2] - 1107:17, 1107:20</p> <p>brain [1] - 1049:13</p> <p>branch [1] - 977:42</p> <p>breached [1] - 1054:20</p> <p>breakdown [2] - 1069:39, 1070:14</p> <p>brewing [1] - 1070:34</p> <p>brick [2] - 1035:44, 1061:15</p> <p>briefed [2] - 1048:25</p>	<p>briefing [41] - 973:46, 975:12, 977:1, 978:8, 978:10, 979:32, 982:17, 982:47, 983:19, 983:20, 989:34, 991:38, 992:25, 992:45, 992:47, 994:24, 1037:29, 1037:30, 1037:34, 1037:47, 1038:2, 1038:5, 1038:9, 1038:19, 1039:3, 1041:20, 1041:25, 1041:40, 1042:33, 1043:16, 1044:25, 1046:17, 1046:19, 1048:21, 1048:30, 1066:34, 1066:36, 1067:21, 1071:9, 1082:47, 1094:4</p> <p>briefings [19] - 982:9, 982:10, 982:26, 982:28, 983:25, 983:40, 983:46, 984:6, 984:9, 984:15, 984:34, 989:37, 990:25, 991:11, 992:47, 1037:27, 1043:11, 1066:32, 1071:3</p> <p>briefly [5] - 971:14, 1000:1, 1012:23, 1012:25, 1013:6</p> <p>bring [9] - 997:40, 1058:14, 1060:41, 1067:47, 1070:23, 1076:31, 1078:14, 1091:7, 1098:13</p> <p>Broad [1] - 969:29</p> <p>broad [7] - 974:44, 1007:45, 1050:46, 1090:6, 1095:24, 1097:5</p> <p>broader [1] - 970:23</p> <p>broadly [1] - 1105:33</p> <p>broke [1] - 1069:23</p> <p>Bron [1] - 969:30</p> <p>Brothers [2] - 1061:40, 1061:42</p> <p>brought [9] - 976:41, 998:19, 1009:41, 1047:40, 1074:3, 1090:46, 1090:47, 1100:4, 1108:39</p> <p>budget [9] - 972:14, 1074:21, 1074:23, 1074:24, 1104:47, 1105:47, 1106:3, 1106:26</p>

budgets ^[1] - 1104:42 build ^[3] - 982:43, 1082:14, 1083:33 building ^[5] - 979:30, 982:33, 997:41, 998:7, 999:2 built ^[5] - 979:2, 998:27, 1078:30, 1078:41, 1107:35 bullied ^[1] - 991:29 bully ^[1] - 998:37 bullying ^[16] - 989:41, 989:45, 997:16, 997:25, 998:41, 1001:46, 1002:28, 1002:33, 1002:38, 1037:46, 1044:34, 1044:40, 1045:1, 1058:24, 1071:11 bundle ^[5] - 1031:1, 1053:47, 1086:43, 1091:25, 1105:25 bundles ^[1] - 1092:23 Burrawang ^[2] - 1080:8, 1098:44 bus ^[4] - 996:42, 996:47, 997:2, 997:3 bushfire ^[6] - 981:35, 1071:20, 1103:44, 1103:45, 1103:47, 1104:15 business ^[17] - 998:20, 1000:10, 1001:9, 1001:17, 1001:28, 1006:8, 1006:29, 1006:42, 1007:8, 1024:15, 1027:47, 1083:23, 1084:23, 1084:25, 1084:27, 1085:11 businesses ^[2] - 981:26, 1083:34 businessman ^[1] - 1049:36 BY ^[2] - 1024:9, 1060:26	1065:25 candidate ^[2] - 986:12, 1065:18 cannot ^[1] - 1005:44 canvassed ^[2] - 1007:24, 1012:31 capriciousness ^[1] - 1037:18 car ^[1] - 982:34 career ^[1] - 997:47 carpark ^[6] - 1047:44, 1047:47, 1048:9, 1048:22, 1049:16, 1082:14 carparks ^[1] - 982:44 carried ^[2] - 1005:41, 1055:40 carry ^[2] - 979:40, 990:35 cars ^[1] - 981:38 case ^[27] - 975:8, 990:10, 992:24, 994:34, 1001:8, 1005:47, 1006:8, 1006:29, 1006:42, 1007:2, 1007:8, 1020:45, 1033:45, 1038:28, 1044:46, 1057:10, 1068:45, 1076:18, 1077:1, 1080:32, 1085:25, 1086:25, 1088:40, 1089:13, 1097:39, 1099:19 case-by-case ^[1] - 1057:10 cases ^[2] - 1062:25, 1076:19 catch ^[1] - 1025:19 categorically ^[1] - 1025:3 cattle ^[1] - 998:28 caucusing ^[2] - 996:3, 996:6 caused ^[2] - 1036:14 causes ^[1] - 1085:36 causing ^[1] - 1033:23 Caves ^[1] - 980:32 CDOs ^[3] - 1062:22, 1062:27, 1062:29 ceased ^[1] - 1028:41 cement ^[1] - 1060:34 censure ^[1] - 1095:19 censures ^[1] - 1047:18 cent ^[5] - 1004:31, 1027:17, 1036:13, 1044:20, 1057:7 Centre ^[2] - 969:20, 975:38	certain ^[9] - 983:35, 991:11, 997:41, 1006:13, 1039:22, 1044:1, 1059:16, 1071:39, 1098:31 certainly ^[36] - 994:40, 1010:18, 1016:32, 1020:45, 1021:15, 1024:13, 1024:44, 1025:1, 1025:5, 1026:8, 1027:3, 1033:6, 1033:14, 1034:46, 1035:24, 1037:33, 1037:37, 1037:45, 1042:33, 1044:1, 1044:10, 1045:11, 1050:5, 1050:8, 1052:40, 1053:3, 1060:31, 1061:26, 1061:34, 1064:20, 1064:29, 1066:4, 1076:22, 1080:3, 1093:24 Certificate ^[1] - 1027:7 cetera ^[8] - 988:20, 1000:31, 1028:1, 1028:3, 1031:33, 1050:17, 1053:18 chair ^[10] - 970:38, 1004:18, 1011:3, 1017:20, 1040:31, 1058:47, 1061:47, 1062:21, 1070:39, 1107:17 chaired ^[1] - 1001:14 chairing ^[1] - 1010:26 chairman ^[2] - 1024:21, 1040:45 chairmanship ^[1] - 1001:25 challenge ^[1] - 1077:33 chamber ^[18] - 982:19, 982:38, 983:44, 993:43, 998:8, 1002:36, 1005:5, 1025:6, 1026:10, 1037:30, 1041:27, 1041:40, 1045:25, 1046:30, 1067:12, 1069:32, 1072:13, 1085:25 Chambers ^[2] - 969:20, 1099:12 chance ^[3] - 979:28, 1062:6, 1109:8 change ^[25] - 970:39, 979:3, 1017:8, 1025:20, 1025:29, 1025:35, 1025:36,	1025:43, 1026:32, 1026:38, 1049:18, 1049:19, 1058:26, 1058:29, 1065:3, 1065:14, 1065:19, 1068:14, 1068:16, 1068:43, 1070:39, 1082:4, 1097:27 changeable ^[1] - 1000:4 changed ^[14] - 983:46, 1007:5, 1016:20, 1056:47, 1058:6, 1065:14, 1068:46, 1069:2, 1078:44, 1083:16, 1093:34, 1093:36, 1094:17 changes ^[3] - 1003:11, 1073:28, 1078:47 changing ^[1] - 1026:4 charged ^[2] - 1002:8, 1002:22 chase ^[2] - 1062:5, 1062:12 checking ^[1] - 1089:47 Cheetham ^[1] - 971:9 Chelsea ^[2] - 1099:22, 1105:7 chief ^[3] - 1047:39, 1095:28, 1096:25 Chief ^[3] - 1095:31, 1095:41, 1096:22 Chinese ^[1] - 1099:28 choice ^[1] - 981:14 choose ^[2] - 1040:27, 1040:28 Christian ^[1] - 1058:27 circular ^[1] - 1078:23 circumstance ^[3] - 981:4, 1010:34, 1088:19 circumstances ^[2] - 1010:27, 1089:2 citizen ^[2] - 1086:31, 1086:38 Civic ^[2] - 969:20, 975:38 civic ^[1] - 1084:44 claim ^[1] - 1071:10 claimed ^[2] - 1048:41, 1090:47 Clark ^[3] - 1065:2, 1066:17, 1107:16 Clark's ^[1] - 1079:45 clause ^[5] - 1018:33, 1031:23, 1031:37, 1032:13, 1088:2	clauses ^[2] - 1032:10, 1087:18 clear ^[16] - 1028:13, 1028:15, 1028:29, 1028:42, 1029:25, 1035:3, 1040:14, 1040:40, 1041:38, 1042:32, 1042:33, 1043:4, 1044:3, 1048:36 cleared ^[1] - 999:10 clearing ^[1] - 999:9 clearly ^[4] - 979:20, 1008:43, 1050:3, 1088:47 Clip ^[12] - 1010:9, 1010:13, 1017:23, 1017:32, 1017:47, 1018:3, 1018:24, 1019:11, 1019:40, 1020:7, 1020:10, 1020:19 clip ^[6] - 1010:37, 1018:21, 1019:24, 1019:25, 1019:32, 1020:39 close ^[4] - 988:30, 1042:10, 1043:24, 1044:27 closed ^[6] - 1006:43, 1009:43, 1045:23, 1045:30, 1045:33, 1054:24 closer ^[1] - 1026:19 closing ^[2] - 975:29, 1055:25 closure ^[1] - 973:24 coaching ^[1] - 1024:17 coal ^[1] - 976:24 code ^[1] - 985:10 Code ^[29] - 995:3, 995:9, 1000:24, 1003:16, 1007:36, 1007:40, 1010:22, 1018:32, 1027:34, 1027:40, 1027:41, 1031:13, 1032:2, 1045:30, 1045:39, 1046:23, 1046:29, 1054:20, 1065:9, 1073:37, 1073:38, 1087:8, 1089:1, 1089:17, 1089:20, 1089:31, 1092:14, 1098:12 Codes ^[5] - 1003:36, 1028:2, 1028:3, 1065:8, 1096:34 codes ^[4] - 983:35,
C				
calculate ^[1] - 977:37 calculations ^[2] - 977:23, 979:34 camaraderie ^[1] - 1021:47 cameo ^[1] - 1021:28 campaigning ^[1] - 1025:29 Campbell ^[3] - 1064:47, 1065:24,				

<p>985:31, 1028:1, 1046:32</p> <p>coffee [1] - 1097:46</p> <p>coincided [1] - 1101:43</p> <p>coincidence [1] - 1101:41</p> <p>collaborative [2] - 1064:29, 1085:30</p> <p>collateral [1] - 997:42</p> <p>collected [1] - 1022:44</p> <p>collective [1] - 981:6</p> <p>colour [1] - 1035:44</p> <p>colourful [3] - 1038:45, 1041:36, 1041:37</p> <p>combination [1] - 1038:34</p> <p>comfortable [3] - 1045:10, 1059:1, 1090:8</p> <p>coming [8] - 996:47, 997:2, 1002:2, 1012:7, 1048:15, 1062:18, 1099:26, 1102:8</p> <p>commenced [1] - 997:9</p> <p>commencement [1] - 995:39</p> <p>commencing [1] - 1054:4</p> <p>comment [13] - 1005:3, 1005:15, 1020:35, 1033:5, 1054:11, 1054:14, 1054:32, 1055:25, 1056:42, 1056:46, 1058:35, 1085:12, 1101:31</p> <p>commented [1] - 1022:1</p> <p>comments [8] - 1005:20, 1006:9, 1012:18, 1021:26, 1038:34, 1046:20, 1056:21, 1073:45</p> <p>commerce [1] - 981:28</p> <p>commercial [2] - 982:34, 1003:10</p> <p>Commission [3] - 985:22, 1059:14, 1108:26</p> <p>commissioned [5] - 1053:12, 1053:40, 1102:22, 1102:36</p> <p>Commissioner [52] - 969:26, 974:39,</p>	<p>975:5, 975:22, 979:9, 981:18, 982:27, 983:1, 984:18, 986:16, 993:19, 995:9, 996:7, 997:46, 1005:46, 1013:4, 1017:23, 1022:5, 1022:21, 1022:37, 1022:39, 1023:44, 1032:31, 1037:22, 1039:23, 1040:19, 1047:28, 1050:39, 1054:10, 1059:6, 1059:12, 1059:45, 1060:5, 1060:31, 1063:20, 1065:5, 1065:31, 1066:15, 1067:9, 1067:32, 1077:29, 1079:36, 1080:29, 1084:26, 1091:25, 1098:2, 1106:35, 1106:37, 1106:39, 1108:30, 1109:26, 1109:39</p> <p>COMMISSIONER [138] - 970:1, 970:19, 971:24, 974:11, 978:45, 980:18, 980:46, 982:16, 984:40, 984:46, 985:5, 985:24, 986:5, 986:39, 986:44, 989:18, 990:28, 990:41, 992:8, 996:19, 1001:1, 1003:14, 1003:32, 1003:40, 1004:45, 1005:31, 1005:36, 1008:34, 1012:22, 1012:27, 1013:6, 1016:3, 1017:26, 1017:30, 1017:34, 1019:13, 1019:22, 1019:27, 1019:32, 1019:38, 1020:1, 1020:5, 1020:10, 1020:15, 1021:1, 1021:8, 1022:8, 1022:23, 1022:28, 1022:33, 1022:46, 1023:15, 1023:22, 1023:26, 1023:42, 1024:2, 1026:18, 1029:14, 1030:46, 1031:4, 1032:13, 1032:18, 1033:21, 1033:32, 1034:9, 1036:6, 1037:24, 1039:13, 1039:30, 1044:29,</p>	<p>1045:10, 1045:13, 1047:6, 1047:12, 1047:30, 1047:35, 1048:38, 1049:2, 1049:7, 1050:41, 1053:46, 1054:7, 1054:44, 1055:3, 1055:12, 1056:12, 1056:15, 1057:27, 1057:45, 1058:44, 1059:8, 1059:22, 1059:28, 1059:37, 1059:41, 1060:3, 1060:8, 1060:12, 1062:40, 1063:9, 1063:13, 1065:29, 1066:12, 1067:34, 1068:5, 1071:29, 1072:18, 1077:18, 1078:38, 1080:11, 1081:24, 1082:9, 1083:4, 1084:1, 1085:34, 1086:45, 1088:33, 1089:37, 1089:43, 1090:5, 1091:27, 1091:31, 1092:3, 1092:18, 1095:8, 1095:24, 1096:13, 1099:38, 1101:12, 1102:34, 1103:33, 1104:21, 1107:3, 1109:14, 1109:23, 1109:28, 1109:36, 1109:41</p> <p>Commissions [2] - 1012:39, 1016:5</p> <p>Committee [8] - 970:14, 970:31, 970:32, 971:9, 1001:15, 1064:2, 1079:4, 1108:47</p> <p>committee [27] - 1000:34, 1001:22, 1001:24, 1001:28, 1001:30, 1001:33, 1002:2, 1002:9, 1002:27, 1002:29, 1002:33, 1002:37, 1002:43, 1002:47, 1003:1, 1003:7, 1006:27, 1007:1, 1008:12, 1008:13, 1009:2, 1009:11, 1009:16, 1107:19, 1107:27</p> <p>Committee's [1] - 970:43</p> <p>committee's [1] - 1001:35</p> <p>committees [3] -</p>	<p>1000:41, 1001:2, 1001:12</p> <p>common [2] - 975:39, 1069:18</p> <p>communicate [4] - 972:41, 1012:1, 1067:15, 1069:14</p> <p>communication [9] - 972:7, 972:10, 975:4, 981:7, 1011:44, 1011:45, 1012:3, 1031:40, 1087:40</p> <p>communications [1] - 970:26</p> <p>community [64] - 971:15, 973:44, 974:18, 974:21, 974:22, 974:40, 975:6, 975:29, 981:5, 981:7, 981:8, 981:9, 981:24, 984:3, 987:37, 988:2, 988:20, 989:10, 998:16, 1001:9, 1001:17, 1001:29, 1008:6, 1008:44, 1011:47, 1025:41, 1026:33, 1033:4, 1035:35, 1035:39, 1035:45, 1037:17, 1045:19, 1050:28, 1062:32, 1063:1, 1064:2, 1064:6, 1064:36, 1074:16, 1075:16, 1075:34, 1075:36, 1076:39, 1076:46, 1077:11, 1080:4, 1080:6, 1081:13, 1081:14, 1082:38, 1098:19, 1099:13, 1104:37, 1104:44, 1105:2, 1107:42, 1108:8, 1108:10, 1108:39, 1109:1, 1109:8</p> <p>community's [2] - 973:35, 1035:29</p> <p>company [2] - 986:13, 995:24</p> <p>Company [1] - 1027:10</p> <p>compelled [2] - 991:19, 991:24</p> <p>competence [2] - 979:44, 979:46</p> <p>complaint [8] - 998:15, 998:17, 998:32, 998:34,</p>	<p>998:38, 998:44, 999:13, 999:22</p> <p>complaints [5] - 1000:23, 1000:24, 1000:29, 1003:17, 1003:19</p> <p>complete [4] - 972:43, 979:27, 1006:17, 1013:8</p> <p>completes [1] - 1058:45</p> <p>completing [1] - 979:28</p> <p>compliant [4] - 1035:40, 1076:44, 1077:21, 1077:42</p> <p>complied [2] - 1036:1, 1077:6</p> <p>complies [5] - 1029:43, 1076:15, 1076:17, 1076:35, 1077:35</p> <p>complying [1] - 1020:37</p> <p>component [1] - 978:40</p> <p>components [1] - 992:42</p> <p>comprehensive [1] - 1074:1</p> <p>compromised [1] - 1077:1</p> <p>computer [1] - 1009:47</p> <p>concede [1] - 1101:25</p> <p>concept [3] - 1006:25, 1042:22, 1053:38</p> <p>concern [15] - 971:32, 989:27, 991:44, 992:26, 994:46, 996:25, 999:31, 1008:5, 1012:7, 1025:18, 1062:47, 1071:41, 1079:3, 1079:4, 1082:5</p> <p>concerned [9] - 994:32, 994:36, 1029:9, 1071:10, 1078:25, 1078:28, 1078:31, 1100:33, 1104:32</p> <p>concerns [11] - 982:14, 986:8, 991:34, 991:37, 1007:26, 1009:27, 1009:42, 1010:47, 1017:2, 1061:13, 1072:5</p> <p>concerted [2] - 1001:29, 1001:32</p>
--	--	---	---	---

concessions [2] - 1031:43, 1087:43 conclusion [2] - 975:22, 1023:3 concoct [1] - 1040:8 concur [1] - 1032:22 conditional [1] - 977:6 conditions [2] - 975:43, 981:40 conduct [23] - 985:25, 987:2, 992:46, 994:19, 995:45, 1031:30, 1032:2, 1037:28, 1038:30, 1043:11, 1043:16, 1049:44, 1057:32, 1061:24, 1068:17, 1068:18, 1073:23, 1085:10, 1087:28, 1092:11, 1095:32, 1108:25 Conduct [26] - 995:3, 995:9, 1000:24, 1003:17, 1003:36, 1007:36, 1027:34, 1027:41, 1031:14, 1032:2, 1045:30, 1045:39, 1046:23, 1046:29, 1054:21, 1065:8, 1065:9, 1073:38, 1087:8, 1089:1, 1089:18, 1089:20, 1089:31, 1092:14, 1096:34, 1098:12 conducted [3] - 1071:5, 1100:34, 1108:29 conducting [1] - 986:18 Conducts [1] - 1007:41 conference [3] - 1067:38, 1067:39 confidence [10] - 973:35, 1012:17, 1012:35, 1035:14, 1035:29, 1037:18, 1054:30, 1055:23, 1069:6, 1080:47 confident [1] - 1038:13 confidential [9] - 983:13, 983:20, 983:45, 983:47, 1009:11, 1012:12, 1012:32, 1012:33 CONFIDENTIAL [2] - 1013:10, 1016:1 confidentiality [2] -	984:7, 984:15 confine [1] - 1004:6 confined [2] - 970:22, 1023:10 conflated [1] - 1048:46 conflict [23] - 988:25, 989:19, 991:45, 992:3, 992:33, 992:34, 993:5, 993:12, 993:19, 993:30, 995:31, 995:34, 995:35, 996:6, 1048:8, 1048:32, 1049:17, 1049:24, 1052:28, 1052:38, 1079:28, 1103:29, 1103:47 conflicted [1] - 1097:23 conflicts [8] - 985:40, 985:42, 985:47, 986:9, 987:22, 988:12, 988:40, 991:35 conformed [1] - 1101:9 connection [3] - 1011:36, 1024:12, 1060:30 conscious [2] - 1009:34, 1033:27 consensus [1] - 1097:27 consent [1] - 1102:6 consequently [1] - 1045:29 conservation [7] - 1078:30, 1078:41, 1078:45, 1079:12, 1079:14, 1079:22, 1079:31 consider [9] - 985:39, 993:7, 993:25, 993:27, 993:29, 994:8, 994:28, 1060:45, 1082:41 considerable [1] - 981:36 consideration [6] - 987:16, 1008:47, 1076:43, 1077:32, 1080:12, 1080:17 considerations [1] - 970:23 considered [8] - 976:20, 976:33, 989:41, 1034:28, 1046:47, 1078:8, 1080:33, 1082:45	considering [3] - 1047:38, 1077:20, 1077:47 consistent [2] - 997:21, 1100:35 consistently [2] - 991:27, 1011:44 consolidated [1] - 1076:9 constant [8] - 972:11, 983:8, 983:38, 999:44, 1000:20, 1002:38, 1002:40, 1002:45 constantly [4] - 1004:27, 1005:8, 1052:43, 1055:43 constitute [1] - 1086:39 constituted [1] - 1002:33 consultation [3] - 987:38, 987:47, 1074:15 consulting [1] - 973:47 contact [2] - 1061:18, 1061:20 content [3] - 1040:42, 1053:18, 1055:18 contentious [7] - 989:35, 990:33, 1076:21, 1076:24, 1076:30, 1082:33, 1082:34 context [5] - 996:33, 1002:36, 1010:37, 1040:36, 1056:3 contingencies [2] - 977:32, 978:32 continually [3] - 976:42, 988:14, 1055:45 continue [5] - 1018:21, 1044:24, 1056:39, 1057:41, 1067:5 continued [3] - 979:47, 1067:31, 1091:3 continues [5] - 1019:18, 1088:42, 1089:5, 1090:36, 1090:39 continuing [3] - 970:15, 972:24, 1016:45 contract [9] - 986:26, 1008:3, 1008:27, 1008:37, 1008:41,	1008:43, 1008:47, 1009:6, 1009:28 contradict [1] - 1066:14 contrary [2] - 1032:20, 1034:16 control [8] - 976:6, 1042:47, 1068:29, 1080:19, 1081:17, 1081:42, 1082:3, 1102:7 controlled [4] - 1037:36, 1068:23, 1068:24, 1071:25 controlling [2] - 990:47, 1081:35 controversial [4] - 1035:25, 1043:20, 1049:28 controversy [1] - 1036:33 convened [1] - 1051:27 convenient [2] - 1031:18, 1087:14 conversation [1] - 974:29 conversations [2] - 1034:6, 1034:22 conversely [2] - 1035:47, 1053:36 conveys [2] - 1031:41, 1087:41 convince [2] - 1041:33, 1062:5 convinced [1] - 1062:11 convoluted [1] - 993:2 copies [2] - 1027:38, 1073:37 copped [1] - 1098:2 copy [1] - 998:39 correct [86] - 970:31, 972:21, 972:24, 972:28, 972:36, 972:40, 972:44, 973:7, 973:18, 975:40, 975:43, 975:46, 976:7, 976:11, 976:17, 976:21, 976:26, 976:30, 976:33, 977:17, 980:25, 980:33, 980:40, 997:44, 1004:33, 1005:1, 1006:13, 1007:14, 1007:30, 1020:13, 1022:42, 1024:32, 1025:37, 1026:13, 1026:16,	1027:36, 1030:6, 1030:29, 1032:29, 1034:32, 1036:23, 1036:35, 1036:37, 1036:41, 1038:11, 1038:20, 1039:11, 1043:24, 1051:32, 1051:35, 1054:36, 1055:10, 1056:7, 1058:15, 1063:11, 1066:41, 1066:42, 1068:1, 1070:28, 1070:41, 1070:46, 1073:10, 1074:10, 1078:36, 1082:20, 1084:7, 1084:8, 1084:11, 1084:12, 1085:3, 1089:41, 1095:22, 1097:29, 1097:40, 1100:21, 1101:29, 1102:39, 1105:11, 1105:12, 1105:34, 1105:39, 1105:43, 1106:9, 1106:12, 1106:15, 1106:22 corrected [1] - 1106:6 correctly [7] - 983:21, 1018:42, 1065:37, 1090:23, 1094:22, 1102:38 correctness [1] - 1044:22 correspond [1] - 1028:38 correspondence [2] - 999:3, 1029:31 corresponding [2] - 1029:35, 1030:4 corrupt [1] - 1033:1 cost [13] - 970:17, 972:1, 972:3, 972:12, 972:35, 981:25, 1003:17, 1006:15, 1050:27, 1070:3, 1096:34, 1108:38 cost-benefit [4] - 970:17, 972:1, 972:3 costed [3] - 977:2, 978:31, 978:34 costing [2] - 978:18, 979:16 costings [10] - 970:15, 972:24, 976:6, 977:29, 978:17, 978:21, 978:23, 979:3, 979:20 costs [9] - 972:39, 977:16, 977:21,
--	---	---	---	--

<p>977:34, 977:37, 977:41, 978:29, 980:2, 1104:28 COUNCIL ^[1] - 969:13 council ^[297] - 970:37, 971:35, 972:12, 973:34, 973:36, 973:42, 975:1, 976:43, 977:11, 977:12, 977:13, 981:15, 981:34, 982:34, 982:42, 983:8, 983:24, 984:4, 984:9, 984:10, 984:33, 987:1, 987:3, 987:6, 987:13, 987:20, 987:31, 987:40, 987:41, 988:15, 988:27, 989:22, 989:28, 990:6, 991:39, 995:43, 996:12, 996:15, 996:31, 998:2, 998:8, 998:20, 998:40, 998:45, 999:1, 999:14, 999:19, 999:26, 999:45, 1000:10, 1000:34, 1000:41, 1002:2, 1002:27, 1002:44, 1003:6, 1003:36, 1004:24, 1005:16, 1005:39, 1005:44, 1006:5, 1006:12, 1006:15, 1006:43, 1006:47, 1008:46, 1009:2, 1009:7, 1009:9, 1009:15, 1009:18, 1009:21, 1009:24, 1011:36, 1011:45, 1017:6, 1017:14, 1024:31, 1024:36, 1024:43, 1025:5, 1025:9, 1025:26, 1025:38, 1025:43, 1026:2, 1026:6, 1027:47, 1028:26, 1030:38, 1030:43, 1032:47, 1033:10, 1034:2, 1035:13, 1035:14, 1035:30, 1036:10, 1036:20, 1036:40, 1037:19, 1038:6, 1038:23, 1039:35, 1039:44, 1040:1, 1040:8, 1040:14, 1040:29, 1040:38, 1040:43, 1041:1, 1041:33,</p>	<p>1041:39, 1042:5, 1043:12, 1045:23, 1045:30, 1045:33, 1046:22, 1046:30, 1046:40, 1047:17, 1047:37, 1048:30, 1050:6, 1050:25, 1052:44, 1053:14, 1055:45, 1056:1, 1056:44, 1057:29, 1057:42, 1057:43, 1060:37, 1060:45, 1061:2, 1061:5, 1061:7, 1061:9, 1061:10, 1061:13, 1061:17, 1061:23, 1061:24, 1061:26, 1061:29, 1061:36, 1061:38, 1061:39, 1061:40, 1062:5, 1062:35, 1063:15, 1063:19, 1064:10, 1064:11, 1064:15, 1064:22, 1064:32, 1064:45, 1065:3, 1065:21, 1065:24, 1065:32, 1065:36, 1066:17, 1066:22, 1066:23, 1066:27, 1066:32, 1066:35, 1067:9, 1067:10, 1067:11, 1067:14, 1067:38, 1067:46, 1067:47, 1068:11, 1068:17, 1068:18, 1068:19, 1068:20, 1068:21, 1068:22, 1068:32, 1069:36, 1070:9, 1070:45, 1071:3, 1071:8, 1071:22, 1071:31, 1071:42, 1072:25, 1072:27, 1072:35, 1074:14, 1074:22, 1074:24, 1074:35, 1075:4, 1075:14, 1076:8, 1076:16, 1076:20, 1076:31, 1077:27, 1078:9, 1078:14, 1078:19, 1079:5, 1079:15, 1079:19, 1079:27, 1079:30, 1079:33, 1081:1, 1081:2, 1082:34, 1082:35, 1082:40, 1083:9, 1083:14, 1083:16, 1083:23, 1083:24, 1083:26, 1083:39, 1084:6, 1084:16, 1084:18, 1084:37,</p>	<p>1084:40, 1085:10, 1085:21, 1085:22, 1086:7, 1086:11, 1088:20, 1088:36, 1088:38, 1088:43, 1088:44, 1089:7, 1090:11, 1090:20, 1090:28, 1090:31, 1090:42, 1090:43, 1090:47, 1091:5, 1091:8, 1091:18, 1095:2, 1095:39, 1097:22, 1098:7, 1098:13, 1098:14, 1098:37, 1098:43, 1098:45, 1099:23, 1100:23, 1101:1, 1101:18, 1101:42, 1103:21, 1103:23, 1103:24, 1104:1, 1104:26, 1104:42, 1104:43, 1106:16, 1107:16, 1107:29, 1107:32, 1107:39, 1108:7, 1108:9, 1108:11, 1108:15, 1108:33 Council ^[3] - 969:20, 1041:32, 1099:11 council ^[2] - 1003:18, 1102:25 council's ^[10] - 988:20, 997:40, 1024:20, 1071:21, 1071:44, 1072:6, 1076:2, 1084:30, 1098:33, 1100:35 councillor ^[108] - 975:5, 981:6, 981:9, 983:46, 984:6, 984:14, 985:24, 993:45, 994:32, 994:33, 994:36, 994:43, 995:22, 995:45, 997:24, 997:27, 1001:47, 1002:32, 1004:25, 1004:45, 1005:8, 1006:31, 1021:38, 1022:10, 1022:18, 1024:27, 1026:3, 1026:18, 1026:44, 1027:40, 1028:36, 1029:12, 1029:22, 1029:32, 1029:33, 1030:8, 1030:13, 1030:35, 1030:39, 1030:42, 1032:34, 1032:39, 1033:34, 1034:21, 1036:28, 1036:44, 1037:38,</p>	<p>1040:11, 1040:30, 1044:29, 1045:24, 1047:18, 1047:39, 1049:44, 1055:28, 1057:25, 1060:12, 1060:28, 1060:39, 1060:40, 1060:44, 1061:27, 1061:28, 1061:36, 1063:6, 1063:18, 1063:44, 1064:1, 1064:36, 1064:43, 1064:44, 1064:45, 1065:18, 1068:16, 1068:18, 1069:16, 1073:21, 1074:13, 1074:45, 1075:3, 1081:31, 1082:15, 1084:14, 1086:30, 1086:38, 1088:3, 1088:19, 1088:33, 1088:37, 1089:17, 1089:29, 1089:39, 1089:40, 1090:36, 1090:45, 1091:35, 1092:7, 1092:11, 1092:22, 1095:35, 1095:40, 1095:47, 1096:27, 1105:46, 1106:24 Councillor ^[161] - 970:5, 970:38, 970:40, 981:11, 983:5, 983:9, 984:28, 985:44, 990:20, 995:22, 996:41, 997:11, 997:17, 997:27, 997:39, 998:5, 998:13, 998:19, 998:28, 998:31, 999:13, 999:42, 1000:7, 1000:10, 1000:15, 1000:42, 1001:22, 1001:23, 1001:24, 1002:46, 1009:36, 1010:5, 1010:25, 1016:19, 1016:46, 1017:5, 1017:13, 1017:40, 1018:8, 1018:12, 1018:26, 1021:45, 1021:46, 1022:31, 1023:45, 1024:2, 1024:11, 1029:15, 1031:2, 1032:18, 1033:21, 1039:2, 1039:3, 1039:33, 1039:39, 1040:6, 1040:12, 1040:13, 1040:47, 1041:3, 1041:22, 1041:24,</p>	<p>1041:32, 1042:21, 1042:22, 1042:26, 1042:31, 1043:1, 1043:6, 1043:18, 1043:29, 1043:30, 1043:39, 1043:45, 1044:10, 1044:15, 1044:43, 1044:44, 1045:25, 1045:31, 1045:34, 1045:37, 1045:43, 1046:1, 1046:18, 1046:23, 1046:27, 1047:44, 1048:7, 1048:41, 1049:22, 1049:28, 1049:33, 1051:19, 1051:31, 1051:34, 1058:13, 1058:22, 1058:26, 1058:31, 1058:44, 1059:3, 1059:30, 1059:34, 1060:6, 1060:35, 1061:47, 1062:10, 1063:17, 1063:18, 1063:21, 1063:30, 1064:2, 1065:17, 1065:19, 1065:24, 1067:30, 1068:10, 1068:19, 1068:24, 1068:29, 1069:7, 1069:15, 1069:28, 1069:42, 1070:30, 1071:17, 1072:44, 1076:21, 1077:4, 1079:26, 1079:27, 1083:7, 1085:38, 1085:46, 1087:13, 1089:47, 1090:3, 1090:6, 1090:10, 1090:25, 1092:13, 1092:16, 1094:19, 1095:10, 1095:25, 1097:45, 1098:21, 1098:36, 1106:22, 1107:19, 1107:22, 1107:26, 1109:11, 1109:14, 1109:23 councillor's ^[1] - 1089:13 Councillors ^[3] - 1021:27, 1044:34, 1058:7 councillors ^[215] - 970:16, 971:17, 974:4, 974:7, 974:22, 974:23, 974:32, 974:36, 975:24, 978:8, 978:42, 979:35, 980:40, 982:29, 985:16, 985:17,</p>
--	---	---	---	--

<p>985:31, 985:39, 986:6, 986:17, 986:23, 986:29, 988:11, 988:24, 988:39, 988:46, 989:9, 989:14, 990:16, 991:28, 991:36, 991:42, 992:4, 992:8, 992:9, 992:10, 992:14, 992:34, 993:6, 993:22, 993:25, 993:27, 994:8, 994:28, 995:4, 995:19, 995:36, 996:1, 996:2, 996:8, 996:30, 997:8, 997:26, 998:5, 1001:22, 1002:7, 1002:22, 1004:2, 1004:14, 1004:17, 1004:30, 1004:37, 1005:21, 1006:1, 1008:4, 1008:8, 1008:14, 1008:16, 1010:47, 1011:46, 1012:3, 1012:5, 1012:34, 1016:36, 1016:46, 1017:1, 1025:6, 1025:24, 1025:31, 1026:38, 1027:22, 1030:3, 1033:10, 1033:16, 1033:45, 1034:5, 1034:14, 1034:16, 1034:21, 1036:34, 1037:29, 1038:2, 1038:4, 1038:36, 1038:37, 1038:40, 1038:42, 1038:47, 1039:1, 1039:2, 1039:16, 1039:19, 1040:7, 1040:20, 1040:28, 1040:30, 1041:21, 1041:27, 1042:6, 1042:11, 1042:16, 1042:26, 1043:28, 1045:22, 1046:7, 1046:10, 1046:11, 1046:39, 1046:47, 1047:23, 1048:20, 1049:29, 1049:45, 1050:36, 1051:21, 1051:29, 1051:34, 1053:28, 1055:47, 1056:20, 1057:15, 1058:4, 1058:18, 1061:25, 1061:28, 1062:8, 1062:47, 1063:33, 1063:38, 1063:42,</p>	<p>1064:4, 1064:11, 1064:25, 1064:31, 1064:46, 1065:2, 1065:10, 1065:21, 1066:23, 1066:38, 1066:45, 1067:14, 1067:18, 1067:27, 1069:3, 1069:14, 1070:15, 1071:2, 1071:7, 1071:39, 1072:4, 1072:22, 1072:40, 1073:23, 1074:8, 1074:9, 1074:40, 1074:46, 1075:13, 1078:34, 1079:26, 1080:5, 1081:15, 1081:17, 1083:15, 1083:17, 1083:31, 1084:32, 1084:38, 1084:43, 1085:13, 1085:30, 1088:14, 1089:1, 1089:8, 1090:13, 1090:16, 1090:18, 1091:6, 1094:10, 1094:21, 1095:1, 1095:21, 1096:4, 1096:10, 1096:43, 1097:3, 1097:38, 1097:39, 1097:46, 1098:1, 1098:7, 1098:18, 1098:20, 1099:40, 1100:33, 1101:9, 1101:29, 1103:24, 1106:38, 1107:41, 1108:10, 1108:17</p> <p>councillors [2] - 1051:4, 1051:11</p> <p>councillors' [2] - 986:12, 1046:31</p> <p>councils [8] - 1024:34, 1062:26, 1062:34, 1076:9, 1080:3, 1084:18, 1091:20, 1097:2</p> <p>council's [1] - 988:1</p> <p>Counsel [4] - 969:28, 1023:6, 1023:8, 1066:1</p> <p>count [1] - 977:39</p> <p>Country [1] - 1024:19</p> <p>couple [16] - 972:13, 978:42, 983:5, 991:42, 1004:30, 1016:32, 1016:42, 1017:10, 1065:1, 1067:8, 1074:28, 1097:2, 1099:26, 1099:27, 1101:29,</p>	<p>1107:21</p> <p>course [15] - 970:9, 971:46, 981:26, 1001:26, 1006:3, 1009:13, 1016:31, 1027:8, 1027:9, 1027:12, 1028:38, 1034:44, 1066:9, 1070:34, 1076:37</p> <p>courses [1] - 1027:15</p> <p>Court [7] - 997:47, 1043:41, 1044:47, 1045:46, 1077:24, 1077:34, 1077:45</p> <p>court [2] - 1044:46, 1062:25</p> <p>courts [1] - 1075:40</p> <p>cover [7] - 970:11, 975:8, 975:10, 975:16, 975:19, 975:33, 1090:2</p> <p>covered [5] - 986:2, 1000:36, 1003:18, 1007:39, 1090:1</p> <p>COVID [2] - 1085:26, 1108:5</p> <p>coward [1] - 1021:2</p> <p>coward [1] - 1018:46</p> <p>crack [2] - 1041:28, 1056:2</p> <p>Craigieburn [1] - 975:12</p> <p>crazy [1] - 1040:36</p> <p>create [3] - 1032:26, 1037:16, 1040:36</p> <p>created [1] - 1038:43</p> <p>credit [1] - 1062:1</p> <p>Creek [2] - 998:30, 999:24</p> <p>criteria [2] - 1083:13, 1107:44</p> <p>critical [3] - 979:32, 992:46, 994:18</p> <p>criticise [1] - 1057:4</p> <p>criticised [1] - 974:45</p> <p>criticising [4] - 1052:16, 1052:43, 1052:44, 1055:45</p> <p>criticism [8] - 1047:12, 1047:14, 1052:18, 1053:27, 1053:28, 1056:36, 1098:2, 1099:8</p> <p>criticisms [5] - 1001:33, 1037:47, 1038:1, 1051:23, 1099:5</p> <p>cross [3] - 1047:7, 1050:7, 1064:35</p> <p>cross-purposes [1] -</p>	<p>1047:7</p> <p>cross-section [2] - 1050:7, 1064:35</p> <p>crossings [1] - 1082:39</p> <p>cruel [1] - 1055:32</p> <p>cry [1] - 1025:19</p> <p>culminated [1] - 1038:47</p> <p>culmination [1] - 1045:23</p> <p>culture [1] - 1103:23</p> <p>cup [1] - 1097:46</p> <p>cups [1] - 982:29</p> <p>curious [1] - 1001:9</p> <p>current [6] - 1052:18, 1052:27, 1052:44, 1055:46, 1058:33, 1067:6</p> <p>curtilage [1] - 1000:9</p> <p>customer [1] - 1008:44</p> <p>cut [6] - 990:28, 1005:6, 1025:15, 1070:25, 1084:5, 1085:8</p>	<p>1064:3</p> <p>day-to-day [3] - 987:3, 1027:40, 1075:14</p> <p>days [5] - 1027:6, 1027:9, 1027:18, 1039:10, 1092:47</p> <p>days [1] - 1000:12</p> <p>DCP [9] - 1075:21, 1076:4, 1076:15, 1080:30, 1081:27, 1081:37, 1081:42, 1082:3, 1083:13</p> <p>DCPs [3] - 1075:17, 1076:6, 1080:21</p> <p>deal [31] - 971:11, 972:2, 975:7, 981:45, 982:8, 990:21, 996:25, 996:28, 999:47, 1000:35, 1001:47, 1005:25, 1010:45, 1011:13, 1011:18, 1016:17, 1032:32, 1035:41, 1037:2, 1049:16, 1057:9, 1064:14, 1064:26, 1072:35, 1083:1, 1083:23, 1090:27, 1090:35, 1096:15, 1096:33, 1097:6</p> <p>dealing [14] - 1005:33, 1007:29, 1009:38, 1011:19, 1021:25, 1036:21, 1036:43, 1037:26, 1066:31, 1085:39, 1085:41, 1085:43, 1086:22, 1087:13</p> <p>deals [1] - 1095:27</p> <p>dealt [24] - 971:43, 973:10, 973:14, 998:33, 999:45, 1003:20, 1009:14, 1009:16, 1011:20, 1018:36, 1031:28, 1069:36, 1071:22, 1077:11, 1079:13, 1082:34, 1083:12, 1086:6, 1086:19, 1087:26, 1088:28, 1096:38, 1097:2, 1108:41</p> <p>debate [6] - 995:25, 1005:5, 1005:6, 1034:1, 1034:20, 1037:8</p> <p>debated [1] - 1076:32</p> <p>debates [1] - 1050:8</p> <p>debt [1] - 1106:4</p> <p>decide [1] - 1070:16</p>
D				
<p>DA [20] - 997:12, 1034:17, 1035:25, 1035:40, 1037:3, 1037:39, 1043:33, 1045:19, 1069:35, 1069:47, 1070:27, 1078:1, 1078:8, 1078:21, 1078:22, 1086:11, 1086:31, 1086:39, 1088:4</p> <p>dance [1] - 1055:30</p> <p>danger [1] - 1088:16</p> <p>dangerous [2] - 975:43, 975:46</p> <p>Danielle [1] - 1010:19</p> <p>DAs [11] - 996:35, 996:43, 1077:12, 1078:20, 1083:12, 1083:20, 1083:23, 1083:26, 1083:42, 1085:39, 1086:22</p> <p>date [6] - 971:4, 1038:3, 1039:9, 1044:4, 1092:44, 1093:1</p> <p>dates [4] - 1043:17, 1043:22, 1044:1, 1073:5</p> <p>daughter [1] - 1079:29</p> <p>David [2] - 969:28,</p>				

<p>decided [5] - 1069:38, 1094:32, 1095:5, 1099:9, 1099:12</p> <p>deciding [1] - 1025:42</p> <p>decision [15] - 972:27, 988:27, 1005:31, 1005:38, 1005:44, 1006:45, 1043:41, 1047:45, 1049:46, 1066:18, 1076:41, 1079:19, 1083:20, 1088:14, 1097:22</p> <p>decision-making [1] - 1088:14</p> <p>decisions [18] - 970:24, 983:24, 983:39, 983:43, 984:33, 987:13, 987:16, 987:20, 990:6, 990:25, 991:27, 1006:32, 1011:19, 1031:27, 1054:24, 1064:26, 1081:18, 1087:25</p> <p>decisive [2] - 1094:47, 1095:2</p> <p>declarations [1] - 986:19</p> <p>declare [5] - 985:47, 986:7, 986:24, 986:30, 994:28</p> <p>declared [5] - 985:42, 986:14, 989:20, 994:37, 994:43</p> <p>declaring [4] - 985:39, 993:7, 994:33, 994:34</p> <p>decline [2] - 1042:45, 1067:27</p> <p>decorum [1] - 1108:26</p> <p>deemed [2] - 1034:18, 1049:28</p> <p>deep [1] - 1053:28</p> <p>defend [1] - 1054:46</p> <p>deferred [1] - 1107:33</p> <p>deficit [6] - 1074:24, 1104:47, 1105:34, 1105:44, 1106:4</p> <p>deficits [2] - 1106:10, 1106:25</p> <p>define [1] - 1028:13</p> <p>defined [2] - 1037:46, 1043:33</p> <p>definitely [15] - 1025:45, 1025:46, 1026:45, 1027:42, 1034:4, 1034:6, 1035:15, 1035:45, 1040:10, 1040:11, 1044:22, 1044:45,</p>	<p>1052:13, 1053:1, 1054:29</p> <p>definition [1] - 1028:29</p> <p>definitive [1] - 992:12</p> <p>degradation [3] - 1043:10, 1043:15, 1043:16</p> <p>delay [2] - 987:12, 987:19</p> <p>delays [1] - 1024:4</p> <p>delegated [2] - 1061:14, 1076:19</p> <p>delegation [1] - 1083:13</p> <p>deliberate [1] - 1042:30</p> <p>deliberations [1] - 970:43</p> <p>delineation [1] - 1029:11</p> <p>deliver [2] - 976:20, 1022:47</p> <p>delivered [1] - 977:5</p> <p>delivering [1] - 990:25</p> <p>delivery [1] - 988:4</p> <p>demand [1] - 1018:39</p> <p>demise [2] - 1038:23, 1043:39</p> <p>democracy [4] - 1075:1, 1078:10, 1079:35, 1109:7</p> <p>democratically [2] - 1080:5, 1080:26</p> <p>demolishing [1] - 1079:13</p> <p>demonstrating [1] - 998:32</p> <p>denial [1] - 972:12</p> <p>denigrated [1] - 1098:19</p> <p>denounce [1] - 1098:7</p> <p>department [1] - 1083:29</p> <p>Department [2] - 1075:44, 1102:5</p> <p>Departmental [2] - 1095:31, 1095:41</p> <p>departmental [4] - 1047:39, 1095:28, 1096:22, 1096:25</p> <p>deputy [9] - 975:27, 999:25, 1001:5, 1028:39, 1044:13, 1068:27, 1068:30, 1069:7, 1075:11</p> <p>derail [2] - 1039:44, 1040:22</p> <p>describe [3] - 979:22,</p>	<p>979:33, 1063:32</p> <p>described [4] - 992:32, 1036:47, 1090:16, 1100:5</p> <p>design [1] - 976:17</p> <p>designated [1] - 1104:46</p> <p>designed [1] - 1052:40</p> <p>desk [1] - 1050:17</p> <p>desperate [2] - 1038:22, 1038:24</p> <p>destabilising [2] - 1017:15, 1017:19</p> <p>destination [1] - 1074:17</p> <p>destroyed [1] - 1088:43</p> <p>detail [2] - 970:10, 996:29</p> <p>detailed [3] - 978:17, 979:19, 1099:20</p> <p>details [1] - 975:14</p> <p>determination [3] - 1040:40, 1042:35, 1046:34</p> <p>determinations [1] - 970:8</p> <p>determine [6] - 970:30, 973:29, 986:11, 1001:3, 1057:17, 1058:34</p> <p>determined [7] - 972:31, 972:47, 976:2, 976:36, 980:28, 1043:43, 1076:24</p> <p>determining [1] - 1080:45</p> <p>deterred [2] - 1050:5, 1050:32</p> <p>devastation [1] - 1108:39</p> <p>developed [2] - 978:47, 1024:30</p> <p>developer [6] - 982:31, 982:47, 983:8, 1029:31, 1082:24, 1082:31</p> <p>developer's [1] - 983:7</p> <p>developers [8] - 1030:19, 1034:46, 1069:21, 1081:20, 1081:40, 1081:45, 1081:46, 1082:2</p> <p>Development [1] - 1001:14</p> <p>development [48] - 987:29, 992:16,</p>	<p>996:23, 996:34, 998:7, 1003:9, 1031:26, 1032:7, 1032:9, 1033:11, 1035:2, 1035:9, 1035:30, 1035:40, 1036:1, 1036:3, 1037:39, 1043:40, 1045:45, 1070:4, 1076:14, 1076:45, 1077:20, 1077:41, 1077:47, 1078:18, 1080:12, 1080:18, 1080:33, 1080:43, 1080:45, 1082:17, 1082:32, 1082:33, 1083:43, 1085:43, 1087:24, 1087:29, 1087:38, 1088:41, 1089:4, 1099:22, 1099:33, 1099:42, 1100:6, 1101:36, 1102:3, 1102:9</p> <p>developments [2] - 1079:8, 1079:10</p> <p>DGM [1] - 1002:4</p> <p>diary [7] - 989:24, 989:31, 989:42, 989:46, 990:11, 990:34, 1099:21</p> <p>difference [6] - 975:32, 1002:13, 1002:30, 1002:34, 1034:19</p> <p>different [20] - 1007:37, 1018:19, 1025:37, 1026:24, 1034:27, 1037:34, 1062:18, 1064:15, 1064:25, 1064:27, 1064:45, 1067:19, 1071:47, 1075:9, 1075:35, 1075:39, 1077:8, 1085:25, 1088:13, 1097:24</p> <p>differentiate [1] - 1032:5</p> <p>differently [1] - 1066:31</p> <p>difficult [12] - 1027:1, 1036:4, 1036:44, 1040:31, 1042:47, 1044:12, 1056:28, 1062:31, 1076:6, 1083:34, 1085:26</p> <p>difficulty [1] - 994:20</p> <p>diffuse [1] - 1058:8</p> <p>dig [1] - 977:27</p> <p>digression [1] - 1040:17</p>	<p>diligence [1] - 1062:21</p> <p>diligent [1] - 1062:4</p> <p>dip [1] - 1082:26</p> <p>direct [9] - 991:2, 991:36, 1012:39, 1012:40, 1012:43, 1013:1, 1030:25, 1063:13, 1063:27</p> <p>direct" [1] - 986:3</p> <p>directed [4] - 991:30, 1011:36, 1021:9, 1063:4</p> <p>directing [3] - 985:16, 990:47, 1021:12</p> <p>direction [9] - 977:43, 1016:4, 1021:13, 1022:46, 1023:15, 1026:24, 1075:4, 1097:8, 1097:12</p> <p>directions [1] - 1023:4</p> <p>directly [7] - 999:21, 999:34, 1017:2, 1028:40, 1032:27, 1044:30, 1066:14</p> <p>directors [2] - 1027:9, 1075:11</p> <p>Directors [1] - 1027:10</p> <p>disagree [6] - 971:45, 1005:38, 1053:36, 1055:13, 1055:19, 1077:9</p> <p>disagreed [3] - 1036:26, 1037:14, 1067:16</p> <p>disagreement [1] - 1086:12</p> <p>disappear [1] - 1022:1</p> <p>disappointed [3] - 1072:12, 1072:13, 1079:35</p> <p>disappointing [2] - 1025:1, 1050:10</p> <p>disappointment [2] - 1001:28, 1098:4</p> <p>disbanded [2] - 1002:47, 1003:1</p> <p>discharge [1] - 989:2</p> <p>discharged [1] - 1006:16</p> <p>disciplinary [1] - 1096:23</p> <p>discipline [1] - 1096:27</p> <p>disclose [1] - 974:27</p> <p>disclosed [1] - 973:46</p> <p>disconnect [1] - 1017:4</p> <p>discredit [3] - 971:31,</p>
--	---	---	---	---

<p>997:45, 1001:34 discretion [2] - 1037:17, 1084:44 discuss [3] - 1012:31, 1038:14, 1051:27 discussed [4] - 984:3, 1039:14, 1093:37, 1096:4 discussing [1] - 1035:5 discussion [19] - 978:22, 979:36, 979:38, 1009:8, 1010:18, 1011:29, 1011:44, 1012:33, 1034:20, 1035:3, 1035:25, 1047:1, 1047:37, 1051:20, 1051:43, 1051:47, 1052:6, 1052:10, 1094:7 discussions [20] - 978:3, 978:7, 978:11, 979:47, 1026:8, 1026:15, 1028:43, 1032:22, 1034:47, 1035:7, 1035:20, 1038:40, 1042:23, 1045:25, 1045:44, 1046:2, 1047:23, 1048:24, 1049:30, 1053:17 disgrace [2] - 1079:21, 1079:33 disgraceful [2] - 1038:7, 1038:30 disingenuous [1] - 972:17 dismantle [1] - 1001:27 dismissed [2] - 1003:37, 1049:40 disorder [3] - 1040:21, 1040:25, 1042:4 disorderly [2] - 1040:44, 1041:26 disparagingly [1] - 983:10 display [1] - 1072:37 disrepute [1] - 1098:13 disrespectful [2] - 1040:37 disruption [1] - 1042:26 disruption [1] - 1067:44 disruptive [1] - 1090:14 dissatisfaction [1] -</p>	<p>997:12 distance [1] - 1085:20 distinct [2] - 977:28, 1064:28 distinction [2] - 1064:17, 1074:39 distracted [1] - 1036:20 distraction [1] - 1068:31 distressful [1] - 1055:32 distressing [1] - 1057:3 distributor [1] - 976:5 disturbed [2] - 998:1, 1057:21 divide [2] - 1028:18, 1028:25 document [17] - 1031:18, 1038:38, 1039:5, 1054:38, 1054:41, 1054:47, 1055:20, 1055:22, 1056:3, 1087:5, 1087:14, 1092:21, 1097:40, 1097:44, 1105:20, 1105:25 documentary [1] - 1023:31 documentation [1] - 1028:19 documented [1] - 1049:39 documents [2] - 984:32, 1091:38 dollars [3] - 972:15, 981:25, 1005:28 done [26] - 977:26, 977:42, 978:21, 978:22, 978:23, 993:21, 997:46, 1002:30, 1006:9, 1009:3, 1020:15, 1026:45, 1030:42, 1042:16, 1046:12, 1046:45, 1069:31, 1075:28, 1086:17, 1088:33, 1096:9, 1096:34, 1097:29, 1101:9, 1108:47, 1109:1 doors [2] - 1054:24, 1072:33 doubled [2] - 977:17, 977:25 doubling [1] - 977:22 doubt [6] - 1044:19, 1044:35, 1055:29, 1058:20, 1063:31,</p>	<p>1109:17 Doudles [3] - 998:30, 999:24 Doug [3] - 1062:3, 1062:20 down [24] - 981:12, 981:24, 981:39, 998:47, 1003:1, 1031:23, 1031:37, 1044:2, 1067:13, 1067:18, 1067:46, 1067:47, 1069:23, 1069:42, 1083:43, 1087:17, 1089:9, 1090:47, 1091:13, 1099:26, 1099:27, 1099:29, 1104:24, 1105:29 downhill [1] - 1050:11 downsized [1] - 1070:4 downstairs [1] - 1069:29 dozen [1] - 1001:16 draft [11] - 1038:38, 1039:21, 1053:16, 1053:19, 1086:31, 1088:3, 1093:33, 1093:37, 1093:42, 1093:46, 1094:27 drafting [3] - 1032:33, 1086:38, 1088:34 dragged [1] - 1108:6 drama [2] - 1035:3, 1043:33 draw [2] - 979:17, 1024:42 drawing [4] - 1055:14, 1066:2, 1101:46, 1105:26 drawn [1] - 975:37 drew [1] - 1012:3 drip [2] - 1062:12, 1062:17 driven [1] - 976:24 driver [1] - 976:29 driveway [2] - 1000:8, 1000:9 driving [1] - 1022:3 due [8] - 970:9, 971:46, 981:39, 1008:3, 1041:25, 1057:30, 1066:9, 1104:28 duly [1] - 1054:37 dummy [2] - 1000:22, 1003:19 Duncan [1] - 1065:1 during [12] - 978:10, 984:10, 984:33,</p>	<p>992:25, 1001:15, 1004:2, 1011:3, 1033:9, 1046:17, 1063:6, 1063:44, 1094:17 duties [3] - 1002:31, 1006:16, 1055:40 duty [1] - 1055:21 dynamic [4] - 1018:7, 1018:11, 1058:8, 1065:3 dynamics [1] - 1025:9 dysfunction [8] - 974:47, 1016:35, 1041:14, 1042:4, 1058:5, 1066:17, 1066:21, 1067:5 dysfunctional [10] - 1040:1, 1055:33, 1057:43, 1065:7, 1065:32, 1065:36, 1065:38, 1065:39, 1066:26, 1103:23</p>	<p>1085:10, 1085:22 efficiently [1] - 1084:45 effort [1] - 1069:13 efforts [3] - 1059:13, 1059:19, 1062:2 ego [1] - 1091:7 egos [1] - 1067:23 eight [6] - 983:14, 1007:8, 1046:21, 1046:22, 1057:42, 1097:10 either [14] - 995:8, 998:4, 1009:6, 1030:4, 1037:9, 1042:10, 1044:44, 1046:9, 1071:2, 1088:14, 1088:33, 1095:21, 1096:4, 1107:43 elderly [1] - 1050:16 elect [2] - 1004:18, 1109:8 elected [25] - 996:36, 1012:2, 1021:46, 1028:14, 1028:29, 1028:30, 1029:28, 1029:47, 1049:47, 1055:28, 1055:47, 1057:42, 1060:37, 1060:38, 1065:2, 1065:20, 1066:46, 1073:3, 1074:15, 1080:5, 1080:27, 1081:10, 1082:46, 1095:2, 1099:9 Elected [1] - 1027:7 election [15] - 992:15, 992:43, 995:19, 995:23, 1026:29, 1027:27, 1042:46, 1043:20, 1061:8, 1063:17, 1067:4, 1069:27, 1073:30, 1108:3, 1109:7 elections [3] - 1000:6, 1001:5, 1049:47 electricity [5] - 977:2, 977:38, 978:4, 978:39, 980:2 elements [4] - 972:16, 988:8, 988:10, 1016:28 eliminated [1] - 1107:30 Elizabeth [1] - 969:21 elsewhere [1] - 981:41 email [2] - 1010:18, 1105:21 emails [2] - 1016:45,</p>
--	--	---	--	---

<p>1017:8</p> <p>embargoed [1] - 1097:34</p> <p>embarrass [1] - 998:37</p> <p>embarrassed [3] - 1020:34, 1020:37, 1105:17</p> <p>embarrassing [1] - 1105:14</p> <p>emerge [1] - 1017:4</p> <p>emphasise [4] - 971:44, 1040:37, 1050:35, 1066:8</p> <p>emphasised [1] - 1032:21</p> <p>employee [2] - 986:13, 991:1</p> <p>employer [2] - 990:45, 1100:36</p> <p>employing [1] - 990:46</p> <p>employment [2] - 986:25, 986:26</p> <p>empty [1] - 982:30</p> <p>encourage [1] - 992:18</p> <p>encouraged [6] - 993:14, 993:25, 994:8, 1000:14, 1027:12, 1107:18</p> <p>end [24] - 977:3, 981:34, 986:13, 995:27, 1018:30, 1018:32, 1018:35, 1018:42, 1021:29, 1027:27, 1027:35, 1030:20, 1030:33, 1033:28, 1038:10, 1041:3, 1055:42, 1062:14, 1062:15, 1065:6, 1067:12, 1070:45, 1073:7, 1083:15</p> <p>ended [2] - 1100:12, 1100:18</p> <p>endorse [3] - 1038:43, 1054:35, 1054:37</p> <p>endorsed [5] - 982:37, 1051:15, 1060:38, 1061:27, 1063:47</p> <p>ends [1] - 1056:19</p> <p>engage [3] - 995:36, 1075:35, 1089:39</p> <p>engaged [5] - 975:19, 979:36, 995:19, 1006:36, 1095:35</p> <p>engagement [3] - 988:3, 1034:40, 1072:6</p>	<p>engaging [1] - 975:33</p> <p>engineer [2] - 973:47, 975:13</p> <p>engineering [4] - 975:13, 977:42, 981:24, 1024:14</p> <p>engineers [1] - 973:6</p> <p>enjoy [3] - 1055:27, 1075:38, 1076:13</p> <p>enquiries [1] - 1072:7</p> <p>ensuing [2] - 1027:3, 1043:33</p> <p>ensure [9] - 988:45, 989:15, 1031:25, 1031:39, 1032:27, 1042:25, 1084:44, 1087:23, 1087:39</p> <p>entering [1] - 1038:16</p> <p>entire [2] - 1073:13, 1073:15</p> <p>entirely [5] - 983:47, 1021:20, 1029:24, 1088:10, 1104:27</p> <p>entrance [1] - 998:18</p> <p>envelope [13] - 977:23, 978:18, 978:35, 979:20, 979:22, 979:33, 1081:21, 1081:22, 1081:26, 1081:35, 1081:41, 1081:46, 1082:3</p> <p>environment [3] - 991:29, 1007:3, 1107:35</p> <p>Environment [8] - 997:47, 1043:41, 1044:47, 1045:46, 1075:37, 1077:24, 1077:34, 1077:45</p> <p>environmental [2] - 1007:13, 1097:11</p> <p>envisage [1] - 1023:28</p> <p>envisaged [2] - 1094:47, 1095:16</p> <p>equally [1] - 975:6</p> <p>equip [1] - 1073:34</p> <p>equipped [3] - 1025:16, 1037:2, 1073:22</p> <p>equitably [1] - 1011:20</p> <p>era [1] - 1044:21</p> <p>erased [1] - 1088:10</p> <p>especially [1] - 975:39</p> <p>espoused [1] - 1029:27</p> <p>essentially [2] - 977:35, 1083:2</p> <p>estate [3] - 1049:35,</p>	<p>1049:41, 1069:21</p> <p>esteem [1] - 1108:23</p> <p>et [8] - 988:20, 1000:31, 1028:1, 1028:3, 1031:33, 1050:17, 1053:18</p> <p>eve [2] - 973:24, 973:37</p> <p>evening [1] - 1039:7</p> <p>event [6] - 993:23, 999:28, 999:29, 1001:8, 1094:11</p> <p>eventually [4] - 972:13, 1039:7, 1060:45, 1090:25</p> <p>everyday [1] - 977:30</p> <p>evidence [84] - 971:8, 971:21, 971:28, 971:43, 971:44, 973:15, 974:2, 975:20, 984:11, 985:1, 986:21, 992:22, 994:18, 994:21, 995:47, 1000:28, 1000:29, 1001:45, 1002:21, 1004:19, 1006:42, 1009:20, 1011:14, 1012:14, 1012:18, 1012:35, 1012:41, 1012:44, 1013:8, 1017:4, 1017:9, 1018:37, 1022:12, 1022:43, 1023:3, 1023:31, 1032:45, 1036:38, 1039:32, 1042:20, 1043:9, 1044:33, 1044:37, 1046:8, 1047:43, 1048:7, 1048:19, 1048:46, 1049:22, 1053:32, 1055:4, 1055:8, 1055:43, 1056:5, 1057:29, 1058:23, 1058:45, 1062:24, 1063:19, 1065:5, 1065:35, 1065:47, 1066:3, 1066:8, 1066:16, 1066:19, 1068:43, 1075:24, 1075:26, 1077:4, 1078:13, 1080:40, 1083:7, 1086:28, 1086:35, 1097:7, 1097:17, 1097:21, 1098:15, 1098:23, 1103:35, 1103:38, 1107:28</p> <p>evident [3] - 1029:33, 1041:15, 1042:5</p>	<p>evidentiary [1] - 1022:47</p> <p>evolved [1] - 1049:45</p> <p>ex [8] - 1051:31, 1051:34, 1065:24, 1090:34, 1097:39, 1099:26, 1101:38</p> <p>ex-Councillor [3] - 1051:31, 1051:34, 1065:24</p> <p>ex-councillors [1] - 1097:39</p> <p>ex-general [1] - 1090:34</p> <p>ex-mayor [1] - 1090:34</p> <p>ex-Premiers [2] - 1099:26, 1101:38</p> <p>exact [2] - 971:4, 1092:21</p> <p>exactly [4] - 1029:6, 1034:12, 1069:29, 1085:32</p> <p>EXAMINATION [2] - 1024:9, 1060:26</p> <p>examine [1] - 1054:19</p> <p>example [32] - 974:43, 977:31, 977:32, 978:3, 978:39, 983:16, 983:18, 983:38, 983:42, 989:33, 995:4, 995:35, 998:15, 998:24, 998:31, 1002:26, 1003:9, 1006:5, 1009:35, 1010:32, 1016:34, 1017:39, 1018:7, 1018:11, 1020:24, 1030:3, 1030:35, 1034:26, 1045:20, 1078:40, 1082:13, 1082:28</p> <p>examples [14] - 982:24, 984:10, 985:34, 998:4, 998:11, 1009:40, 1016:39, 1016:42, 1017:44, 1026:2, 1046:14, 1071:14, 1072:20, 1086:36</p> <p>excavation [1] - 1043:32</p> <p>excellent [3] - 1060:43, 1060:44, 1062:4</p> <p>except [3] - 1038:42, 1039:2, 1042:16</p> <p>excess [4] - 1084:10, 1084:22, 1084:31,</p>	<p>1085:16</p> <p>exchange [1] - 994:23</p> <p>excluding [1] - 1090:11</p> <p>excuse [3] - 1010:1, 1032:34, 1089:47</p> <p>excused [6] - 1022:19, 1022:23, 1059:4, 1059:8, 1109:24, 1109:28</p> <p>excuses [1] - 1032:39</p> <p>executive [8] - 973:37, 974:9, 974:32, 975:1, 985:9, 1047:39, 1095:28, 1096:25</p> <p>Executive [4] - 1027:7, 1095:31, 1095:41, 1096:22</p> <p>executives [2] - 977:10, 977:11</p> <p>exercise [4] - 978:35, 1031:30, 1077:46, 1087:28</p> <p>exercising [1] - 1087:37</p> <p>Exeter [1] - 1000:14</p> <p>Exhibit [7] - 1050:43, 1051:2, 1092:18, 1092:19, 1097:6, 1097:33</p> <p>exhibit [1] - 1092:23</p> <p>existence [1] - 1086:2</p> <p>exit [1] - 979:26</p> <p>expand [2] - 1005:25, 1027:42</p> <p>expect [1] - 980:13</p> <p>expel [1] - 1021:12</p> <p>expelled [2] - 1018:43, 1020:25</p> <p>expenditure [1] - 1006:47</p> <p>expense [3] - 1001:30, 1006:2, 1108:41</p> <p>expenses [1] - 1006:24</p> <p>experience [12] - 1004:1, 1011:40, 1012:4, 1017:18, 1017:44, 1027:18, 1059:23, 1061:5, 1061:11, 1061:23, 1067:44, 1084:30</p> <p>experienced [2] - 1001:17, 1079:17</p> <p>experiences [2] - 1063:5, 1064:33</p> <p>explain [11] - 970:10, 982:7, 994:4, 1009:32, 1011:24,</p>
---	---	---	--	---

1011:42, 1028:17, 1028:24, 1054:40, 1076:27, 1082:1 explained [6] - 1028:18, 1046:28, 1055:22, 1055:34, 1067:42, 1067:45 explode [2] - 970:16, 972:24 explore [3] - 1036:17, 1064:13, 1072:5 explored [2] - 1090:2, 1090:10 exploring [4] - 970:21, 984:17, 1046:11, 1046:44 explosion [1] - 972:39 exposed [1] - 1074:23 express [1] - 1102:35 expressed [2] - 992:10, 1008:4 extend [4] - 1005:43, 1023:19, 1030:8, 1059:41 extends [3] - 1023:26, 1023:27, 1085:1 extensions [1] - 1085:17 extent [3] - 1024:46, 1044:13, 1080:29 external [6] - 1003:38, 1053:11, 1070:26, 1074:3, 1102:21, 1102:36 externally [1] - 1011:46 extra [3] - 977:34, 1083:29, 1093:2 extraordinary [1] - 973:36 eyelids [1] - 999:5	1106:10 fact [1] - 1090:38 factions [2] - 1025:2, 1025:3 factors [1] - 1097:11 facts [1] - 992:23 factual [2] - 1053:6, 1055:24 failed [10] - 973:42, 974:15, 974:27, 974:36, 977:39, 979:27, 985:21, 985:29, 1009:44, 1045:45 failing [1] - 972:5 failure [11] - 972:35, 972:41, 972:43, 973:6, 973:17, 973:44, 975:8, 976:17, 976:20, 1008:27, 1008:42 failures [1] - 985:10 fair [15] - 1012:20, 1024:31, 1024:40, 1025:38, 1032:28, 1052:30, 1056:32, 1056:33, 1056:41, 1057:6, 1070:44, 1075:2, 1075:29, 1081:35, 1081:37 fair-minded [1] - 1056:41 fairly [4] - 1024:46, 1031:28, 1043:24, 1087:26 fairness [2] - 1054:44, 1055:3 faith [1] - 976:37 fall [11] - 970:8, 995:42, 995:46, 1007:46, 1008:30, 1027:20, 1106:40, 1106:44, 1107:1, 1107:8, 1107:10 falling [3] - 981:38, 1021:37, 1021:44 Falls [1] - 1051:24 falls [5] - 973:22, 980:44, 995:43, 1001:12, 1057:17 false [1] - 1054:33 familiar [2] - 1047:45, 1047:47 familiarisation [1] - 1027:34 familiarise [1] - 1093:18 family [5] - 997:42, 1024:15, 1060:33, 1061:19, 1069:17	famous [1] - 1062:22 famously [1] - 981:10 fantastic [1] - 1108:44 far [11] - 971:43, 992:35, 992:38, 1029:9, 1035:32, 1036:28, 1059:20, 1090:21, 1094:5, 1103:28, 1104:32 farm [5] - 996:22, 996:45, 997:34, 998:17, 1000:5 farmland [1] - 977:36 fault [3] - 1021:20, 1022:35, 1043:42 faulty [1] - 995:10 favour [1] - 1097:26 favourable [1] - 1032:47 favourably [1] - 1030:38 favouring [2] - 1034:5, 1034:10 favours [1] - 1086:17 February [7] - 1009:37, 1009:47, 1010:3, 1018:1, 1021:26, 1038:10, 1100:42 Federal [1] - 976:14 federal [6] - 976:40, 977:12, 980:38, 980:39, 1064:18, 1098:34 feed [1] - 1062:12 feedback [3] - 1025:41, 1026:6, 1052:42 feeds [1] - 1062:18 feelings [2] - 1042:37, 1052:42 fellow [4] - 998:29, 1064:4, 1071:6, 1108:10 felt [15] - 991:19, 991:24, 995:5, 1006:21, 1027:10, 1036:2, 1037:2, 1041:12, 1042:2, 1046:45, 1058:24, 1069:6, 1069:47, 1076:5, 1108:8 fences [2] - 998:27, 998:28 few [12] - 999:46, 1000:12, 1004:17, 1008:14, 1026:41, 1036:17, 1081:2, 1082:31, 1090:11, 1093:36, 1107:10,	1107:13 field [1] - 1043:3 fight [1] - 1070:34 fight [1] - 1066:37 figure [3] - 977:46, 978:37, 1106:40 figures [8] - 1052:45, 1104:41, 1105:33, 1105:36, 1106:9, 1106:12, 1106:15, 1106:27 filed [1] - 999:14 files [1] - 999:4 final [1] - 995:12 Finally [1] - 1046:21 finally [2] - 973:24, 1044:7 finance [3] - 1006:27, 1007:1, 1062:1 financial [3] - 1006:29, 1074:34, 1092:25 financially [2] - 1074:23, 1074:35 findings [2] - 1023:30, 1023:32 fine [7] - 1060:14, 1060:20, 1072:31, 1073:7, 1074:31, 1094:40, 1109:21 fined [2] - 1045:31, 1045:34 finger [1] - 1032:24 finish [5] - 974:31, 992:29, 994:6, 1062:43, 1085:8 finished [3] - 1030:32, 1093:30, 1108:4 fire [3] - 1040:42, 1071:24, 1071:25 fires [1] - 1071:22 first [52] - 973:5, 973:30, 977:26, 977:41, 978:23, 978:25, 978:27, 979:2, 1001:15, 1001:16, 1002:47, 1003:46, 1023:6, 1024:26, 1026:43, 1032:13, 1037:31, 1037:32, 1037:40, 1049:16, 1049:44, 1050:9, 1053:47, 1054:1, 1060:37, 1060:38, 1060:39, 1060:40, 1061:23, 1067:8, 1067:37, 1068:18, 1068:22, 1069:15, 1069:16, 1076:8, 1078:43,	1083:25, 1093:5, 1099:7, 1099:8, 1099:9, 1101:47, 1102:15, 1102:17, 1102:19, 1104:26, 1105:25, 1105:44, 1106:17, 1108:27, 1108:37 firstly [8] - 994:25, 1036:17, 1037:28, 1061:24, 1061:36, 1064:23, 1083:10, 1086:11 fit [3] - 1005:14, 1075:25, 1075:33 fits [1] - 1082:42 Fitzroy [1] - 1051:24 five [10] - 1005:28, 1006:23, 1022:28, 1027:6, 1027:18, 1037:7, 1051:21, 1051:29, 1066:45, 1097:38 five-paged [1] - 1037:7 fix [3] - 1083:27, 1083:30 flagged [2] - 983:35, 983:37 flaw [2] - 995:5, 1030:22 flicking [1] - 1033:23 flipside [1] - 1034:9 flooding [1] - 1093:22 focus [3] - 997:44, 1002:17, 1083:37 folder [3] - 1027:46, 1027:47, 1090:6 follow [1] - 1060:39 followed [3] - 973:41, 1038:47, 1107:17 following [7] - 987:2, 1029:42, 1038:6, 1041:40, 1089:12, 1091:13, 1105:1 FOLLOWS [1] - 1013:10 Folly [3] - 998:30, 999:24 football [2] - 998:12, 1067:11 footpath [1] - 1007:24 footpaths [1] - 1082:39 force [2] - 1017:15, 1017:19 forcing [1] - 1104:28 forget [1] - 1062:9 forgive [4] - 1037:5, 1038:7, 1043:22,
F				
fabulous [1] - 979:25 Facebook [2] - 1039:33, 1040:3 faces [1] - 1065:1 facets [1] - 1067:31 facilitate [3] - 981:7, 1069:43, 1074:4 facility [1] - 975:34 facing [1] - 1026:24 fact [12] - 971:30, 972:2, 979:17, 980:23, 982:3, 986:12, 994:26, 1055:15, 1055:16, 1081:40, 1082:24,				

<p>1078:40 forlorn [1] - 1038:25 form [17] - 970:20, 984:22, 987:37, 997:16, 997:35, 1002:28, 1002:40, 1023:32, 1027:2, 1028:19, 1030:17, 1040:6, 1051:25, 1056:5, 1081:15, 1092:23, 1107:35 formal [5] - 994:39, 994:42, 1004:25, 1041:41, 1047:18 formally [2] - 998:44, 999:14 former [1] - 1012:4 forthwith [1] - 990:21 fortnightly [4] - 1084:7, 1084:16, 1084:21, 1084:30 fortunate [1] - 1107:15 forum [1] - 1009:27 forward [18] - 1001:19, 1002:43, 1038:41, 1039:6, 1039:8, 1050:34, 1070:20, 1074:16, 1074:22, 1082:47, 1099:24, 1102:8, 1107:29, 1107:32, 1107:37, 1108:1, 1109:3, 1109:6 four [16] - 1024:37, 1025:23, 1029:40, 1035:34, 1051:34, 1053:21, 1071:34, 1075:8, 1084:10, 1084:17, 1084:22, 1084:31, 1085:16, 1089:8 frame [1] - 1030:37 Franklin [8] - 985:35, 992:5, 993:2, 1048:43, 1049:4, 1049:21, 1049:26, 1049:41 Freddy [1] - 978:41 free [5] - 1059:9, 1059:10, 1107:7, 1109:29, 1109:30 freely [1] - 1012:34 frequent [1] - 991:15 Friday [2] - 1078:20, 1097:7 friendly [1] - 1064:4 friends [1] - 1026:9 front [7] - 998:1, 998:18, 1000:8, 1006:17, 1091:13,</p>	<p>1095:12, 1099:11 frustrated [1] - 1035:43 frustration [2] - 1046:31, 1046:35 fuel [1] - 1040:41 full [7] - 980:13, 1003:6, 1030:43, 1050:24, 1059:33, 1078:14, 1078:18 fully [7] - 978:31, 978:34, 980:25, 980:38, 996:1, 1005:46, 1084:20 function [3] - 981:15, 1002:8, 1029:17 functionality [1] - 1057:33 functions [4] - 987:2, 989:2, 1087:30, 1087:39 funded [5] - 976:40, 979:12, 979:18, 980:25, 980:38 funding [3] - 980:24, 1006:26, 1007:21 funds [2] - 980:21, 981:35 furor [1] - 1038:43 future [5] - 979:13, 990:14, 1056:1, 1070:16, 1070:35</p>	<p>1079:20 game [2] - 1067:11, 1075:47 Gardens [2] - 1099:22, 1105:8 Gareth [1] - 1098:37 gathered [1] - 971:15 gatherings [1] - 970:15 gauge [1] - 1038:27 general [107] - 973:36, 975:11, 975:26, 975:27, 979:35, 983:45, 985:15, 985:20, 985:37, 986:5, 986:8, 986:16, 986:17, 986:22, 986:26, 986:28, 987:1, 988:11, 988:13, 988:36, 989:15, 989:18, 989:20, 989:21, 989:31, 989:34, 990:10, 990:47, 991:1, 991:9, 991:14, 991:19, 991:24, 991:34, 991:44, 992:23, 992:46, 993:12, 993:15, 993:22, 993:28, 993:31, 993:34, 993:35, 993:44, 994:9, 994:13, 994:18, 994:21, 994:47, 998:20, 998:21, 998:38, 1000:10, 1007:45, 1008:3, 1008:26, 1008:36, 1008:40, 1016:41, 1017:19, 1027:13, 1027:46, 1028:39, 1029:26, 1030:31, 1030:35, 1031:19, 1033:2, 1034:20, 1037:28, 1041:8, 1041:12, 1041:45, 1043:43, 1044:13, 1044:17, 1056:6, 1061:22, 1061:32, 1068:16, 1068:40, 1070:11, 1070:16, 1070:17, 1070:35, 1071:17, 1071:19, 1071:39, 1072:35, 1074:2, 1075:5, 1075:7, 1075:8, 1075:9, 1075:11, 1075:14, 1076:36, 1082:13,</p>	<p>1083:26, 1089:25, 1090:34, 1092:32, 1097:8, 1104:3, 1108:19 generalities [1] - 982:24 generally [13] - 993:42, 1009:25, 1040:25, 1063:46, 1064:9, 1064:30, 1065:10, 1071:20, 1073:15, 1074:2, 1076:18, 1081:21, 1082:42 gentleman [3] - 999:23, 1068:3, 1091:1 genuine [2] - 1037:47, 1040:13 GFC [2] - 1061:39, 1061:43 giants [1] - 1108:14 given [46] - 971:8, 974:2, 975:7, 981:17, 981:34, 985:37, 986:17, 988:46, 997:4, 997:7, 998:38, 1002:21, 1002:26, 1004:27, 1011:43, 1023:7, 1023:10, 1023:32, 1025:9, 1025:13, 1027:38, 1028:46, 1033:1, 1034:2, 1034:17, 1034:21, 1037:6, 1040:36, 1044:33, 1044:37, 1046:7, 1056:27, 1058:23, 1058:31, 1073:37, 1080:40, 1083:6, 1086:35, 1092:23, 1093:5, 1097:18, 1103:38, 1106:19, 1106:21, 1107:28 glitch [1] - 1021:19 Glover [1] - 969:26 GM [9] - 993:7, 1009:13, 1041:29, 1043:36, 1043:43, 1043:46, 1044:3, 1044:12, 1044:34 GM's [8] - 1008:9, 1008:12, 1008:42, 1008:47, 1009:6, 1009:17, 1009:22, 1009:28 goals [1] - 1107:47 govern [1] - 1002:3 governance [21] -</p>	<p>972:27, 973:27, 980:26, 983:32, 985:10, 985:16, 988:16, 989:16, 990:16, 990:23, 990:24, 995:26, 1003:4, 1005:27, 1005:47, 1006:18, 1008:26, 1008:29, 1008:30, 1008:39, 1008:42 governing [44] - 971:35, 975:20, 987:28, 987:36, 988:1, 990:46, 991:10, 1001:3, 1006:20, 1006:41, 1016:35, 1017:15, 1028:47, 1029:5, 1029:12, 1029:17, 1034:25, 1036:20, 1046:45, 1057:34, 1063:31, 1064:30, 1071:2, 1072:15, 1073:13, 1074:41, 1075:6, 1076:42, 1076:43, 1077:19, 1077:23, 1077:46, 1080:13, 1080:18, 1080:27, 1080:33, 1080:41, 1080:43, 1081:31, 1082:16, 1082:22, 1095:20, 1096:7, 1101:7 Government [19] - 976:10, 976:14, 985:31, 986:42, 1027:7, 1028:11, 1046:10, 1046:32, 1047:17, 1071:23, 1073:28, 1075:32, 1091:40, 1091:45, 1092:10, 1095:11, 1102:1, 1102:2, 1105:6 government [21] - 976:37, 976:38, 976:39, 977:29, 979:19, 1027:13, 1050:29, 1061:1, 1062:35, 1062:36, 1064:9, 1064:27, 1064:28, 1064:39, 1069:22, 1075:17, 1077:10, 1079:44, 1079:45, 1081:9, 1083:1 Graham [1] - 1060:6 GRAHAM [1] - 1060:10</p>
--	---	--	--	---

Grahame [2] - 1023:45, 1069:28 GRAHAME [1] - 1023:47 grandstanding [4] - 1084:33, 1085:37, 1085:44, 1086:4 grant [9] - 972:15, 976:41, 977:5, 978:31, 979:12, 979:15, 979:18, 979:29, 981:34 grant-funded [1] - 979:12 granted [1] - 1004:36 grants [3] - 981:20, 1050:27, 1050:29 grapple [1] - 1040:19 grateful [1] - 1063:14 great [9] - 971:31, 974:4, 1003:17, 1009:27, 1047:25, 1050:17, 1050:20, 1057:21, 1066:22 Green [1] - 1061:28 grew [1] - 1060:32 grey [1] - 1076:22 ground [5] - 977:36, 1038:36, 1079:21, 1083:30, 1090:47 grounds [1] - 1076:47 group [3] - 973:24, 1024:22, 1030:26 groups [7] - 972:44, 1035:33, 1035:34, 1035:35, 1067:43, 1075:35 Growing [2] - 1061:41 grown [3] - 1041:31, 1069:17, 1107:18 growth [1] - 1083:12 guess [8] - 974:17, 988:26, 991:6, 994:45, 1002:19, 1037:43, 1043:22, 1068:9 guidance [2] - 1030:8, 1030:13 guide [2] - 1076:4, 1081:37 guiding [1] - 985:16 guilty [1] - 1099:40 gullies [1] - 981:39 gun [8] - 1053:13, 1053:23, 1053:25, 1053:29, 1053:35, 1055:19, 1102:24, 1103:7	H habitat [2] - 999:28, 999:30 half [5] - 1005:28, 1006:23, 1059:39, 1084:19, 1085:17 hall [2] - 973:45, 975:29 Hall [1] - 972:34 Halstead [7] - 1021:27, 1039:3, 1041:24, 1043:18, 1058:7, 1068:20, 1098:36 Hancock [1] - 1100:47 hand [2] - 980:7, 1108:5 handed [1] - 1038:40 handle [1] - 1025:16 handled [2] - 989:28, 1011:1 handles [1] - 1070:40 hands [4] - 983:2, 990:26, 1068:47, 1102:8 hang [2] - 980:46, 1107:30 hangover [1] - 1076:7 happening [1] - 1012:7 happy [7] - 1039:34, 1042:31, 1055:36, 1056:13, 1077:15, 1078:29, 1099:29 haranguing [1] - 1044:25 harass [1] - 998:36 harassed [1] - 1035:9 harassing [1] - 1002:1 harassment [2] - 997:17, 1071:11 hard [6] - 977:36, 1001:18, 1027:38, 1075:33, 1086:40, 1108:30 hardly [3] - 977:22, 1102:45, 1103:15 harmony [1] - 1036:39 harvest [1] - 998:27 hat [1] - 1107:30 hate [1] - 1060:42 heading [2] - 1005:26, 1096:22 health [4] - 1024:23, 1044:21, 1044:23, 1058:14 hear [13] - 978:27, 988:30, 1008:20, 1018:42, 1018:45, 1026:20, 1029:15, 1039:18, 1063:40, 1072:41, 1096:45, 1097:17 heard [22] - 971:21, 971:28, 978:23, 982:9, 983:11, 989:36, 990:24, 992:13, 1018:36, 1018:38, 1018:39, 1018:45, 1035:24, 1042:43, 1047:3, 1056:21, 1065:5, 1077:4, 1080:4, 1083:24, 1091:1, 1107:28 hearing [4] - 1019:35, 1046:19, 1052:20, 1083:31 hearings [4] - 1023:31, 1024:4, 1060:16, 1065:42 hearsay [2] - 1045:32, 1072:32 heart [7] - 980:41, 981:1, 981:4, 981:37, 1001:46, 1010:18, 1011:47 hearts [1] - 974:38 heat [2] - 990:31, 1020:34 heated [2] - 1021:15, 1021:17 heavy [2] - 999:28, 999:29 held [9] - 982:47, 990:4, 990:13, 991:37, 1017:7, 1036:37, 1048:21, 1093:7, 1108:23 hell [1] - 1059:15 help [6] - 1002:13, 1002:34, 1048:31, 1050:15, 1050:33, 1068:46 helped [1] - 1037:38 helpful [2] - 985:26, 1022:12 Heritage [7] - 970:14, 970:31, 970:32, 970:43, 971:8, 1079:4, 1108:46 heritage [13] - 1079:12, 1079:14, 1079:18, 1079:22, 1079:31, 1107:10, 1107:13, 1107:17, 1107:33, 1107:43, 1107:44, 1107:47 Hewson [1] - 969:30 hid [1] - 974:7 hidden [2] - 974:4, 974:37 hiding [1] - 975:19 high [4] - 1001:17, 1036:13, 1064:38, 1108:23 higher [2] - 977:46, 1061:32 highest [1] - 1065:8 highlight [1] - 1085:29 highlighted [1] - 1030:22 highly [2] - 992:19, 1069:46 himself [2] - 970:40, 1032:39 hindsight [1] - 1093:14 hmm [1] - 1087:19 holding [1] - 1037:37 hole [1] - 1006:28 holes [1] - 1001:20 Holidays [1] - 1004:46 Holly [2] - 1064:46, 1065:25 home [2] - 983:10, 984:20 homogenous [1] - 1064:35 honest [4] - 1025:18, 1026:35, 1053:16, 1075:2 honestly [3] - 1035:32, 1045:43, 1048:27 hope [12] - 985:21, 993:6, 999:22, 1038:25, 1041:33, 1055:37, 1058:27, 1059:17, 1075:18, 1109:2 hoped [1] - 1074:36 hopeful [2] - 1067:7, 1107:47 hopefully [2] - 1051:3, 1058:47 hopelessly [1] - 977:4 hoping [4] - 1042:8, 1042:9, 1107:28, 1107:36 horrified [1] - 1067:46 hospice [3] - 1079:2, 1079:11, 1079:32 hospital [1] - 1079:2 host [1] - 1082:44 hotel [1] - 1082:14 hour [3] - 1059:33, 1059:39, 1084:17 hour-plus [1] - 1084:17 hours [5] - 1007:6, 1042:21, 1084:10, 1084:22, 1084:31 house [8] - 996:22, 997:2, 997:34, 1061:11, 1061:12, 1061:15, 1061:16, 1061:19 houses [2] - 1079:14, 1079:31 housing [2] - 1075:26, 1102:2 hub [1] - 1050:23 huge [1] - 1108:41 humbled [1] - 1108:9 Hume [2] - 976:24, 976:42 hunt [1] - 1108:28 hurry [1] - 1009:43 hurtful [1] - 1069:30 hypothetically [1] - 1058:10	I IAN [1] - 970:3 lan [1] - 1067:41 idea [9] - 1024:31, 1051:28, 1056:9, 1064:5, 1064:14, 1067:26, 1069:43, 1076:30, 1081:5 ideal [1] - 1107:36 identified [3] - 1077:21, 1085:37, 1095:1 identify [4] - 1002:6, 1002:30, 1078:35, 1107:3 identifying [1] - 1002:34 ideology [1] - 1050:7 lemma [1] - 1099:27 ignore [1] - 1049:16 ignored [2] - 975:43, 1040:45 Illawarra [2] - 1024:20, 1050:21 illegal [5] - 996:46, 998:17, 998:18, 998:24, 1000:17 imagine [4] - 1017:1, 1073:10, 1081:20, 1104:19 immediately [4] - 1018:39, 1027:27, 1073:2, 1094:10

impart ^[1] - 1080:19 imperative ^[1] - 1108:35 impinge ^[1] - 1078:6 implement ^[3] - 987:12, 987:19, 1028:28 implementation ^[2] - 987:29, 1036:8 implication ^[1] - 990:36 imply ^[1] - 1099:17 important ^[15] - 981:12, 984:8, 1029:9, 1029:10, 1029:17, 1029:18, 1029:26, 1033:42, 1042:41, 1044:9, 1049:30, 1071:45, 1079:23, 1080:27, 1105:2 importantly ^[1] - 1058:19 imposed ^[1] - 1082:36 impossible ^[3] - 1030:18, 1040:31, 1056:40 impression ^[33] - 998:6, 1011:13, 1024:42, 1026:30, 1032:26, 1032:40, 1032:46, 1033:2, 1033:3, 1033:9, 1033:15, 1033:35, 1033:46, 1034:4, 1034:11, 1036:22, 1056:31, 1066:15, 1066:21, 1067:3, 1072:39, 1073:27, 1074:6, 1075:25, 1075:29, 1086:12, 1088:4, 1088:22, 1091:3, 1096:32, 1096:38, 1101:37 impressions ^[10] - 1037:28, 1042:2, 1043:14, 1056:25, 1061:22, 1061:29, 1061:32, 1064:43, 1066:33, 1071:1 improper ^[13] - 979:4, 992:19, 995:20, 996:8, 997:13, 998:18, 1007:7, 1011:9, 1031:30, 1072:21, 1072:40, 1087:28 improperly ^[2] - 1031:42, 1087:42 improve ^[1] - 1076:45	improvement ^[4] - 1011:23, 1091:21, 1096:35, 1104:44 Improvement ^[6] - 1011:29, 1011:38, 1039:26, 1100:20, 1100:25, 1101:1 in my submission ^[5] - 1033:43, 1050:14, 1071:5, 1098:3, 1108:2 inaccurate ^[1] - 1106:16 inadvertent ^[1] - 1020:35 inappropriate ^[4] - 1006:38, 1006:40, 1016:47, 1025:32 inaudible ^[2] - 1019:7, 1019:42 inaudible ^[1] - 1019:46 incapable ^[1] - 977:4 incensed ^[3] - 1069:47, 1070:18, 1098:20 incentive ^[1] - 1062:13 incident ^[2] - 1010:10, 1016:25 include ^[5] - 1023:7, 1030:4, 1051:31, 1086:30, 1098:31 included ^[5] - 972:14, 1003:37, 1099:4, 1099:5 includes ^[1] - 1009:17 including ^[6] - 978:43, 991:42, 1016:46, 1028:1, 1045:19, 1051:21 incorrect ^[4] - 977:47, 997:14, 1105:16, 1105:45 increase ^[1] - 981:36 increasingly ^[2] - 1037:43, 1037:44 incredulous ^[1] - 980:1 incumbent ^[11] - 975:25, 975:34, 981:38, 986:25, 988:13, 989:9, 989:14, 992:24, 993:33, 993:35, 1002:44 indeed ^[5] - 980:18, 1040:7, 1043:9, 1088:15, 1091:40 independents ^[1] - 1061:29	Independents ^[1] - 1064:47 indicate ^[1] - 1035:1 indicated ^[2] - 1008:11, 1044:2 indication ^[1] - 1000:20 indistinct ^[4] - 1026:44, 1037:30, 1079:45, 1084:5 individual ^[11] - 1034:26, 1036:27, 1048:25, 1055:46, 1078:34, 1080:12, 1080:18, 1080:45, 1084:15, 1089:10, 1092:7 individuals ^[2] - 1025:26, 1036:43 induction ^[7] - 1026:42, 1027:2, 1073:1, 1073:2, 1073:46, 1074:7, 1096:39 inductions ^[3] - 1026:43, 1027:4, 1027:33 industrial ^[1] - 976:30 industry ^[2] - 978:30, 1060:34 inference ^[1] - 1055:20 inferring ^[1] - 1053:30 inflation ^[1] - 978:32 influence ^[6] - 1075:6, 1080:13, 1080:19, 1080:43, 1081:43, 1082:17 influences ^[1] - 1057:33 inform ^[1] - 973:44 informal ^[1] - 994:40 informally ^[1] - 1009:10 information ^[32] - 975:7, 975:28, 975:33, 975:35, 979:1, 980:6, 985:38, 988:46, 993:33, 1000:45, 1006:7, 1006:15, 1006:17, 1009:6, 1009:14, 1009:21, 1009:22, 1009:23, 1009:26, 1028:47, 1037:2, 1037:27, 1073:33, 1078:22, 1078:26, 1088:20, 1088:35, 1105:11, 1105:16, 1106:18,	1106:21, 1106:23 informed ^[2] - 1001:35, 1062:19 infrastructure ^[5] - 1082:38, 1099:25, 1099:43, 1102:9, 1104:44 initial ^[2] - 1100:12, 1100:18 injunctions ^[1] - 1032:3 inland ^[2] - 976:30, 1003:10 inordinate ^[1] - 1083:41 input ^[3] - 972:43, 1075:34, 1075:43 inquiries ^[2] - 1071:32, 1071:43 inquiry ^[24] - 971:38, 985:25, 1007:46, 1010:13, 1011:38, 1012:39, 1012:45, 1017:32, 1018:3, 1018:24, 1019:11, 1020:19, 1020:40, 1022:44, 1032:45, 1036:18, 1052:7, 1052:12, 1052:16, 1052:20, 1053:26, 1054:19, 1055:37, 1108:42 INQUIRY ^[2] - 969:13, 1109:44 insert ^[1] - 996:8 inside ^[3] - 982:19, 1068:35, 1068:39 insight ^[2] - 1043:14, 1067:26 insisted ^[2] - 1094:23, 1102:4 insisting ^[1] - 996:43 insofar ^[1] - 1106:3 inspect ^[1] - 973:18 inspected ^[2] - 999:7, 999:8 inspection ^[3] - 997:4, 997:5, 1061:17 inspections ^[1] - 996:42 Inspector ^[1] - 1104:4 instance ^[9] - 982:27, 995:8, 1002:35, 1032:33, 1058:7, 1078:30, 1079:1, 1082:31, 1086:32 instances ^[2] - 984:16, 1032:39 instead ^[2] - 1062:11, 1108:36	instigated ^[1] - 1103:29 Institute ^[1] - 1027:10 instituted ^[1] - 1079:39 instrument ^[1] - 1079:7 insubstantial ^[4] - 1053:12, 1053:39, 1102:23, 1102:37 intact ^[2] - 1081:1, 1081:2 integrity ^[1] - 1108:22 intellect ^[1] - 1064:34 intend ^[1] - 1017:28 intent ^[2] - 1053:3 intention ^[12] - 1041:39, 1056:26, 1092:33, 1100:13, 1100:19, 1100:28, 1101:3, 1101:8, 1101:20, 1101:22, 1101:26, 1101:43 intentional ^[1] - 1040:22 interaction ^[4] - 1002:36, 1025:1, 1063:6, 1063:37 interactions ^[7] - 1020:41, 1021:36, 1024:34, 1044:38, 1063:32, 1063:44, 1064:44 interest ^[26] - 981:18, 985:40, 985:42, 986:1, 986:9, 986:19, 987:23, 988:12, 988:25, 988:40, 991:35, 991:45, 994:33, 995:31, 995:34, 995:36, 996:6, 1024:30, 1048:8, 1048:42, 1049:25, 1052:28, 1074:27, 1079:28, 1103:30, 1103:47 interested ^[13] - 974:18, 974:23, 981:27, 981:30, 1004:5, 1006:14, 1008:18, 1041:45, 1049:35, 1049:37, 1063:36, 1070:26, 1082:1 interesting ^[4] - 1018:35, 1025:30, 1063:16, 1083:37 interests ^[3] - 981:6, 1064:33, 1069:18
--	---	---	---	---

interference ^[5] - 996:30, 996:38, 1045:18, 1072:40, 1108:17 interfering ^[1] - 1029:33 interim ^[1] - 1105:21 interjections ^[1] - 1084:33 internal ^[1] - 1074:3 internally ^[1] - 1011:46 interrupt ^[2] - 1033:33, 1063:23 intervene ^[2] - 1040:28, 1066:39 intervened ^[1] - 1045:38 interviewed ^[3] - 1104:2, 1104:5, 1104:10 intimiation ^[1] - 990:13 intimidation ^[2] - 989:41, 989:45 introduce ^[2] - 1009:35, 1047:7 inundated ^[1] - 1107:42 investigate ^[2] - 1096:44 investigation ^[2] - 1095:32, 1095:34 invited ^[3] - 1044:3, 1050:22, 1069:23 inviting ^[1] - 993:21 involve ^[1] - 971:22 involved ^[23] - 971:20, 979:18, 980:11, 980:15, 992:14, 996:2, 1009:10, 1021:26, 1024:23, 1024:47, 1030:3, 1032:27, 1033:11, 1036:45, 1042:36, 1045:26, 1049:34, 1061:1, 1066:28, 1075:13, 1088:14, 1099:30, 1108:33 involvement ^[10] - 1024:17, 1025:38, 1030:33, 1032:32, 1033:15, 1033:47, 1034:10, 1044:43, 1054:22, 1105:7 involving ^[3] - 1006:47, 1045:18, 1048:43 irregular ^[1] - 997:13 irregularities ^[2] - 997:41, 1069:3	issuance ^[9] - 1051:44, 1097:10, 1100:13, 1100:19, 1101:2, 1101:8, 1101:19, 1101:22, 1101:42 issue ^[21] - 973:5, 984:32, 984:33, 985:35, 991:45, 994:19, 1011:25, 1021:9, 1029:14, 1030:24, 1047:45, 1048:15, 1049:21, 1049:26, 1062:46, 1072:3, 1089:30, 1092:33, 1092:37, 1100:14, 1100:19 issued ^[3] - 1092:38, 1097:33, 1100:28 issues ^[23] - 970:21, 982:21, 982:22, 993:22, 994:38, 1000:23, 1006:36, 1008:8, 1008:39, 1010:46, 1025:6, 1046:44, 1048:3, 1048:46, 1049:12, 1053:13, 1053:39, 1084:15, 1096:33, 1100:46, 1101:19, 1102:23, 1102:37 issuing ^[1] - 1052:6 it" ^[2] - 998:39, 1078:3 it'd ^[1] - 1051:20 it'll ^[1] - 984:47 item ^[1] - 973:37 items ^[1] - 1107:33 itself ^[2] - 1035:18, 1057:29	1064:47 July ^[1] - 1027:5 June ^[3] - 999:28, 1031:13, 1087:9 jury ^[1] - 992:3 justification ^[1] - 1089:31 justified ^[2] - 1099:9, 1101:27 justify ^[4] - 1053:13, 1053:27, 1102:24	1043:40, 1044:46, 1045:45, 1077:24, 1077:33, 1077:44 land ^[16] - 984:3, 988:17, 988:27, 992:19, 995:21, 996:3, 996:34, 1000:9, 1031:25, 1031:30, 1032:5, 1087:23, 1087:28, 1087:37, 1099:42, 1107:35 lands ^[1] - 983:15 landscapes ^[1] - 1107:34 language ^[5] - 1038:45, 1039:42, 1041:36, 1043:46, 1044:5 large ^[4] - 977:32, 1036:19, 1102:9, 1106:21 Larry ^[1] - 999:26 last ^[42] - 970:6, 973:4, 973:10, 973:14, 973:26, 973:31, 974:2, 994:20, 999:9, 1003:46, 1004:19, 1011:23, 1011:28, 1016:10, 1016:11, 1020:10, 1024:18, 1038:2, 1038:9, 1039:32, 1040:40, 1042:21, 1042:37, 1051:2, 1051:7, 1053:46, 1054:3, 1069:27, 1072:25, 1072:27, 1072:42, 1085:21, 1090:19, 1093:12, 1097:7, 1097:18, 1097:32, 1100:23, 1102:43, 1103:13, 1107:32, 1109:5 late ^[5] - 1008:1, 1027:5, 1040:39, 1071:33, 1094:33 latter ^[4] - 977:13, 1001:15, 1024:44, 1042:37 launched ^[1] - 1008:23 Laurel ^[1] - 971:9 law ^[3] - 1075:40, 1098:15, 1098:16 lawful ^[3] - 987:12, 987:16, 987:19 laws ^[1] - 1078:44 lawyers ^[2] - 1070:2,	1081:12 layers ^[1] - 1064:28 lead ^[3] - 1029:19, 1053:42, 1057:31 leading ^[1] - 1050:9 League ^[2] - 1024:19, 1024:23 leaks ^[1] - 975:46 leasing ^[1] - 1098:46 least ^[30] - 972:17, 983:7, 1012:32, 1017:14, 1025:28, 1026:31, 1032:25, 1032:38, 1032:46, 1033:4, 1033:10, 1037:1, 1045:17, 1051:15, 1052:36, 1052:42, 1066:18, 1072:39, 1073:13, 1083:17, 1086:21, 1086:23, 1086:37, 1088:27, 1092:7, 1096:39, 1101:21, 1101:25, 1104:27, 1106:17 leave ^[17] - 1004:25, 1004:28, 1004:33, 1004:36, 1007:42, 1020:38, 1021:12, 1021:22, 1021:29, 1021:33, 1022:5, 1032:40, 1054:35, 1088:4, 1088:21, 1108:7, 1108:20 leaving ^[2] - 981:14, 1041:22 led ^[8] - 1002:45, 1016:26, 1043:14, 1043:15, 1044:20, 1049:37, 1062:25, 1067:27 left ^[20] - 986:14, 1026:30, 1032:46, 1033:2, 1033:3, 1033:9, 1035:2, 1035:5, 1035:10, 1039:3, 1041:21, 1043:3, 1046:19, 1065:18, 1074:6, 1074:37, 1075:14, 1075:24, 1097:26 legal ^[4] - 982:13, 982:16, 982:42, 1062:12 legislation ^[3] - 988:36, 1062:35, 1080:1 legitimacy ^[1] - 1052:33 legitimate ^[1] - 971:20
	J			
	Jim ^[4] - 1063:18, 1065:2, 1066:16, 1107:16 job ^[3] - 985:47, 1040:29, 1108:30 Johnson ^[2] - 1068:34, 1068:38 join ^[3] - 997:2, 1000:14, 1055:15 joint ^[1] - 1046:23 jointly ^[2] - 996:24, 997:35 JRPP ^[1] - 1069:37 judge ^[2] - 992:3, 1076:40 judgment ^[1] - 1006:6 Juliet ^[2] - 1061:47,			
		K		
		Kangaloon ^[2] - 998:30, 999:25 kangaroo ^[1] - 1000:13 keen ^[1] - 1056:39 keep ^[10] - 970:24, 1026:2, 1026:22, 1026:25, 1050:44, 1056:39, 1057:6, 1059:17, 1059:34, 1066:44 keeping ^[3] - 990:23, 990:24, 1060:12 kept ^[9] - 1022:34, 1024:3, 1058:47, 1060:22, 1062:18, 1062:23, 1067:13, 1099:20, 1109:18 Kiama ^[1] - 1098:37 kind ^[3] - 998:42, 1033:35, 1059:22 kindly ^[1] - 1042:42 Klepczarek ^[1] - 1104:4 knowing ^[1] - 1021:47 knowledge ^[4] - 971:29, 975:24, 992:23, 1073:23 knows ^[1] - 1058:32		
		L		
		Labor ^[6] - 1060:39, 1060:40, 1060:41, 1061:27, 1063:47, 1064:8 lack ^[8] - 1004:10, 1004:13, 1004:23, 1005:47, 1006:7, 1007:31, 1007:34, 1009:28 lacked ^[1] - 1033:36 Lackey ^[1] - 1050:24 lady ^[1] - 1044:23 Land ^[7] - 997:46,		

<p>Lehman [3] - 975:40, 1061:40, 1061:42</p> <p>Leichhardt [4] - 982:41, 1067:40, 1067:41, 1067:45</p> <p>length [2] - 1084:2, 1084:6</p> <p>lengthy [1] - 1034:46</p> <p>LEP [14] - 1075:17, 1075:20, 1075:30, 1075:31, 1075:34, 1075:36, 1075:40, 1076:1, 1076:2, 1076:15, 1081:28, 1081:42, 1082:3, 1083:14</p> <p>LEPs [2] - 1079:1, 1080:21</p> <p>less [2] - 1039:40</p> <p>lesser [1] - 1044:13</p> <p>letter [7] - 999:8, 1051:22, 1052:47, 1092:23, 1092:31, 1093:16, 1099:10</p> <p>letters [1] - 1000:5</p> <p>level [22] - 976:39, 1004:1, 1016:35, 1025:10, 1026:2, 1026:3, 1028:40, 1028:44, 1037:17, 1041:12, 1041:45, 1042:25, 1061:2, 1061:32, 1064:38, 1067:14, 1068:16, 1071:12, 1080:19, 1080:44, 1088:27, 1101:21</p> <p>levels [1] - 1075:2</p> <p>levers [1] - 1082:22</p> <p>levy [2] - 1007:3, 1007:13</p> <p>Liberal [6] - 1061:27, 1064:8, 1064:46, 1065:17, 1065:19, 1098:32</p> <p>Lidgard [1] - 1010:19</p> <p>lies [1] - 1082:2</p> <p>life [6] - 977:30, 1024:39, 1040:30, 1044:12, 1050:4, 1064:32</p> <p>light [1] - 979:2</p> <p>lights [1] - 1082:39</p> <p>like-minded [1] - 1097:45</p> <p>likely [2] - 1058:25, 1078:41</p> <p>limit [1] - 1034:25</p> <p>line [10] - 981:40, 982:47, 983:44,</p>	<p>1002:6, 1028:29, 1032:13, 1050:30, 1064:8, 1082:26, 1097:30</p> <p>lines [3] - 1054:3, 1054:7, 1064:23</p> <p>list [2] - 1078:21, 1107:43</p> <p>listed [1] - 1107:47</p> <p>listen [7] - 1043:6, 1076:38, 1076:39, 1076:45, 1076:46, 1077:12, 1099:12</p> <p>listening [3] - 972:11, 1033:28, 1075:15</p> <p>literally [1] - 1080:1</p> <p>live [2] - 1012:43, 1013:7</p> <p>living [1] - 1078:46</p> <p>loaded [1] - 1082:38</p> <p>lobbying [3] - 1101:35, 1101:36, 1101:38</p> <p>local [55] - 974:39, 975:6, 980:23, 980:37, 981:7, 981:9, 981:29, 981:32, 982:31, 989:10, 1024:23, 1024:40, 1027:12, 1036:9, 1036:38, 1049:41, 1056:31, 1061:1, 1064:9, 1064:15, 1064:22, 1064:27, 1064:38, 1064:39, 1069:21, 1075:17, 1077:10, 1079:38, 1079:40, 1079:44, 1079:45, 1081:5, 1081:8, 1081:9, 1081:10, 1083:1, 1083:6, 1086:14, 1086:23, 1088:10, 1088:28, 1098:5, 1098:37, 1098:38, 1099:6, 1099:7, 1099:30, 1099:33, 1101:34, 1107:17, 1107:20, 1108:18, 1108:32, 1108:36</p> <p>Local [14] - 985:31, 986:42, 1027:7, 1028:11, 1046:9, 1046:32, 1047:17, 1073:28, 1075:36, 1091:40, 1091:45, 1092:10, 1095:11, 1105:5</p> <p>locality [1] - 1043:32</p>	<p>location [1] - 1036:2</p> <p>lodge [1] - 995:4</p> <p>lodged [2] - 995:9, 998:45</p> <p>logic [3] - 1025:29, 1101:6, 1101:17</p> <p>longevity [1] - 1025:31</p> <p>look [29] - 980:9, 996:42, 996:45, 996:46, 997:8, 1025:31, 1041:16, 1042:28, 1048:24, 1059:12, 1061:38, 1061:39, 1061:45, 1063:15, 1063:47, 1070:10, 1072:24, 1074:21, 1074:29, 1075:30, 1082:37, 1096:46, 1098:3, 1104:41, 1105:2, 1107:15, 1108:11, 1108:14, 1109:6</p> <p>looked [2] - 999:4, 1050:34</p> <p>looking [8] - 981:19, 1019:40, 1020:7, 1020:24, 1040:7, 1049:38, 1070:8, 1092:21</p> <p>looks [1] - 1046:33</p> <p>loss [4] - 976:37, 1043:40, 1104:26, 1106:17</p> <p>lost [7] - 1035:37, 1037:44, 1041:43, 1044:46, 1062:9, 1062:33, 1065:17</p> <p>loved [1] - 997:43</p> <p>low [1] - 1074:28</p> <p>lower [1] - 1028:44</p> <p>lowers [1] - 1035:29</p> <p>lunch [1] - 1059:32</p> <p>LUNCHEON [1] - 1059:47</p> <p>Lyndon [2] - 1068:34, 1068:38</p>	<p>major [13] - 972:5, 975:34, 982:13, 990:6, 1001:19, 1006:2, 1021:37, 1021:44, 1029:27, 1035:40, 1035:41, 1054:23, 1099:42</p> <p>Major [1] - 1063:18</p> <p>majority [20] - 995:26, 1003:37, 1004:37, 1006:1, 1006:12, 1008:13, 1008:15, 1039:16, 1039:19, 1041:20, 1042:24, 1078:10, 1083:12, 1091:20, 1095:1, 1095:4, 1097:24, 1101:9, 1104:33</p> <p>maligned [1] - 1036:2</p> <p>man [6] - 1061:18, 1064:37, 1067:47, 1090:39, 1091:7, 1098:10</p> <p>manage [2] - 985:47, 1042:25</p> <p>managed [1] - 1079:5</p> <p>management [3] - 979:26, 987:3, 1028:38</p> <p>manager [74] - 973:36, 975:11, 975:26, 975:27, 983:45, 985:15, 985:20, 985:37, 986:8, 986:16, 986:22, 986:26, 986:28, 987:1, 988:11, 988:13, 988:36, 989:19, 989:20, 989:21, 989:31, 989:34, 990:10, 990:47, 991:1, 991:9, 991:14, 991:19, 991:24, 991:34, 991:44, 992:23, 993:12, 993:15, 993:23, 993:28, 993:31, 993:34, 993:35, 993:44, 994:9, 994:13, 994:47, 998:21, 998:38, 1007:45, 1017:19, 1027:13, 1027:46, 1028:39, 1029:26, 1030:26, 1030:27, 1043:43, 1044:13, 1044:17, 1070:11, 1070:16, 1070:18, 1070:35, 1071:17,</p>	<p>1071:19, 1071:39, 1072:36, 1074:2, 1075:7, 1075:15, 1083:27, 1090:34, 1092:32, 1097:8, 1108:19</p> <p>manager's [10] - 986:5, 989:15, 992:46, 994:19, 994:22, 1008:3, 1008:26, 1008:36, 1008:40, 1075:5</p> <p>managers [7] - 1028:40, 1030:31, 1074:33, 1075:8, 1075:9, 1075:11, 1104:4</p> <p>mandatory [1] - 1027:22</p> <p>mangers [1] - 1028:39</p> <p>manifests [1] - 1035:18</p> <p>manner [5] - 1027:3, 1041:41, 1058:19, 1058:35, 1100:34</p> <p>March [8] - 1010:20, 1017:24, 1039:9, 1092:32, 1092:38, 1093:6, 1093:7, 1097:34</p> <p>march [1] - 1000:13</p> <p>marched [1] - 979:29</p> <p>Mark [3] - 996:41, 998:46, 1002:3</p> <p>mark [3] - 998:13, 1043:12, 1068:14</p> <p>marked [1] - 998:13</p> <p>Markwart [6] - 1001:23, 1051:31, 1051:34, 1058:13, 1076:21, 1097:39</p> <p>massive [5] - 1006:28, 1036:26, 1037:11, 1083:20, 1106:25</p> <p>material [1] - 1022:41</p> <p>matter [48] - 978:29, 980:16, 980:39, 982:32, 983:13, 983:15, 983:40, 984:8, 986:9, 988:16, 989:27, 989:29, 989:35, 990:16, 992:4, 994:44, 995:25, 996:40, 998:30, 1001:23, 1004:39, 1005:8, 1006:1, 1006:46, 1009:8, 1009:35, 1009:39, 1010:45, 1011:17,</p>
M				
<p>Mack [1] - 982:37</p> <p>main [5] - 970:13, 972:44, 976:29, 1052:46, 1104:1</p> <p>maintain [3] - 1012:35, 1040:20, 1042:8</p> <p>maintained [1] - 1054:30</p>				

<p>1012:7, 1017:9, 1029:24, 1029:35, 1034:31, 1034:35, 1036:31, 1039:36, 1048:42, 1049:27, 1062:47, 1072:7, 1072:14, 1076:37, 1076:40, 1078:24, 1096:3, 1101:17</p> <p>matters [52] - 979:45, 982:5, 982:41, 983:32, 984:2, 986:7, 986:14, 986:23, 986:29, 987:40, 992:26, 995:29, 997:47, 998:7, 999:9, 1002:9, 1003:45, 1006:27, 1007:37, 1008:15, 1008:43, 1009:1, 1009:43, 1012:31, 1013:1, 1017:10, 1018:18, 1021:45, 1022:41, 1027:47, 1028:30, 1028:44, 1032:4, 1033:12, 1036:15, 1036:19, 1036:21, 1036:32, 1036:44, 1040:18, 1045:18, 1054:23, 1056:47, 1057:19, 1070:26, 1076:27, 1078:14, 1081:43, 1083:8, 1086:6, 1088:28, 1094:8</p> <p>mature [1] - 978:47</p> <p>mayor [71] - 971:16, 981:10, 985:32, 987:28, 987:36, 987:47, 988:45, 993:45, 998:21, 999:25, 999:26, 1000:42, 1001:5, 1008:2, 1008:11, 1009:36, 1010:29, 1011:10, 1012:1, 1012:2, 1012:4, 1018:18, 1021:11, 1038:14, 1038:21, 1038:39, 1040:29, 1040:45, 1041:28, 1042:9, 1042:35, 1042:42, 1042:44, 1042:47, 1043:3, 1043:6, 1043:36, 1046:21, 1051:20, 1053:18, 1054:30, 1054:36, 1055:23, 1058:33, 1058:34, 1060:44, 1065:14,</p>	<p>1065:16, 1068:30, 1068:44, 1069:6, 1069:28, 1090:34, 1092:31, 1093:46, 1094:22, 1094:32, 1094:34, 1096:45, 1096:46, 1098:36, 1098:38, 1099:20, 1099:24, 1099:32, 1099:35, 1101:34, 1101:37, 1104:3</p> <p>Mayor [22] - 983:5, 1010:26, 1011:3, 1012:9, 1012:18, 1018:8, 1018:12, 1018:42, 1020:25, 1053:34, 1054:17, 1054:27, 1056:19, 1056:26, 1067:40, 1068:44, 1070:39, 1097:9, 1102:12, 1103:9, 1104:24</p> <p>mayor's [1] - 1009:42</p> <p>mayoral [1] - 1042:46</p> <p>mayors [2] - 1025:36, 1025:37</p> <p>McArthur [1] - 1024:22</p> <p>MCLAUGHLIN [1] - 1060:10</p> <p>McLaughlin [20] - 970:39, 970:40, 985:45, 1045:26, 1045:31, 1045:34, 1045:37, 1051:19, 1059:30, 1059:34, 1060:6, 1087:13, 1089:47, 1090:7, 1095:10, 1095:25, 1106:38, 1109:11, 1109:14, 1109:24</p> <p>McManus [3] - 1079:17, 1107:28, 1107:46</p> <p>mean [30] - 974:40, 978:18, 979:40, 983:34, 989:22, 996:7, 999:42, 1011:24, 1011:42, 1017:6, 1018:16, 1030:18, 1038:5, 1050:3, 1050:9, 1052:39, 1054:30, 1056:40, 1058:13, 1058:22, 1064:32, 1069:23, 1071:18, 1074:27, 1082:43, 1082:44, 1098:11, 1103:9, 1108:18</p> <p>means [4] - 990:23,</p>	<p>1012:45, 1089:4, 1103:4</p> <p>meant [1] - 1009:1</p> <p>mechanism [2] - 995:3, 1006:26</p> <p>mechanisms [4] - 994:47, 995:2, 1037:19, 1042:3</p> <p>media [15] - 983:38, 983:39, 997:45, 998:41, 1005:7, 1009:7, 1039:46, 1051:8, 1051:22, 1051:25, 1055:44, 1056:22, 1084:33</p> <p>meet [3] - 1051:22, 1051:24, 1091:12</p> <p>meeting [99] - 970:37, 980:22, 986:10, 989:22, 990:33, 991:39, 993:4, 994:27, 994:31, 994:40, 994:46, 995:12, 1001:27, 1003:6, 1004:19, 1004:46, 1005:16, 1006:43, 1007:26, 1009:9, 1009:30, 1009:33, 1009:35, 1009:37, 1009:38, 1009:39, 1009:43, 1009:46, 1010:1, 1010:15, 1010:20, 1010:21, 1010:33, 1010:38, 1011:1, 1017:24, 1017:47, 1018:36, 1018:43, 1020:25, 1020:30, 1020:38, 1021:4, 1021:12, 1021:15, 1021:21, 1021:22, 1021:25, 1021:26, 1021:30, 1025:9, 1028:20, 1034:2, 1035:25, 1038:6, 1039:14, 1040:32, 1040:40, 1041:34, 1041:39, 1042:10, 1042:11, 1044:2, 1044:26, 1045:23, 1045:30, 1045:33, 1045:35, 1046:30, 1051:27, 1051:43, 1070:15, 1070:17, 1070:19, 1070:22, 1072:34, 1072:35, 1072:36, 1083:42, 1083:43, 1084:16, 1085:9, 1085:21, 1090:20, 1090:44,</p>	<p>1093:7, 1093:12, 1093:17, 1093:24, 1093:37, 1094:3, 1094:9, 1094:17, 1094:20, 1094:21, 1100:42</p> <p>Meeting [6] - 1010:23, 1018:32, 1027:34, 1027:41, 1028:3, 1073:38</p> <p>meetings [68] - 981:32, 982:18, 984:10, 986:10, 992:16, 993:3, 999:14, 999:19, 1004:1, 1004:24, 1004:31, 1010:26, 1010:30, 1016:40, 1017:14, 1018:27, 1024:43, 1025:28, 1033:10, 1035:13, 1035:21, 1036:20, 1036:40, 1037:3, 1040:21, 1040:22, 1041:14, 1041:15, 1042:5, 1042:27, 1043:12, 1043:16, 1049:45, 1056:44, 1061:5, 1061:7, 1061:10, 1061:24, 1061:37, 1067:11, 1068:23, 1070:9, 1070:40, 1071:4, 1071:8, 1077:31, 1083:9, 1083:39, 1084:2, 1084:6, 1084:10, 1084:17, 1084:18, 1084:19, 1084:22, 1084:30, 1084:37, 1084:44, 1085:22, 1085:36, 1085:45, 1086:4, 1098:14, 1099:32, 1100:31, 1100:41, 1107:21</p> <p>meets [2] - 1107:44, 1107:46</p> <p>member [20] - 971:9, 976:41, 979:26, 979:29, 990:9, 998:15, 1028:43, 1045:5, 1055:28, 1063:30, 1064:24, 1091:39, 1096:7, 1098:36, 1098:37, 1098:38, 1099:30, 1099:33, 1100:32, 1101:34</p> <p>Members [1] - 1027:8</p> <p>members [21] -</p>	<p>1002:37, 1006:20, 1012:2, 1026:33, 1028:37, 1034:25, 1044:40, 1045:19, 1046:22, 1057:43, 1088:4, 1088:22, 1098:5, 1099:6, 1099:7, 1099:8, 1108:18, 1108:32, 1108:36</p> <p>membership [1] - 1001:2</p> <p>Memorial [1] - 972:34</p> <p>memory [2] - 1063:15, 1093:22</p> <p>mens [1] - 1024:23</p> <p>mental [1] - 1044:23</p> <p>mention [5] - 1033:43, 1045:5, 1071:27, 1071:30, 1099:21</p> <p>mentioned [8] - 978:3, 997:26, 1027:29, 1050:14, 1051:29, 1055:21, 1057:35, 1059:12</p> <p>mentioning [1] - 1045:5</p> <p>mentored [1] - 982:39</p> <p>merit [2] - 1052:24, 1054:33</p> <p>meritorious [2] - 1089:14, 1089:30</p> <p>merits [5] - 970:20, 970:23, 1005:31, 1005:38, 1006:32</p> <p>message [1] - 1022:33</p> <p>met [7] - 1044:25, 1051:24, 1067:40, 1082:36, 1083:13, 1084:6</p> <p>method [2] - 1068:46</p> <p>microphone [1] - 1026:19</p> <p>mid-2019 [1] - 1043:47</p> <p>middle [3] - 979:25, 1052:7, 1105:28</p> <p>might [80] - 981:8, 981:14, 983:10, 984:8, 988:31, 988:32, 989:8, 989:35, 990:13, 990:35, 990:37, 993:11, 993:30, 999:19, 1008:34, 1008:47, 1009:46, 1011:30, 1011:42, 1012:16, 1016:27, 1016:28, 1017:10, 1017:23, 1018:21, 1019:44, 1022:3,</p>
---	--	--	--	--

1022:5, 1025:32, 1031:1, 1033:28, 1036:40, 1037:22, 1042:24, 1047:6, 1047:7, 1048:8, 1048:45, 1049:24, 1049:29, 1050:5, 1052:11, 1052:26, 1052:27, 1052:32, 1052:38, 1054:41, 1057:16, 1058:32, 1058:34, 1059:32, 1062:38, 1067:4, 1067:5, 1068:29, 1068:30, 1068:39, 1076:46, 1078:30, 1078:31, 1081:11, 1082:24, 1084:16, 1084:36, 1085:29, 1086:14, 1086:43, 1087:4, 1088:4, 1088:20, 1088:21, 1089:39, 1092:14, 1093:22, 1096:15, 1097:6, 1102:6, 1105:17, 1106:40 mightn't [2] - 1085:31, 1108:37 million [4] - 972:15, 1005:28, 1006:23, 1069:37 mind [27] - 970:25, 1016:32, 1026:19, 1030:5, 1033:22, 1034:42, 1041:13, 1041:16, 1043:18, 1045:4, 1045:8, 1046:14, 1053:42, 1054:28, 1054:29, 1054:42, 1054:47, 1057:6, 1057:28, 1058:4, 1066:6, 1070:30, 1072:8, 1072:21, 1086:33, 1089:13, 1090:26 minded [2] - 1056:41, 1097:45 mine [3] - 976:24, 1070:21 minimum [1] - 1042:25 Minister [28] - 1004:46, 1038:15, 1039:8, 1039:47, 1041:34, 1046:9, 1052:18, 1052:21, 1052:27, 1052:33, 1065:26, 1090:20, 1090:24, 1090:32, 1091:12, 1092:6,	1092:32, 1094:10, 1094:47, 1095:4, 1099:10, 1099:14, 1100:47, 1103:30, 1105:5, 1105:6, 1105:10, 1105:15 ministerial [3] - 1011:24, 1011:26, 1011:34 minor [1] - 1050:16 minority [3] - 1042:23, 1058:24, 1099:13 minutes [11] - 970:14, 970:31, 970:32, 970:40, 989:37, 1017:24, 1020:10, 1022:28, 1022:30, 1059:42 misconduct [8] - 1046:46, 1047:19, 1047:38, 1095:20, 1095:35, 1095:40, 1096:9, 1096:33 misconduct [1] - 1096:23 miserably [1] - 973:43 misguided [1] - 1075:29 misinformation [2] - 971:16, 971:19 mismanagement [2] - 1000:34, 1000:40 misrepresentation [10] - 976:37, 976:38, 977:8, 977:9, 977:16, 977:20, 977:27, 977:28, 978:38 misrepresentations [1] - 976:10 misrepresented [1] - 976:43 miss [1] - 1006:38 missed [3] - 1004:31, 1004:46, 1085:41 misuse [1] - 1007:41 misused [1] - 995:10 Mittagong [8] - 972:19, 973:4, 985:36, 1024:13, 1024:14, 1048:43, 1049:5, 1082:32 mix [1] - 1025:45 mixed [2] - 1049:12, 1063:43 mmm-hmm [1] - 1087:19 MO [1] - 1067:42 model [2] - 979:3, 1007:21	modern [1] - 1044:21 moment [16] - 974:26, 984:17, 986:22, 990:10, 994:3, 994:6, 995:33, 1012:27, 1020:34, 1029:8, 1041:13, 1044:7, 1057:28, 1083:37, 1094:26, 1105:40 money [26] - 1006:1, 1006:44, 1006:47, 1007:2, 1007:9, 1007:12, 1061:41, 1061:46, 1062:2, 1062:5, 1062:26, 1062:28, 1062:33, 1062:36, 1070:2, 1070:3, 1074:29, 1074:31, 1083:28, 1096:35, 1098:46, 1098:47, 1102:8, 1104:37, 1104:46, 1108:38 monies [1] - 1062:18 monitoring [1] - 1100:31 month [2] - 1056:45, 1083:42 monthly [1] - 1084:19 months [13] - 998:19, 1007:8, 1008:4, 1008:14, 1027:3, 1037:31, 1037:43, 1039:43, 1040:2, 1041:1, 1041:2, 1043:13, 1065:15 mood [2] - 1025:43, 1037:28 mooted [1] - 1101:47 morning [19] - 970:13, 996:47, 1000:36, 1022:14, 1024:3, 1046:8, 1047:43, 1048:6, 1048:19, 1048:47, 1049:22, 1058:46, 1071:16, 1077:4, 1083:8, 1085:39, 1090:11, 1109:19 Morris [1] - 1099:27 Moss [4] - 969:21, 976:29, 1003:11, 1050:24 most [18] - 1016:47, 1029:8, 1029:10, 1029:17, 1031:18, 1034:16, 1035:45, 1038:42, 1048:38, 1055:28, 1058:19,	1065:47, 1066:7, 1071:7, 1076:18, 1080:42, 1085:10, 1087:14 mostly [2] - 995:11, 1011:5 motion [12] - 995:5, 995:11, 1018:39, 1039:6, 1046:45, 1070:17, 1079:25, 1084:37, 1084:39, 1094:16, 1100:24, 1107:31 motions [3] - 1002:45, 1039:8, 1043:2 motive [1] - 1039:45 mountain [1] - 998:25 movable [1] - 1000:4 move [25] - 971:46, 974:3, 988:43, 1001:18, 1008:2, 1008:11, 1012:22, 1012:39, 1016:3, 1036:10, 1036:11, 1036:12, 1038:21, 1047:27, 1050:38, 1057:13, 1061:14, 1062:9, 1082:32, 1083:32, 1091:33, 1106:34, 1107:32, 1107:37 moved [6] - 1007:2, 1061:11, 1061:12, 1070:17, 1083:19, 1092:42 moving [7] - 980:2, 1002:43, 1026:19, 1056:43, 1056:44, 1074:16, 1099:24 MP [2] - 977:14, 980:23 MPs [9] - 976:38, 977:12, 980:38, 981:32, 981:33, 1098:32, 1098:34, 1099:9 multi [2] - 982:35, 982:44 multi-storey [2] - 982:35, 982:44 multiple [5] - 1036:38, 1038:34, 1042:20, 1043:10, 1086:9 must [12] - 994:19, 1006:47, 1027:2, 1031:25, 1031:28, 1031:39, 1037:10, 1055:45, 1087:23, 1087:26, 1087:39, 1101:20	mute [2] - 1010:27, 1010:41 N name [6] - 1003:11, 1045:5, 1049:39, 1051:15, 1068:2, 1097:39 named [2] - 974:22, 1045:24 namely [1] - 1028:11 near [5] - 977:17, 990:22, 1025:21, 1091:29, 1091:31 nearly [1] - 1079:2 necessarily [9] - 971:42, 971:44, 1041:32, 1053:33, 1054:27, 1054:35, 1054:41, 1056:9, 1076:38 necessary [6] - 976:47, 989:1, 1026:32, 1068:8, 1095:25, 1099:43 necked [1] - 1041:37 need [21] - 970:22, 971:42, 971:43, 982:24, 984:27, 1000:43, 1000:45, 1011:42, 1012:16, 1013:1, 1025:43, 1033:32, 1045:35, 1048:35, 1068:2, 1085:2, 1085:29, 1090:2, 1094:34, 1109:37 needed [9] - 994:28, 1003:9, 1025:20, 1059:18, 1062:5, 1073:23, 1078:27, 1082:45, 1108:35 needs [5] - 989:21, 994:7, 1054:19, 1090:46, 1107:35 negative [4] - 1036:11, 1044:38, 1066:34, 1073:46 neglect [1] - 975:38 neighbour's [1] - 997:11 neighbourhood [1] - 1078:7 neighbours [1] - 1088:43 Nelson [1] - 1107:26 net [2] - 1106:4 neutral [2] - 1066:34,
--	--	--	--	---

1079:40 never [8] - 979:35, 989:43, 1035:1, 1047:22, 1055:46, 1074:24, 1090:27, 1095:20 Neville [3] - 1062:3, 1062:20 New [1] - 1024:19 new [5] - 979:1, 1025:25, 1026:38, 1029:22, 1065:1 next [35] - 971:11, 972:19, 972:34, 975:37, 976:5, 980:20, 980:22, 980:32, 982:5, 984:44, 985:9, 996:21, 999:44, 1000:19, 1000:22, 1003:16, 1003:45, 1004:43, 1005:24, 1007:36, 1007:44, 1009:30, 1011:22, 1019:30, 1023:44, 1031:36, 1032:9, 1037:43, 1041:34, 1059:28, 1059:30, 1060:5, 1065:3, 1096:15, 1097:5 nice [2] - 1051:21, 1106:47 Nick [4] - 998:47, 1045:11, 1045:44, 1103:38 night [14] - 970:6, 973:4, 973:10, 973:14, 973:26, 973:31, 974:2, 996:41, 1003:46, 1004:19, 1011:23, 1011:28, 1016:11, 1039:32 nine [3] - 1065:21, 1081:14, 1081:17 no-one [2] - 1077:14, 1099:13 No.2 [5] - 986:12, 995:23, 1002:15, 1063:17, 1064:3 No.7 [1] - 1093:34 none [1] - 1011:10 noon [2] - 984:27, 1022:41 Norm [1] - 1069:40 norm [2] - 1025:17, 1025:33 normal [1] - 1034:1 normally [2] - 982:28, 1009:16	nose [1] - 1108:18 not [1] - 1090:39 not-for-profit [1] - 1027:9 notable [2] - 996:40, 1026:12 note [4] - 990:34, 1009:26, 1018:35, 1091:18 noted [1] - 989:36 notes [3] - 975:15, 989:32, 1099:20 nothing [6] - 977:35, 979:4, 989:37, 1000:14, 1045:32, 1052:15 notice [17] - 974:27, 974:36, 1041:35, 1065:30, 1092:33, 1092:37, 1093:6, 1096:8, 1100:13, 1100:19, 1100:28, 1101:3, 1101:8, 1101:20, 1101:22, 1101:26, 1101:43 notwithstanding [2] - 1056:35, 1064:24 NSW [1] - 969:21 number [9] - 989:23, 1008:4, 1010:46, 1016:27, 1020:40, 1021:45, 1047:31, 1058:14, 1095:44 numbers [3] - 978:17, 1020:5, 1066:45 numerous [14] - 972:16, 973:25, 973:39, 982:22, 983:32, 983:42, 998:40, 1002:1, 1003:11, 1003:36, 1010:46, 1017:45, 1018:17, 1054:21 Numerous [1] - 1003:16 numerously [1] - 1018:28	1030:9, 1030:14, 1030:23, 1030:36, 1088:3, 1088:5, 1088:20, 1088:22, 1088:35, 1089:5 objectors [5] - 1034:10, 1034:11, 1076:39, 1076:46, 1077:12 obligation [9] - 986:22, 986:24, 986:29, 988:10, 988:23, 988:35, 994:22, 1002:22, 1084:43 obligations [10] - 988:11, 988:25, 988:39, 992:6, 1002:32, 1040:20, 1040:24, 1041:8, 1064:25, 1100:36 obliged [1] - 1027:11 obliterated [1] - 1079:32 observation [4] - 1016:41, 1034:24, 1076:13, 1085:45 observations [9] - 985:25, 1036:18, 1036:32, 1045:15, 1046:6, 1063:5, 1063:37, 1063:44, 1085:38 observe [3] - 1008:27, 1065:23, 1084:36 observed [5] - 1024:36, 1025:13, 1025:34, 1067:23, 1100:32 observer [1] - 990:3 observing [2] - 1012:29, 1025:28 obvious [14] - 1003:5, 1028:13, 1033:44, 1035:19, 1035:38, 1039:43, 1042:6, 1042:29, 1044:8, 1044:10, 1045:36, 1045:37, 1055:44, 1070:8 obviously [6] - 995:3, 1006:21, 1008:45, 1034:31, 1034:45, 1037:30 occasion [16] - 1010:29, 1018:15, 1030:29, 1030:30, 1031:29, 1033:15, 1033:43, 1034:17, 1035:1, 1035:39,	1038:1, 1042:44, 1043:47, 1046:27, 1077:19, 1087:27 occasionally [1] - 989:38 occasions [16] - 989:23, 998:40, 1018:17, 1024:37, 1024:45, 1033:44, 1035:7, 1035:26, 1040:26, 1043:1, 1043:4, 1043:7, 1053:21, 1054:21, 1077:31, 1099:26 occupied [1] - 1084:22 occur [5] - 1046:4, 1046:35, 1055:35, 1058:1, 1059:19 occurred [3] - 1042:39, 1046:24, 1073:29 occurring [2] - 1057:41, 1059:19 October [1] - 1012:9 offensive [1] - 1017:3 offer [5] - 984:19, 992:42, 1024:40, 1052:42, 1060:46 offered [3] - 999:7, 1104:35, 1104:36 Office [2] - 1046:9, 1046:32 officer [1] - 1002:42 Officer [2] - 969:29, 969:30 officially [2] - 1016:29, 1036:21 officials [1] - 1081:10 often [6] - 990:25, 1004:34, 1011:15, 1016:46, 1016:47, 1084:10 old [3] - 973:6, 985:36, 1000:5 OLG [5] - 1065:22, 1090:24, 1096:33, 1100:32, 1100:33 on-off [1] - 1018:16 once [14] - 1012:6, 1029:18, 1033:46, 1035:10, 1036:25, 1042:29, 1045:41, 1046:3, 1055:36, 1056:19, 1056:45, 1057:39, 1083:42, 1109:17 one [130] - 972:10, 973:6, 977:1, 978:18, 985:35,	986:11, 987:8, 987:15, 987:24, 987:43, 988:7, 988:34, 988:41, 989:4, 989:7, 989:8, 992:13, 993:3, 993:23, 994:32, 994:47, 995:2, 995:3, 995:4, 995:13, 995:21, 995:27, 996:40, 999:9, 999:47, 1000:1, 1000:12, 1002:6, 1003:5, 1003:21, 1003:24, 1003:38, 1003:46, 1004:30, 1004:31, 1004:45, 1004:47, 1006:28, 1009:35, 1009:41, 1018:15, 1019:27, 1019:30, 1021:27, 1026:24, 1028:12, 1029:9, 1029:10, 1030:30, 1030:31, 1032:26, 1032:32, 1034:25, 1034:26, 1034:29, 1035:40, 1035:41, 1036:17, 1036:47, 1037:12, 1038:12, 1038:13, 1038:17, 1038:41, 1039:1, 1039:21, 1039:23, 1040:10, 1040:11, 1040:18, 1042:29, 1043:29, 1043:30, 1043:41, 1043:46, 1044:2, 1045:21, 1046:30, 1046:44, 1049:23, 1050:33, 1053:21, 1055:16, 1055:25, 1056:17, 1056:30, 1057:27, 1058:1, 1062:24, 1066:15, 1069:3, 1070:14, 1071:16, 1073:7, 1073:13, 1076:6, 1077:14, 1079:10, 1081:2, 1081:13, 1084:14, 1084:20, 1084:36, 1085:2, 1085:29, 1085:36, 1085:38, 1089:39, 1090:15, 1090:33, 1090:45, 1091:10, 1094:28, 1097:15, 1097:25, 1097:38, 1098:40, 1099:13, 1103:41, 1107:18, 1107:46, 1108:36
O				
Oak [1] - 1097:10 objected [1] - 1046:20 objection [6] - 1030:37, 1032:34, 1086:31, 1086:39, 1088:3, 1088:35 objections [1] - 1036:1 objector [11] - 1030:5,				

<p>one-on-ones ^[1] - 1073:13</p> <p>one-year-old ^[1] - 973:6</p> <p>ones ^[7] - 997:43, 1072:43, 1073:13, 1076:20, 1076:21, 1076:30</p> <p>ongoing ^[1] - 1049:27</p> <p>open ^[14] - 970:45, 971:1, 982:42, 984:3, 988:15, 991:12, 1000:43, 1009:9, 1009:15, 1009:23, 1016:4, 1057:6, 1075:2, 1099:10</p> <p>opening ^[1] - 1023:2</p> <p>openness ^[1] - 988:16</p> <p>operate ^[5] - 1024:14, 1057:41, 1058:18, 1058:34, 1075:10</p> <p>operated ^[2] - 1017:6, 1078:11</p> <p>operating ^[2] - 1105:47, 1106:3</p> <p>operation ^[2] - 988:15, 1072:16</p> <p>operational ^[13] - 980:16, 982:5, 988:4, 996:31, 1006:24, 1028:14, 1028:25, 1028:30, 1028:44, 1029:11, 1054:23, 1072:14, 1074:19</p> <p>opinion ^[19] - 973:42, 982:9, 995:10, 997:23, 1028:30, 1030:20, 1034:4, 1035:38, 1037:32, 1040:41, 1041:4, 1042:38, 1055:40, 1068:21, 1068:28, 1069:15, 1070:31, 1070:32, 1070:34</p> <p>opinions ^[1] - 1075:10</p> <p>opportunity ^[23] - 971:45, 993:44, 994:39, 994:40, 1005:10, 1023:8, 1023:10, 1023:33, 1054:40, 1055:13, 1056:2, 1062:11, 1062:33, 1063:32, 1065:41, 1065:46, 1066:8, 1077:14, 1098:6, 1103:22, 1103:24, 1104:18, 1107:7</p>	<p>oppose ^[1] - 1029:47</p> <p>opposed ^[4] - 997:3, 1001:34, 1079:10, 1079:20</p> <p>opposite ^[1] - 974:44</p> <p>opposition ^[4] - 998:13, 1063:47, 1064:6, 1064:19</p> <p>opposition" ^[1] - 1064:16</p> <p>option ^[3] - 1096:44, 1096:46, 1096:47</p> <p>options ^[2] - 1090:45</p> <p>oral ^[1] - 1023:31</p> <p>orally ^[2] - 970:6, 1003:46</p> <p>order ^[18] - 977:4, 998:22, 1010:47, 1011:7, 1011:9, 1011:11, 1011:19, 1011:23, 1012:34, 1020:38, 1040:21, 1040:35, 1042:8, 1042:15, 1042:17, 1092:33, 1092:37</p> <p>Order ^[6] - 1011:29, 1011:38, 1039:26, 1100:20, 1100:25, 1101:1</p> <p>orders ^[1] - 1018:36</p> <p>organisation ^[7] - 974:20, 974:28, 974:31, 1075:12, 1104:34, 1108:20, 1108:23</p> <p>organisations ^[1] - 992:17</p> <p>organised ^[1] - 1071:21</p> <p>originally ^[1] - 1061:41</p> <p>otherwise ^[5] - 1044:44, 1076:16, 1076:35, 1077:6, 1077:42</p> <p>ought ^[8] - 985:42, 986:7, 986:24, 990:4, 1022:19, 1059:3, 1076:36, 1109:24</p> <p>ourselves ^[1] - 1063:27</p> <p>outcomes ^[2] - 1050:11, 1050:12</p> <p>outside ^[16] - 971:21, 972:47, 976:2, 996:30, 998:8, 1007:24, 1009:7, 1009:21, 1009:32, 1059:31, 1068:35,</p>	<p>1068:39, 1068:40, 1089:1, 1089:17, 1089:31</p> <p>outspoken ^[1] - 1029:36</p> <p>overall ^[2] - 981:19, 1006:15</p> <p>overarching ^[3] - 1081:18, 1082:19, 1082:25</p> <p>overheard ^[1] - 1042:34</p> <p>overrides ^[1] - 1080:30</p> <p>overrode ^[1] - 1079:1</p> <p>overseen ^[2] - 1002:3, 1002:42</p> <p>overstating ^[1] - 1046:41</p> <p>overuse ^[1] - 1011:8</p> <p>own ^[20] - 971:25, 981:24, 991:26, 1012:4, 1020:43, 1020:45, 1024:14, 1034:39, 1035:17, 1041:13, 1042:37, 1062:34, 1064:32, 1064:33, 1064:34, 1066:2, 1084:15</p> <p>owned ^[4] - 982:34, 996:24, 997:35</p> <p>owner ^[1] - 1079:28</p>	<p>1086:14, 1086:19, 1086:24, 1088:10, 1088:28, 1102:4, 1102:5, 1107:40</p> <p>paper ^[4] - 1084:24, 1090:7, 1098:14, 1105:4</p> <p>papers ^[2] - 1084:25, 1084:27</p> <p>paradigmatically ^[1] - 982:6</p> <p>paragraph ^[6] - 1054:32, 1055:21, 1093:41, 1094:8, 1094:28, 1094:45</p> <p>paragraphs ^[1] - 1094:27</p> <p>parameters ^[1] - 1082:25</p> <p>paraphrase ^[1] - 1074:47</p> <p>paraphrasing ^[1] - 1056:18</p> <p>pardon ^[4] - 1034:33, 1055:6, 1068:36, 1076:34</p> <p>Parish ^[67] - 969:28, 970:1, 970:13, 970:21, 970:46, 971:2, 971:28, 973:27, 976:40, 981:46, 984:23, 984:40, 986:40, 988:26, 989:8, 990:22, 991:10, 1004:3, 1008:34, 1010:36, 1012:20, 1013:2, 1016:8, 1019:13, 1020:1, 1020:40, 1021:8, 1022:18, 1023:42, 1024:7, 1026:18, 1026:22, 1030:46, 1031:4, 1032:14, 1033:33, 1036:6, 1047:7, 1054:8, 1054:10, 1055:12, 1055:16, 1055:18, 1056:15, 1057:20, 1057:46, 1059:14, 1059:28, 1060:3, 1060:24, 1061:20, 1063:9, 1063:36, 1066:12, 1085:34, 1087:2, 1089:37, 1089:43, 1090:5, 1090:8, 1095:8, 1101:12, 1104:21, 1107:8, 1107:39, 1109:24, 1109:36</p>	<p>PARISH ^[110] - 970:5, 970:29, 971:37, 975:37, 980:20, 981:43, 984:44, 985:9, 985:34, 986:33, 986:42, 986:46, 989:40, 990:45, 996:21, 1003:16, 1003:45, 1005:24, 1005:33, 1007:18, 1007:23, 1008:39, 1012:25, 1013:4, 1016:10, 1017:28, 1017:37, 1018:5, 1019:9, 1019:16, 1019:20, 1019:24, 1019:30, 1019:40, 1019:44, 1020:3, 1020:7, 1020:13, 1020:21, 1021:11, 1022:21, 1022:30, 1022:37, 1023:44, 1024:9, 1024:11, 1026:29, 1031:1, 1031:6, 1031:10, 1032:16, 1032:24, 1033:38, 1036:8, 1037:22, 1037:26, 1039:32, 1044:32, 1045:15, 1047:10, 1047:14, 1047:27, 1047:33, 1047:43, 1048:45, 1049:4, 1049:10, 1050:38, 1050:43, 1054:16, 1054:46, 1056:17, 1057:13, 1057:25, 1058:1, 1058:42, 1059:6, 1059:30, 1059:39, 1059:45, 1060:5, 1060:26, 1060:28, 1063:11, 1064:13, 1066:14, 1068:8, 1072:20, 1078:40, 1081:26, 1083:6, 1085:36, 1086:47, 1087:4, 1089:45, 1090:10, 1091:29, 1091:37, 1092:5, 1095:10, 1096:15, 1100:12, 1101:17, 1102:41, 1104:23, 1106:34, 1107:13, 1109:11, 1109:26, 1109:39</p> <p>Parish's ^[3] - 1063:4, 1082:23, 1096:2</p> <p>Park ^[1] - 1050:24</p> <p>parking ^[1] - 982:34</p>
---	---	--	---	--

<p>Parliament [3] - 1068:6, 1105:7, 1105:16</p> <p>part [26] - 981:8, 988:31, 996:31, 1000:6, 1001:15, 1012:33, 1024:44, 1025:8, 1025:14, 1030:2, 1035:44, 1042:37, 1044:29, 1053:41, 1066:18, 1075:12, 1075:17, 1077:32, 1077:43, 1082:18, 1086:18, 1098:43, 1099:46, 1100:8, 1101:25, 1101:33</p> <p>participate [2] - 992:5, 992:11</p> <p>participation [1] - 1024:17</p> <p>particular [36] - 977:1, 986:19, 993:3, 993:4, 998:16, 998:29, 1001:5, 1001:8, 1003:12, 1004:29, 1004:30, 1004:31, 1005:47, 1006:32, 1010:38, 1012:7, 1017:9, 1022:2, 1029:37, 1030:15, 1034:15, 1038:31, 1038:37, 1043:36, 1046:40, 1063:15, 1064:10, 1067:42, 1069:4, 1079:11, 1086:17, 1090:33, 1094:26</p> <p>particularly [13] - 980:26, 982:43, 985:15, 986:10, 988:16, 994:32, 997:28, 1003:5, 1005:21, 1018:17, 1021:46, 1054:21, 1076:12</p> <p>parties [2] - 1031:28, 1087:26</p> <p>partly [2] - 1000:23, 1096:39</p> <p>parts [3] - 1033:3, 1054:41, 1066:8</p> <p>party [3] - 1064:23, 1064:24, 1069:24</p> <p>Party [1] - 1065:19</p> <p>pass [3] - 1047:17, 1074:20, 1094:8</p> <p>passage [4] - 994:20, 1012:44, 1013:7, 1016:6</p>	<p>passages [1] - 1055:14</p> <p>passed [5] - 1023:34, 1075:27, 1079:14, 1093:17, 1100:24</p> <p>Passed [1] - 1044:4</p> <p>passing [3] - 975:33, 1035:21, 1077:7</p> <p>passions [1] - 1064:33</p> <p>past [1] - 997:47</p> <p>pat [2] - 981:44, 982:1</p> <p>patient [1] - 1024:5</p> <p>pats [1] - 1055:26</p> <p>pattern [1] - 1003:43</p> <p>Paull [14] - 974:8, 975:11, 975:18, 975:27, 978:16, 979:36, 1044:14, 1062:3, 1062:19, 1065:6, 1097:7, 1097:18, 1097:28, 1108:22</p> <p>Paull's [1] - 977:43</p> <p>pause [8] - 1001:42, 1001:45, 1012:11, 1017:34, 1017:35, 1018:5, 1020:22, 1068:26</p> <p>pausing [1] - 1095:34</p> <p>pay [1] - 1062:14</p> <p>payback [2] - 999:36</p> <p>paying [2] - 1074:32</p> <p>payouts [1] - 1104:35</p> <p>pecuniary [1] - 1048:42</p> <p>pen [1] - 1033:23</p> <p>penultimate [1] - 1100:42</p> <p>people [54] - 971:21, 971:22, 980:5, 981:12, 993:15, 999:31, 1000:14, 1001:9, 1001:17, 1009:7, 1009:21, 1011:39, 1022:1, 1023:19, 1025:45, 1026:9, 1032:40, 1033:1, 1035:8, 1035:20, 1035:27, 1036:2, 1036:43, 1050:16, 1052:27, 1061:45, 1062:12, 1062:32, 1064:40, 1066:27, 1074:34, 1075:1, 1075:37, 1075:43, 1076:5, 1076:13, 1076:16, 1077:15, 1079:4, 1079:16, 1079:20,</p>	<p>1080:8, 1080:30, 1083:32, 1084:33, 1086:10, 1086:13, 1086:17, 1086:21, 1098:18, 1104:1, 1107:42, 1108:10, 1109:8</p> <p>people's [1] - 1090:12</p> <p>Pepping [6] - 996:41, 996:46, 998:46, 1001:26, 1002:3, 1002:42</p> <p>Pepping's [1] - 996:44</p> <p>per [6] - 979:28, 1004:31, 1027:17, 1036:13, 1044:20, 1057:7</p> <p>perceive [2] - 1066:33, 1068:15</p> <p>perceived [5] - 970:32, 1026:32, 1068:13, 1090:14, 1096:9</p> <p>perceives [1] - 1089:29</p> <p>perception [12] - 1003:47, 1035:12, 1040:13, 1052:14, 1052:27, 1052:36, 1053:2, 1086:10, 1086:15, 1086:21, 1086:23, 1086:37</p> <p>perception-wise [1] - 1086:23</p> <p>perceptions [2] - 1052:39, 1053:1</p> <p>perfectly [4] - 1035:39, 1061:16, 1092:41, 1094:40</p> <p>performance [8] - 973:25, 974:40, 1008:9, 1009:14, 1009:22, 1009:42, 1011:22, 1091:21</p> <p>Performance [6] - 1011:28, 1011:37, 1039:25, 1100:20, 1100:25, 1100:47</p> <p>perhaps [29] - 971:24, 977:28, 978:47, 990:29, 990:31, 1002:17, 1003:32, 1007:47, 1019:24, 1021:8, 1021:19, 1022:28, 1022:30, 1022:33, 1036:20, 1036:39, 1037:17, 1041:14, 1047:10, 1047:46, 1048:45, 1049:7, 1052:28,</p>	<p>1059:39, 1064:18, 1073:7, 1075:27, 1082:26, 1107:3</p> <p>period [5] - 1001:34, 1017:14, 1042:45, 1075:35, 1097:28</p> <p>periods [1] - 1087:12</p> <p>permissible [1] - 1075:47</p> <p>permission [1] - 1004:25</p> <p>permitted [1] - 1082:16</p> <p>person [12] - 990:12, 990:15, 990:19, 991:18, 991:23, 995:45, 1034:15, 1067:42, 1069:38, 1070:8, 1075:5, 1090:41</p> <p>person's [1] - 1103:41</p> <p>personal [8] - 1024:12, 1025:6, 1029:47, 1041:31, 1053:28, 1056:36, 1060:29, 1077:5</p> <p>personalities [1] - 1067:22</p> <p>personally [3] - 997:24, 1055:25, 1099:35</p> <p>perspective [3] - 971:25, 1066:2, 1103:25</p> <p>pertinent [1] - 1041:19</p> <p>Peter [1] - 1107:26</p> <p>petition [2] - 971:12</p> <p>petitioners [1] - 971:31</p> <p>petitions [4] - 970:15, 971:15, 971:20, 971:31</p> <p>phase [1] - 972:20</p> <p>Phil [2] - 1060:43, 1061:8</p> <p>philosophy [1] - 982:40</p> <p>phone [7] - 996:40, 1053:22, 1055:4, 1055:9, 1055:15, 1083:31, 1094:20</p> <p>photo [1] - 1099:11</p> <p>phrase [1] - 1064:16</p> <p>phrased [1] - 993:16</p> <p>phraseology [1] - 1031:36</p> <p>physically [1] - 1073:37</p> <p>pick [3] - 1026:25, 1040:18, 1058:22</p>	<p>picked [1] - 1035:13</p> <p>piece [2] - 971:42, 1066:16</p> <p>pieces [1] - 971:44</p> <p>Pin [1] - 1097:10</p> <p>PIO [3] - 1100:14, 1101:18, 1101:42</p> <p>pity [1] - 1047:25</p> <p>place [17] - 973:38, 977:41, 981:29, 989:16, 999:6, 1003:2, 1005:22, 1008:5, 1012:42, 1030:13, 1078:43, 1081:32, 1098:8, 1099:44, 1101:19, 1108:25, 1109:6</p> <p>placed [1] - 1045:39</p> <p>Plan [1] - 1075:37</p> <p>plan [7] - 988:2, 988:4, 988:20, 988:23, 1003:10, 1003:12, 1082:25</p> <p>planned [1] - 1010:21</p> <p>planner [1] - 1079:18</p> <p>planners [4] - 1037:39, 1081:12, 1083:30, 1083:35</p> <p>Planning [2] - 1075:44, 1102:5</p> <p>planning [56] - 978:29, 1001:19, 1003:8, 1028:2, 1029:43, 1031:25, 1032:5, 1033:11, 1036:9, 1036:15, 1036:19, 1036:32, 1036:38, 1036:43, 1036:47, 1037:18, 1043:35, 1043:42, 1044:45, 1045:18, 1046:2, 1050:21, 1056:31, 1056:45, 1076:16, 1078:20, 1078:42, 1078:44, 1078:47, 1079:7, 1079:38, 1079:40, 1080:13, 1080:19, 1080:43, 1080:47, 1081:5, 1081:12, 1083:6, 1083:8, 1083:29, 1086:3, 1086:6, 1086:14, 1086:19, 1086:23, 1087:23, 1087:29, 1087:37, 1088:10, 1088:28, 1102:4, 1102:5, 1107:40</p> <p>plans [7] - 987:4, 987:30, 987:38,</p>
---	---	--	--	--

<p>999:3, 1028:27, 1028:28, 1082:19</p> <p>platform [1] - 1025:29</p> <p>platypus [1] - 999:27</p> <p>play [4] - 1017:26, 1019:5, 1019:18, 1068:21</p> <p>played [7] - 1010:13, 1017:32, 1018:3, 1018:24, 1019:11, 1019:14, 1020:19</p> <p>Playhouse [1] - 973:5</p> <p>playhouse [1] - 975:35</p> <p>playing [1] - 1084:33</p> <p>plead [1] - 1039:47</p> <p>pleasant [1] - 1039:40</p> <p>pleased [2] - 1038:5, 1098:39</p> <p>plenty [2] - 1039:37, 1039:38</p> <p>plethora [4] - 1053:11, 1054:4, 1102:16, 1102:21</p> <p>plicate [1] - 1065:11</p> <p>ploy [1] - 1042:30</p> <p>plus [2] - 1029:41, 1084:17</p> <p>point [19] - 971:37, 975:29, 977:45, 990:3, 1004:47, 1008:1, 1012:20, 1016:18, 1018:32, 1037:37, 1040:35, 1042:17, 1043:34, 1064:3, 1064:31, 1066:27, 1070:43, 1071:9, 1097:17</p> <p>pointed [2] - 1092:12, 1096:43</p> <p>pointing [1] - 1010:20</p> <p>points [8] - 970:13, 1010:47, 1011:7, 1011:8, 1011:9, 1011:11, 1011:19, 1037:34</p> <p>poking [1] - 1108:18</p> <p>polarised [1] - 1035:36</p> <p>polaroid [2] - 1035:36</p> <p>police [1] - 1071:25</p> <p>policies [4] - 987:5, 987:31, 987:39, 1028:28</p> <p>policy [5] - 1026:6, 1028:26, 1077:5, 1080:44, 1081:18</p> <p>political [11] - 1044:22, 1051:4, 1051:10, 1064:23,</p>	<p>1064:24, 1099:18, 1099:41, 1100:5, 1101:32, 1101:44, 1108:34</p> <p>politician [1] - 1098:6</p> <p>politics [3] - 1025:15, 1060:41, 1064:18</p> <p>pool [1] - 972:19</p> <p>poor [7] - 975:4, 981:39, 1008:26, 1008:29, 1008:30, 1011:45, 1058:33</p> <p>poorly [2] - 1006:16, 1017:2</p> <p>populist [1] - 1098:6</p> <p>port [3] - 976:30, 1098:46, 1098:47</p> <p>position [9] - 991:8, 991:18, 991:23, 994:8, 997:23, 1002:10, 1004:26, 1006:21, 1057:30</p> <p>positive [8] - 981:34, 1036:10, 1036:12, 1056:32, 1056:33, 1056:37, 1066:33, 1073:45</p> <p>positively [1] - 1010:17</p> <p>possibility [2] - 978:45, 990:32</p> <p>possible [10] - 979:41, 989:16, 999:34, 999:47, 1018:22, 1019:9, 1047:24, 1052:3, 1052:39, 1053:1</p> <p>possibly [15] - 973:29, 1005:44, 1007:46, 1025:35, 1029:9, 1029:39, 1033:43, 1035:43, 1037:8, 1040:10, 1050:15, 1050:33, 1058:9, 1088:11, 1097:1</p> <p>post [3] - 972:39, 975:39, 1039:33</p> <p>posted [1] - 1039:34</p> <p>posting [1] - 1040:3</p> <p>postings [1] - 1039:38</p> <p>potential [9] - 973:45, 992:3, 992:32, 992:33, 992:34, 993:4, 993:19, 993:29, 995:33</p> <p>pour [1] - 1040:41</p> <p>power [5] - 980:2, 991:9, 991:18, 991:23, 1092:6</p> <p>powers [4] - 1042:9,</p>	<p>1095:20, 1095:27, 1096:26</p> <p>practical [1] - 998:27</p> <p>Practice [7] - 1010:23, 1018:32, 1027:35, 1027:41, 1028:2, 1028:3, 1073:38</p> <p>pre [3] - 976:17, 992:43, 1094:3</p> <p>pre-design [1] - 976:17</p> <p>pre-election [1] - 992:43</p> <p>pre-meeting [1] - 1094:3</p> <p>preceded [1] - 1038:19</p> <p>precipitated [1] - 1066:18</p> <p>precise [5] - 996:38, 1007:29, 1008:23, 1010:10, 1010:16</p> <p>precisely [9] - 982:7, 985:10, 985:14, 1000:34, 1000:39, 1005:25, 1008:24, 1010:42, 1046:12</p> <p>predominantly [4] - 1026:8, 1050:15, 1050:36, 1057:30</p> <p>preferential [12] - 1031:43, 1032:41, 1033:12, 1086:10, 1086:29, 1086:30, 1086:36, 1086:39, 1086:40, 1087:43, 1088:5, 1088:23</p> <p>prejudiced [1] - 1045:38</p> <p>Premier [2] - 1098:39, 1098:40</p> <p>Premiers [2] - 1099:26, 1101:38</p> <p>Prendergast [5] - 974:8, 975:18, 985:21, 989:23, 999:18</p> <p>prepare [3] - 987:47, 988:19, 988:29</p> <p>prepare" [1] - 988:29</p> <p>prepared [3] - 1038:38, 1039:5, 1093:46</p> <p>preparing [2] - 973:38, 988:23</p> <p>presence [1] - 992:33</p> <p>present [10] - 973:6, 992:25, 1028:26, 1028:43, 1038:15, 1038:24, 1038:25,</p>	<p>1050:22, 1061:13, 1067:28</p> <p>presentation [1] - 983:19</p> <p>presented [4] - 1006:43, 1009:23, 1094:3, 1094:17</p> <p>preservation [1] - 1079:22</p> <p>preserve [2] - 1079:6, 1090:42</p> <p>preserved [1] - 1107:36</p> <p>presided [1] - 1068:19</p> <p>press [14] - 1051:3, 1051:14, 1051:18, 1051:44, 1052:1, 1052:7, 1052:11, 1052:37, 1053:6, 1053:34, 1053:47, 1097:33, 1099:5, 1102:12</p> <p>pressure [6] - 1099:23, 1099:29, 1099:41, 1100:6, 1101:32, 1101:44</p> <p>presumably [1] - 1056:20</p> <p>pretty [14] - 1038:13, 1038:23, 1038:45, 1039:22, 1043:37, 1061:38, 1063:24, 1063:46, 1066:26, 1069:10, 1069:13, 1069:30, 1092:25, 1105:14</p> <p>prevent [3] - 973:43, 1040:21, 1042:4</p> <p>previous [9] - 993:9, 997:27, 999:21, 999:35, 1021:21, 1024:36, 1066:46, 1073:22, 1096:24</p> <p>previously [6] - 982:10, 991:46, 1000:24, 1003:20, 1020:8, 1042:11</p> <p>price [2] - 977:25, 978:11</p> <p>pride [1] - 1058:30</p> <p>primarily [5] - 976:24, 983:6, 997:10, 1052:41, 1063:5</p> <p>prime [2] - 989:8, 1008:5</p> <p>principal [1] - 995:23</p> <p>print [2] - 1039:46, 1055:44</p> <p>priorities [1] - 1074:22</p> <p>prioritise [1] - 981:16</p>	<p>private [10] - 991:11, 992:16, 992:18, 996:3, 1012:23, 1012:36, 1012:40, 1012:42, 1086:31, 1086:38</p> <p>privately [1] - 994:26</p> <p>privilege [1] - 1067:38</p> <p>privy [1] - 1038:39</p> <p>problem [25] - 975:39, 978:13, 990:38, 1004:28, 1004:29, 1006:44, 1008:19, 1026:41, 1030:23, 1030:27, 1030:40, 1032:21, 1036:24, 1036:26, 1040:36, 1053:20, 1067:30, 1068:32, 1082:2, 1083:10, 1083:24, 1083:30, 1083:32, 1088:16, 1088:27</p> <p>problematic [4] - 1065:15, 1065:22, 1067:22, 1085:27</p> <p>problems [13] - 973:45, 974:5, 1029:32, 1036:14, 1043:21, 1046:7, 1050:16, 1061:43, 1066:21, 1069:4, 1097:2, 1107:29</p> <p>procedural [1] - 1018:18</p> <p>procedure [7] - 1009:31, 1009:33, 1009:35, 1009:42, 1010:45, 1100:12, 1100:18</p> <p>procedures [1] - 1085:9</p> <p>proceed [7] - 976:47, 980:3, 982:46, 983:44, 986:11, 1006:13, 1039:15</p> <p>proceeds [1] - 1049:31</p> <p>process [43] - 972:10, 979:4, 979:16, 980:12, 980:15, 982:38, 983:8, 988:26, 993:13, 994:37, 994:42, 995:6, 995:10, 996:9, 997:41, 1006:37, 1006:38, 1006:40, 1007:7, 1007:31, 1007:34, 1008:27, 1009:27, 1009:28, 1012:42,</p>
--	---	--	---	--

<p>1018:37, 1023:29, 1030:3, 1035:14, 1037:3, 1065:41, 1073:1, 1076:27, 1077:43, 1078:15, 1080:28, 1086:11, 1088:15, 1092:9, 1094:46</p> <p>processes [1] - 1035:30</p> <p>production [1] - 973:38</p> <p>productive [4] - 1037:33, 1038:26, 1040:32</p> <p>professional [3] - 989:1, 1058:19, 1058:35</p> <p>professionals [2] - 1036:42</p> <p>profile [1] - 1001:17</p> <p>profit [1] - 1027:9</p> <p>program [4] - 988:4, 1091:21, 1104:43, 1104:45</p> <p>programs [4] - 987:5, 987:30, 987:39, 1074:21</p> <p>progress [2] - 976:29, 983:40</p> <p>prohibited [6] - 1076:1, 1088:41, 1088:42, 1089:4, 1089:5, 1089:6</p> <p>project [23] - 970:21, 972:8, 976:24, 976:40, 976:42, 976:47, 977:2, 977:4, 978:47, 979:12, 979:13, 979:18, 979:27, 980:2, 980:23, 980:37, 981:19, 982:33, 982:35, 982:44, 1050:26, 1097:25, 1101:39</p> <p>projects [6] - 978:29, 981:16, 1006:2, 1006:5, 1074:30, 1104:46</p> <p>projects [1] - 981:12</p> <p>promptly [2] - 984:24, 984:25</p> <p>proof [8] - 1029:34, 1033:19, 1033:36, 1040:13, 1045:42, 1045:43, 1046:3</p> <p>proper [12] - 983:1, 983:7, 988:16, 989:16, 995:35,</p>	<p>997:5, 997:7, 1006:18, 1008:27, 1018:37, 1020:41, 1030:13</p> <p>properly [11] - 972:36, 1006:35, 1007:1, 1009:40, 1009:44, 1011:17, 1012:1, 1031:27, 1048:7, 1081:14, 1087:25</p> <p>properties [1] - 977:34</p> <p>property [18] - 995:12, 995:24, 995:26, 996:24, 996:35, 997:35, 997:42, 998:25, 999:7, 999:23, 1000:8, 1000:16, 1043:29, 1075:38, 1076:14, 1079:29</p> <p>proponent [1] - 1076:38</p> <p>proposal [4] - 976:25, 1006:8, 1070:20, 1088:17</p> <p>propose [1] - 1000:30</p> <p>proposition [7] - 989:13, 1080:42, 1081:36, 1081:37, 1081:42, 1088:13, 1102:35</p> <p>propositional [1] - 1088:27</p> <p>prospect [1] - 993:11</p> <p>protected [1] - 1078:45</p> <p>proud [1] - 1060:39</p> <p>proven [2] - 1041:4, 1054:32</p> <p>provenance [1] - 986:9</p> <p>provide [12] - 984:28, 1003:24, 1030:13, 1031:42, 1064:34, 1080:26, 1087:42, 1088:20, 1088:34, 1089:18, 1102:2, 1102:9</p> <p>provided [16] - 998:39, 1007:8, 1008:46, 1009:21, 1009:25, 1028:1, 1028:6, 1030:36, 1037:3, 1037:27, 1073:33, 1085:10, 1088:35, 1094:14, 1099:25, 1105:10</p> <p>provider [1] - 1062:13</p> <p>providers [1] - 1074:3</p> <p>provides [1] - 1008:43</p>	<p>providing [2] - 1005:27, 1030:8</p> <p>provision [5] - 978:32, 986:37, 986:39, 1047:16, 1092:10</p> <p>provisions [2] - 986:18, 1082:4</p> <p>psychological [1] - 1069:41</p> <p>pub [1] - 1043:45</p> <p>PUBLIC [1] - 969:13</p> <p>public [25] - 970:14, 975:34, 983:15, 984:29, 988:17, 988:27, 991:12, 992:18, 994:27, 995:21, 998:36, 998:37, 999:45, 1000:7, 1000:8, 1023:29, 1023:33, 1035:14, 1039:46, 1042:34, 1086:37, 1088:5, 1088:22, 1090:37, 1108:42</p> <p>published [1] - 1012:44</p> <p>pull [2] - 1082:22, 1091:37</p> <p>purported [1] - 1053:5</p> <p>purpose [5] - 995:29, 995:47, 1012:42, 1075:26, 1098:23</p> <p>purposes [1] - 1047:7</p> <p>pursuant [1] - 1012:38</p> <p>pursue [2] - 1024:39, 1107:8</p> <p>pursued [1] - 999:25</p> <p>pursuing [3] - 978:43, 1044:11, 1049:37</p> <p>purview [1] - 1001:2</p> <p>push [3] - 1081:21, 1081:40, 1081:45</p> <p>pushed [2] - 1082:35, 1101:39</p> <p>pushing [2] - 1081:22, 1082:3</p> <p>put [52] - 971:16, 973:43, 978:11, 984:22, 989:13, 989:41, 989:46, 996:21, 1000:7, 1000:12, 1001:12, 1002:7, 1003:35, 1032:24, 1037:12, 1039:5, 1039:8, 1047:46, 1050:30, 1051:14, 1053:17, 1056:20, 1057:31, 1061:16, 1061:41, 1062:28, 1062:29,</p>	<p>1062:36, 1065:25, 1070:3, 1070:21, 1072:4, 1075:31, 1078:26, 1081:31, 1081:40, 1088:13, 1091:5, 1091:12, 1091:16, 1097:39, 1098:18, 1098:24, 1099:23, 1101:13, 1103:25, 1104:12, 1104:13, 1104:45, 1105:4, 1107:31, 1108:5</p> <p>puts [1] - 1076:14</p> <p>putting [6] - 995:30, 1002:43, 1037:10, 1052:37, 1070:20, 1071:31</p>	<p>982:5, 982:40, 984:8, 991:4, 992:39, 994:18, 996:26, 999:30, 1019:38, 1021:28, 1024:47, 1025:25, 1028:12, 1028:28, 1028:42, 1029:36, 1029:45, 1033:26, 1033:44, 1036:19, 1039:43, 1041:7, 1041:45, 1053:35, 1071:12, 1074:20, 1079:10, 1080:1, 1088:11, 1092:9, 1096:45, 1097:14, 1099:3, 1099:8, 1103:33, 1105:18, 1106:1, 1106:7</p> <p>quote [8] - 1053:33, 1053:41, 1054:16, 1054:27, 1068:34, 1068:38, 1102:43, 1104:23</p> <p>quotes [1] - 1102:11</p>
Q				
<p>qualification [6] - 994:7, 1003:21, 1003:23, 1003:30, 1003:35, 1022:40</p> <p>qualify [2] - 991:47, 995:16</p> <p>quarrying [2] - 998:18, 998:25</p> <p>query [2] - 992:9, 1030:26</p> <p>question's [1] - 1071:47</p> <p>questioned [3] - 1002:27, 1054:29, 1108:22</p> <p>questioning [5] - 997:30, 1002:31, 1002:32, 1002:41, 1032:31</p> <p>questions [28] - 972:32, 973:1, 973:21, 976:3, 976:36, 979:39, 980:29, 980:43, 985:27, 999:26, 1002:1, 1002:8, 1002:23, 1007:39, 1009:10, 1022:11, 1026:41, 1031:19, 1054:8, 1057:18, 1066:1, 1072:47, 1076:40, 1096:16, 1105:15, 1105:18, 1106:41, 1109:12</p> <p>quicker [1] - 1008:34</p> <p>quickly [1] - 1063:24</p> <p>quirks [1] - 1033:33</p> <p>quite [42] - 973:12, 973:14, 978:43,</p>				
R				
<p>R5 [1] - 1075:39</p> <p>radar [1] - 1065:31</p> <p>rail [1] - 980:20</p> <p>rails [1] - 1063:24</p> <p>rain [3] - 999:28, 999:29</p> <p>raise [5] - 981:43, 982:1, 994:38, 1000:22, 1064:14</p> <p>raised [24] - 982:2, 991:46, 992:4, 992:25, 993:1, 993:4, 993:11, 994:26, 998:40, 999:26, 999:44, 1000:10, 1000:24, 1003:46, 1011:11, 1028:21, 1029:14, 1038:31, 1060:33, 1069:17, 1078:24, 1095:21, 1096:4, 1100:47</p> <p>raising [3] - 994:46, 995:29, 1016:34</p> <p>ran [4] - 1025:19, 1063:17, 1075:12, 1106:25</p> <p>rang [3] - 996:46, 1030:23, 1097:45</p> <p>ratepayers [1] - 979:41</p> <p>rates [2] - 1074:27,</p>				

<p>1104:45</p> <p>rather [10] - 993:2, 1003:29, 1037:1, 1050:1, 1066:2, 1080:44, 1094:41, 1106:4, 1108:41, 1109:17</p> <p>raving [1] - 1070:22</p> <p>re [9] - 1021:8, 1055:47, 1065:2, 1066:46, 1067:4, 1073:3, 1090:2, 1101:13, 1108:3</p> <p>re-ask [1] - 1021:8</p> <p>re-cover [1] - 1090:2</p> <p>re-elected [4] - 1055:47, 1065:2, 1066:46, 1073:3</p> <p>re-election [2] - 1067:4, 1108:3</p> <p>re-put [1] - 1101:13</p> <p>reactions [1] - 975:11</p> <p>read [16] - 998:33, 1005:44, 1006:35, 1037:12, 1054:7, 1054:11, 1054:13, 1055:4, 1055:8, 1093:27, 1094:21, 1102:30, 1102:37, 1104:8, 1104:9, 1104:10</p> <p>reading [3] - 1029:42, 1052:41, 1103:28</p> <p>reads [2] - 1087:21, 1087:35</p> <p>ready [4] - 978:30, 978:34, 981:19, 1050:26</p> <p>real [5] - 977:1, 1049:35, 1049:41, 1050:7, 1069:21</p> <p>realignment [1] - 977:3</p> <p>realise [2] - 1045:17, 1061:46</p> <p>realised [1] - 1045:24</p> <p>realistic [2] - 1077:26, 1078:7</p> <p>reality [1] - 978:4</p> <p>really [18] - 980:8, 984:7, 987:9, 991:44, 1025:30, 1026:5, 1029:26, 1038:2, 1055:39, 1056:27, 1071:38, 1074:29, 1078:27, 1086:25, 1094:34, 1094:38, 1095:6, 1107:35</p> <p>reason [16] - 978:33,</p>	<p>981:44, 1008:35, 1012:29, 1022:18, 1045:35, 1046:20, 1052:14, 1052:40, 1052:47, 1059:3, 1068:15, 1101:21, 1101:26, 1102:42, 1109:23</p> <p>reasonable [13] - 990:2, 990:12, 990:15, 990:19, 991:13, 1038:41, 1038:42, 1064:35, 1068:20, 1070:8, 1076:47, 1077:1, 1077:13</p> <p>reasonably [8] - 1005:40, 1064:10, 1068:22, 1069:15, 1069:46, 1074:1, 1078:45, 1105:18</p> <p>reasoning [2] - 1077:43, 1107:23</p> <p>reasons [14] - 1008:6, 1029:47, 1038:16, 1051:38, 1055:34, 1058:14, 1069:33, 1070:14, 1078:1, 1078:4, 1078:7, 1100:24, 1101:7, 1101:18</p> <p>recalled [1] - 970:3</p> <p>recant [1] - 1081:45</p> <p>receive [2] - 1012:35, 1026:5</p> <p>received [8] - 984:27, 984:46, 984:47, 1027:26, 1028:9, 1073:46, 1078:42, 1097:9</p> <p>receiving [6] - 1027:26, 1051:23, 1052:28, 1086:29, 1088:5, 1088:23</p> <p>recent [1] - 1100:31</p> <p>recently [1] - 1078:44</p> <p>recognise [1] - 1010:29</p> <p>recognised [2] - 970:16, 972:44</p> <p>recollect [1] - 1004:19</p> <p>recollection [16] - 991:14, 1010:38, 1016:12, 1016:14, 1026:42, 1039:22, 1048:22, 1049:26, 1052:5, 1073:18, 1090:15, 1092:5, 1094:42, 1097:43, 1106:29, 1106:30</p>	<p>recollections [2] - 1049:18, 1072:30</p> <p>recommence [1] - 1013:8</p> <p>recommend [1] - 1076:35</p> <p>recommendation [4] - 1009:17, 1076:31, 1076:34, 1091:34</p> <p>recommendations [1] - 1070:2</p> <p>recommended [7] - 1029:44, 1036:25, 1076:42, 1077:6, 1077:22, 1077:35, 1077:42</p> <p>reconciling [1] - 994:20</p> <p>record [15] - 989:21, 989:28, 989:29, 990:6, 990:11, 990:23, 990:24, 990:37, 995:30, 998:2, 1001:23, 1094:19, 1094:20, 1094:23</p> <p>record-keeping [2] - 990:23, 990:24</p> <p>recorded [3] - 990:5, 990:17, 1016:11</p> <p>recording [8] - 989:24, 1010:13, 1017:32, 1018:3, 1018:24, 1019:11, 1019:18, 1020:19</p> <p>records [8] - 977:33, 984:19, 989:37, 991:12, 994:30, 999:1, 1003:27, 1003:41</p> <p>recourse [1] - 1052:45</p> <p>recurring [1] - 1026:12</p> <p>red [1] - 999:2</p> <p>reduce [2] - 1086:3, 1086:15</p> <p>reduced [1] - 1085:13</p> <p>reducing [1] - 1007:6</p> <p>redundant [1] - 1104:35</p> <p>refer [6] - 980:36, 1000:39, 1004:45, 1012:19, 1047:38, 1065:46</p> <p>reference [35] - 970:6, 970:9, 970:19, 970:23, 970:30, 970:42, 972:32, 973:1, 973:22, 973:33, 976:2,</p>	<p>980:29, 980:44, 982:6, 983:46, 986:31, 995:42, 995:46, 1001:13, 1002:15, 1005:34, 1006:36, 1006:46, 1008:25, 1008:30, 1008:31, 1011:31, 1016:40, 1023:7, 1023:28, 1027:21, 1053:24, 1053:25, 1057:18, 1106:41</p> <p>references [3] - 1010:6, 1042:20, 1102:42</p> <p>referred [11] - 999:18, 1006:27, 1006:47, 1007:44, 1011:28, 1011:34, 1030:2, 1043:13, 1054:13, 1068:15, 1091:39</p> <p>referring [15] - 976:39, 990:9, 996:39, 1010:1, 1010:15, 1010:19, 1010:20, 1011:8, 1018:11, 1021:13, 1032:6, 1032:14, 1045:20, 1049:4, 1087:5</p> <p>refers [3] - 1095:39, 1103:13, 1106:3</p> <p>reflect [2] - 1012:16, 1020:43</p> <p>reflected [1] - 979:1</p> <p>reflection [4] - 1005:3, 1005:14, 1005:15, 1020:29</p> <p>reflections [2] - 1020:29, 1020:33</p> <p>reform [1] - 1055:46</p> <p>refresh [1] - 1093:21</p> <p>refusal [1] - 1035:26</p> <p>refuse [1] - 1038:44</p> <p>refused [9] - 1020:26, 1029:37, 1035:42, 1037:13, 1038:43, 1043:29, 1043:31, 1077:22, 1094:11</p> <p>refusing [1] - 1021:13</p> <p>regard [29] - 981:10, 992:18, 1026:6, 1029:25, 1035:2, 1035:9, 1037:45, 1044:16, 1045:44, 1046:3, 1052:20, 1052:43, 1055:39, 1061:23, 1061:43, 1064:30, 1065:11, 1069:39, 1071:16, 1075:6, 1092:15,</p>	<p>1096:40, 1096:41, 1098:4, 1099:22, 1099:24, 1103:25, 1105:7</p> <p>regarding [2] - 991:35, 1054:22</p> <p>regards [1] - 1011:11</p> <p>regime [1] - 1028:11</p> <p>regional [2] - 1006:25, 1050:23</p> <p>regret [4] - 1018:34, 1020:45, 1021:1, 1021:16</p> <p>regular [4] - 1001:4, 1012:3, 1084:31, 1085:17</p> <p>regularly [7] - 985:20, 985:22, 985:29, 997:21, 997:25, 1009:1, 1024:37</p> <p>regulation [1] - 1091:41</p> <p>regulatory [4] - 1031:26, 1087:24, 1087:30, 1087:38</p> <p>rehearsals [1] - 973:25</p> <p>reject [3] - 1077:34, 1078:3, 1078:9</p> <p>rejected [3] - 1077:32, 1077:41, 1102:3</p> <p>rejecting [2] - 1078:1, 1078:5</p> <p>relate [7] - 987:22, 988:10, 996:23, 996:33, 1003:47, 1011:40, 1067:31</p> <p>related [12] - 973:30, 987:40, 999:21, 999:34, 1000:23, 1002:28, 1003:8, 1003:45, 1036:15, 1039:33, 1070:27, 1099:19</p> <p>relates [3] - 971:11, 1056:30, 1068:35</p> <p>relating [1] - 984:3</p> <p>relation [17] - 971:12, 977:38, 994:19, 995:21, 996:23, 997:11, 998:7, 1008:26, 1022:41, 1030:14, 1035:30, 1039:25, 1039:27, 1071:31, 1071:42, 1094:45, 1100:6</p> <p>relationship [7] - 1016:18, 1043:11, 1069:22, 1069:25, 1069:39, 1098:34,</p>
---	--	--	--	--

1098:35 relationships [1] - 1043:15 relatively [5] - 1023:10, 1053:12, 1053:39, 1102:23, 1102:37 relay [1] - 1030:32 release [18] - 1009:5, 1051:3, 1051:8, 1051:14, 1051:18, 1051:25, 1051:44, 1052:1, 1052:7, 1052:11, 1052:37, 1053:6, 1053:34, 1053:47, 1097:33, 1099:5, 1099:38, 1102:12 relentless [1] - 1040:43 relevance [2] - 1000:43, 1008:36 relevant [9] - 984:23, 987:33, 988:31, 988:32, 1011:38, 1017:11, 1030:26, 1044:30, 1067:34 relocation [1] - 977:38 rely [1] - 1075:37 remain [2] - 1043:44, 1080:32 remainder [1] - 1046:41 remarked [1] - 999:31 remarks [1] - 1023:3 remedied [1] - 1008:15 remedy [1] - 1007:7 remember [19] - 1027:33, 1028:18, 1066:37, 1071:24, 1090:23, 1090:33, 1093:2, 1093:24, 1093:44, 1094:19, 1094:22, 1097:14, 1097:15, 1098:35, 1098:38, 1100:14, 1106:24, 1106:25 remembering [1] - 1083:19 remind [3] - 988:11, 988:14, 988:39 reminded [2] - 998:12, 1068:34 reminder [2] - 986:17, 987:22 reminding [1] - 988:24 removal [3] - 1002:29, 1044:11, 1097:9 remove [3] - 1053:27,	1082:12, 1091:34 removed [4] - 990:31, 1000:41, 1001:12, 1004:26 removed" [1] - 1001:1 renew [1] - 1008:2 renewal [4] - 1008:5, 1008:40, 1009:6, 1009:28 renovation [1] - 972:20 rep [2] - 1009:17, 1081:13 repeat [1] - 1029:18 repeated [1] - 1040:2 repeating [2] - 1037:4, 1086:33 rephrase [1] - 1082:7 replay [1] - 1019:3 report [12] - 973:6, 975:13, 975:19, 988:5, 1037:7, 1052:29, 1089:40, 1103:38, 1103:44, 1103:45, 1103:47, 1104:8 reported [1] - 1009:1 reports [17] - 1002:2, 1002:26, 1002:33, 1002:41, 1002:44, 1029:43, 1037:11, 1052:46, 1053:11, 1053:39, 1054:11, 1054:13, 1102:21, 1102:30, 1102:36, 1103:28 represent [3] - 981:6, 1077:10, 1081:13 representation [1] - 981:5 representations [1] - 981:33 representative [1] - 1024:20 representatives [2] - 1065:23, 1109:9 representing [4] - 1064:5, 1064:39, 1074:47, 1075:1 reputation [2] - 1001:47, 1055:39 request [1] - 991:13 require [2] - 970:20, 1027:39 required [5] - 1026:3, 1062:35, 1090:32, 1092:47, 1093:6 requirements [1] - 1082:37 rescission [3] - 995:5,	995:11, 1079:25 reservation [1] - 1067:29 reserves [1] - 1105:47 reside [1] - 1024:14 residence [1] - 1089:18 residential [1] - 982:34 residents [3] - 979:41, 980:36, 981:29 resign [1] - 1094:11 resignation [3] - 1041:5, 1044:20, 1104:29 resigned [1] - 1058:7 resisting [2] - 1099:41, 1100:5 resolution [15] - 1039:14, 1039:21, 1042:35, 1047:18, 1047:38, 1091:16, 1091:18, 1093:17, 1093:22, 1093:33, 1093:37, 1093:42, 1094:9, 1094:27, 1095:39 resolutions [1] - 1039:6 resolved [2] - 1006:12, 1086:23 resources [1] - 981:16 resourcing [1] - 988:3 respect [33] - 970:11, 972:1, 972:7, 972:9, 972:20, 973:4, 979:6, 979:9, 988:12, 988:40, 1000:39, 1007:38, 1009:22, 1009:33, 1016:17, 1017:19, 1017:40, 1021:35, 1036:39, 1044:38, 1048:8, 1049:25, 1058:25, 1070:11, 1071:6, 1088:2, 1098:31, 1100:47, 1102:32, 1108:26 respected [1] - 1060:42 respectful [3] - 1041:41, 1058:19, 1058:35 respects [1] - 1093:36 respond [6] - 972:43, 1005:10, 1023:8, 1046:34, 1048:39, 1071:18 responded [1] - 981:33	responding [2] - 1090:20, 1104:1 response [18] - 970:14, 981:34, 982:35, 982:43, 992:9, 992:12, 992:13, 1011:10, 1030:31, 1047:2, 1071:21, 1071:44, 1074:30, 1092:32, 1092:47, 1093:6, 1100:23, 1108:31 responses [1] - 1022:43 responsibilities [7] - 974:38, 991:11, 1005:41, 1011:39, 1028:10, 1074:9, 1077:46 responsibility [6] - 973:35, 979:39, 990:46, 995:43, 1074:46, 1075:3 responsible [4] - 975:27, 1002:4, 1002:42, 1100:36 rest [2] - 989:6, 1055:20 restate [1] - 991:21 restored [1] - 1109:7 restrained [1] - 1005:22 result [3] - 994:23, 1096:35, 1101:32 results [1] - 1052:20 resume [2] - 1022:30, 1023:42 RESUMING [1] - 1016:1 resumption [2] - 1010:21, 1021:5 RESUMPTION [1] - 1060:1 retain [1] - 1073:41 retracting [1] - 1051:22 retrospect [2] - 1020:30, 1020:41 returned [6] - 1026:31, 1036:40, 1056:38, 1057:9, 1058:4, 1061:47 reveal [1] - 973:37 revealed [3] - 978:13, 978:15, 978:16 revelation [4] - 975:23, 977:1, 978:22, 978:28 reversal [1] - 980:22 review [13] - 1003:5,	1003:40, 1006:32, 1008:12, 1009:14, 1009:22, 1023:1, 1071:21, 1071:22, 1075:4, 1075:5, 1097:10, 1104:15 reviewed [1] - 1001:4 reviewers [1] - 1003:38 reviewing [1] - 1005:43 revisal [1] - 977:22 revised [2] - 977:45, 979:3 revising [1] - 977:21 revisions [2] - 983:35, 1031:17 RFS [2] - 1000:14, 1071:25 RFS's [1] - 1071:25 RIC [3] - 1007:6, 1007:24, 1072:44 rid [1] - 1090:29 ridiculous [1] - 1103:39 Righting [1] - 1103:39 rightly [1] - 1055:18 rigid [1] - 982:37 ring [1] - 1012:5 rise [1] - 1025:28 risk [7] - 973:41, 975:28, 975:44, 975:47, 976:21, 981:25, 981:37 road [7] - 976:5, 980:32, 981:26, 981:28, 981:36, 981:38, 1082:13 roads [1] - 1082:39 roadworks [2] - 999:27, 999:29 Robertson [1] - 1080:7 robust [7] - 979:36, 979:38, 1024:46, 1037:35, 1050:8, 1050:9 rock [1] - 977:32 rocks [1] - 998:26 rogue [2] - 1046:7, 1046:10 role [27] - 979:40, 981:5, 985:9, 985:15, 986:3, 986:6, 989:15, 996:2, 1028:14, 1028:26, 1028:27, 1028:47, 1029:11, 1029:12, 1029:27, 1029:46, 1030:13,
--	---	--	---	---

1030:39, 1035:4, 1043:44, 1055:27, 1075:12, 1075:15, 1075:16, 1077:46, 1080:27, 1080:40 roles [12] - 1005:41, 1011:39, 1027:16, 1028:10, 1028:33, 1029:5, 1074:8, 1074:13, 1074:14, 1074:40, 1074:45 rolling [1] - 1018:21 room [8] - 975:24, 986:15, 998:47, 1025:25, 1041:21, 1053:2, 1090:21, 1094:5 Ross [1] - 969:26 rough [1] - 1067:12 roughly [2] - 1007:30, 1078:8 Royal [2] - 1012:38, 1016:5 royal [1] - 974:17 rubbish [1] - 1103:39 Rugby [2] - 1024:19, 1024:22 ruin [6] - 1102:45, 1103:5, 1103:6, 1103:15, 1103:21, 1103:31 Rules [1] - 998:12 rules [1] - 1075:46 ruling [2] - 971:30, 971:34 run [14] - 1025:42, 1027:9, 1027:12, 1040:31, 1060:19, 1060:40, 1061:7, 1063:17, 1066:19, 1066:23, 1067:45, 1073:17, 1074:24, 1104:46 run-up [1] - 1061:7 running [5] - 992:17, 1024:31, 1025:8, 1060:45, 1075:14	safety [3] - 980:32, 981:26, 981:36 sailing [1] - 1005:8 sake [1] - 1041:33 sale [9] - 985:35, 986:11, 993:1, 995:13, 996:3, 996:9, 1049:30, 1049:31, 1098:46 sanctions [1] - 1049:34 sat [8] - 998:47, 1029:23, 1042:36, 1065:2, 1085:21, 1090:40, 1098:2 satisfaction [9] - 973:10, 973:14, 992:10, 1008:7, 1008:44, 1008:45, 1050:17, 1050:20 satisfied [1] - 1059:18 saved [1] - 1070:21 saw [9] - 1007:25, 1010:28, 1010:32, 1010:34, 1017:13, 1025:9, 1029:16, 1069:1, 1071:16 scale [2] - 996:17, 1035:41 SCANDRETT [1] - 970:3 Scandrett [55] - 970:5, 984:28, 990:20, 996:22, 996:44, 997:34, 1010:2, 1010:5, 1039:33, 1039:39, 1040:6, 1040:12, 1040:14, 1040:47, 1041:22, 1041:32, 1042:21, 1042:22, 1042:26, 1042:31, 1043:1, 1043:6, 1043:30, 1043:45, 1044:15, 1044:34, 1044:39, 1044:43, 1046:2, 1046:18, 1046:24, 1047:44, 1048:7, 1048:41, 1049:23, 1049:29, 1049:33, 1058:22, 1058:26, 1058:31, 1063:17, 1063:18, 1063:21, 1063:30, 1067:30, 1067:41, 1068:10, 1068:24, 1068:29, 1072:44, 1090:25, 1091:2, 1092:16, 1094:19, 1107:22 scenario [2] - 994:2,	1081:8 scene [1] - 1003:4 scheduled [1] - 1060:22 school [1] - 1060:32 science [1] - 1037:1 scores [2] - 997:24, 998:6 second [11] - 980:46, 1001:16, 1043:19, 1053:46, 1065:8, 1078:21, 1086:18, 1088:2, 1108:37 second-highest [1] - 1065:8 second-to-last [1] - 1053:46 second [1] - 1018:38 secondly [1] - 1086:13 secret [1] - 1069:2 section [16] - 973:33, 974:40, 986:42, 988:19, 996:1, 1005:40, 1012:38, 1016:5, 1032:25, 1047:31, 1050:7, 1064:35, 1091:40, 1095:11, 1095:15, 1095:16 sections [1] - 1094:13 Security [2] - 1061:41, 1061:42 see [51] - 978:41, 989:40, 989:45, 990:2, 990:12, 990:32, 1002:21, 1002:27, 1002:32, 1005:14, 1006:35, 1008:39, 1018:15, 1030:23, 1031:33, 1031:46, 1032:18, 1034:39, 1038:23, 1069:45, 1070:9, 1072:24, 1074:22, 1075:16, 1078:21, 1081:11, 1082:24, 1087:8, 1087:17, 1087:32, 1087:46, 1088:39, 1088:41, 1090:1, 1092:34, 1094:3, 1094:16, 1095:37, 1095:43, 1096:28, 1097:34, 1098:3, 1098:39, 1101:34, 1103:1, 1103:18, 1103:24, 1105:2, 1105:28, 1108:21, 1108:28 seeing [4] - 1029:16,	1061:5, 1104:47, 1106:25 seek [5] - 981:19, 999:19, 1049:46, 1050:28, 1096:8 seeking [3] - 1044:11, 1050:26, 1072:4 seem [2] - 980:36, 1081:40 segued [1] - 993:7 sell [1] - 995:26 selling [3] - 988:17, 988:26, 1098:44 send [2] - 1053:19, 1105:4 senior [36] - 977:10, 977:11, 986:12, 1001:27, 1028:27, 1028:38, 1028:40, 1028:43, 1030:26, 1030:30, 1038:39, 1039:5, 1043:35, 1043:42, 1044:40, 1044:45, 1046:29, 1050:25, 1067:18, 1070:12, 1071:3, 1071:8, 1072:41, 1074:28, 1075:15, 1098:7, 1099:21, 1099:23, 1099:36, 1099:40, 1100:9, 1101:34, 1101:37, 1102:31, 1104:29, 1108:22 Senior [1] - 1024:22 seniors [1] - 1078:46 sensational [1] - 1037:9 sense [4] - 1037:16, 1041:19, 1084:21, 1089:25 sensible [1] - 1038:27 sensibly [2] - 1083:2 sent [4] - 1022:34, 1065:23, 1105:2, 1105:5 sentence [1] - 1103:13 SEP [2] - 1076:15, 1080:29 separate [3] - 992:27, 1048:46, 1074:20 September [5] - 1027:28, 1073:3, 1073:8, 1073:30 series [3] - 992:16, 997:10, 1002:45 serious [3] - 1089:2, 1098:17, 1103:33 seriously [1] - 985:39 serve [1] - 1050:20	served [4] - 1024:18, 1037:36, 1037:37, 1075:8 service [2] - 1028:6, 1050:17 services [1] - 977:33 session [20] - 970:45, 971:1, 973:46, 975:12, 978:10, 1012:13, 1012:23, 1012:32, 1012:33, 1012:36, 1012:40, 1016:4, 1028:46, 1038:3, 1038:5, 1038:9, 1038:19, 1046:18, 1048:21, 1050:21 SESSION [2] - 1013:10, 1016:1 sessions [18] - 979:32, 991:38, 1026:43, 1027:33, 1037:29, 1037:31, 1037:35, 1037:47, 1043:16, 1048:30, 1066:34, 1066:36, 1067:22, 1071:9, 1073:2, 1073:12, 1082:47, 1096:39 set [1] - 1075:3 sets [1] - 1093:16 setting [2] - 1026:6, 1037:20 settle [2] - 997:24, 998:6 settled [1] - 1055:36 seven [3] - 1046:22, 1092:47, 1107:47 several [3] - 1027:4, 1027:9, 1043:1 sewerage [3] - 985:36, 1082:40, 1099:43 Shadow [3] - 1105:5, 1105:10, 1105:15 shall [1] - 990:21 shame [1] - 1057:22 shape [1] - 997:35 share [1] - 975:35 shared [2] - 975:28, 1041:3 shed [2] - 996:22, 997:9 SHIP [1] - 976:30 ship's [1] - 1074:17 SHIRE [1] - 969:13 shire [16] - 971:21, 975:39, 992:17, 1001:18, 1006:2, 1024:12, 1035:35, 1060:30, 1075:2,
S				
sack [2] - 1039:47, 1040:1 sacked [3] - 1090:31, 1090:37, 1104:34 sacking [3] - 1051:4, 1051:10, 1104:28 sad [1] - 1108:21 saddens [2] - 1108:16, 1108:20				

<p>1079:3, 1079:6, 1080:14, 1080:20, 1082:18, 1082:43, 1107:34</p> <p>Shire [1] - 969:20</p> <p>shires [1] - 981:27</p> <p>shock [1] - 975:23</p> <p>shook [1] - 970:40</p> <p>short [3] - 984:19, 1044:45, 1059:32</p> <p>SHORT [1] - 1023:40</p> <p>shortcut [1] - 1021:19</p> <p>shorter [1] - 1025:23</p> <p>shortly [3] - 999:6, 1051:40, 1101:2</p> <p>shot [1] - 1103:22</p> <p>shoulders [1] - 1108:14</p> <p>shouting [1] - 1072:34</p> <p>shovel [2] - 978:30, 978:34</p> <p>show [20] - 983:2, 990:25, 1003:27, 1009:41, 1009:46, 1010:9, 1010:11, 1017:23, 1017:47, 1019:27, 1031:1, 1038:15, 1041:35, 1050:43, 1068:47, 1087:5, 1092:22, 1095:10, 1097:5, 1103:30</p> <p>showed [3] - 1018:18, 1020:40, 1062:25</p> <p>showing [1] - 1105:36</p> <p>shown [1] - 1018:34</p> <p>shows [2] - 974:47, 977:23</p> <p>side [14] - 980:20, 1000:12, 1000:13, 1011:26, 1011:34, 1035:47, 1041:23, 1049:29, 1068:11, 1074:19, 1074:20, 1090:17, 1105:3</p> <p>side" [1] - 1011:24</p> <p>sidetracked [1] - 1050:35</p> <p>sift [1] - 1108:31</p> <p>sign [3] - 1000:4, 1000:11, 1062:23</p> <p>signage [2] - 1000:17</p> <p>signatories [1] - 1046:25</p> <p>signed [4] - 1062:27, 1075:45, 1092:13, 1092:14</p> <p>significance [1] - 1082:23</p> <p>significant [4] -</p>	<p>1029:42, 1037:6, 1062:24, 1067:30</p> <p>significantly [1] - 1016:20</p> <p>signs [1] - 1000:15</p> <p>similar [3] - 1031:36, 1066:19, 1096:16</p> <p>simple [2] - 1032:7, 1056:44</p> <p>simply [2] - 999:46, 1035:3</p> <p>single [1] - 999:47</p> <p>sit [9] - 1028:41, 1042:31, 1059:1, 1065:23, 1067:13, 1067:18, 1069:42, 1080:5, 1085:21</p> <p>site [1] - 997:8</p> <p>sits [1] - 1000:5</p> <p>sitting [8] - 974:44, 990:31, 1022:15, 1043:5, 1044:2, 1059:31, 1061:8, 1085:20</p> <p>situation [18] - 982:19, 988:14, 990:32, 1004:17, 1029:24, 1040:8, 1042:32, 1056:41, 1058:9, 1061:40, 1065:12, 1075:43, 1083:16, 1090:28, 1091:6, 1092:26, 1108:6, 1108:16</p> <p>six [5] - 1008:4, 1058:15, 1058:18, 1066:45, 1088:42</p> <p>size [2] - 1069:36, 1084:25</p> <p>sleep [1] - 1109:32</p> <p>slight [1] - 1040:17</p> <p>slightly [9] - 1026:19, 1026:24, 1044:13, 1059:42, 1062:38, 1066:31, 1071:47, 1077:8, 1084:36</p> <p>small [1] - 1011:29</p> <p>smart [1] - 1093:14</p> <p>smiled [1] - 1090:40</p> <p>smoking [15] - 1053:13, 1053:23, 1053:25, 1053:29, 1053:35, 1055:19, 1102:24, 1102:42, 1102:45, 1103:5, 1103:6, 1103:7, 1103:9, 1103:15, 1103:21</p> <p>snippet [1] - 1009:46</p> <p>social [4] - 983:38,</p>	<p>983:39, 1039:46, 1055:44</p> <p>sodden [1] - 1038:36</p> <p>sold [2] - 995:12, 1049:41</p> <p>solely [2] - 989:13, 1001:34</p> <p>solicitor [1] - 997:46</p> <p>someone [17] - 974:32, 974:46, 975:32, 975:33, 989:41, 989:46, 990:33, 1064:7, 1068:39, 1069:20, 1069:46, 1076:14, 1078:24, 1082:14, 1090:29, 1090:30, 1108:4</p> <p>sometimes [9] - 1022:35, 1024:4, 1037:35, 1060:16, 1064:7, 1065:20, 1065:38, 1084:23, 1085:16</p> <p>somewhat [3] - 1020:34, 1020:37, 1049:27</p> <p>somewhere [3] - 977:17, 1038:10, 1077:15</p> <p>song [1] - 1055:30</p> <p>soon [2] - 1013:7, 1052:2</p> <p>sorry [68] - 970:46, 971:35, 974:13, 974:26, 974:43, 981:2, 981:46, 991:21, 992:30, 993:18, 993:39, 998:29, 1001:1, 1007:10, 1010:5, 1018:9, 1018:45, 1019:13, 1021:41, 1026:20, 1028:34, 1029:40, 1033:21, 1033:30, 1033:33, 1034:33, 1038:37, 1039:1, 1039:18, 1040:10, 1041:9, 1046:22, 1048:27, 1051:5, 1051:32, 1057:42, 1061:30, 1063:23, 1063:40, 1064:42, 1070:22, 1071:45, 1073:5, 1080:15, 1082:7, 1083:40, 1084:3, 1085:6, 1085:8, 1086:18, 1089:22, 1089:23, 1089:26,</p>	<p>1090:5, 1091:33, 1091:42, 1092:3, 1092:29, 1093:19, 1094:38, 1095:44, 1097:15, 1099:3, 1100:15, 1102:34, 1104:13, 1105:23, 1105:26</p> <p>Sorry [2] - 1026:18, 1044:27</p> <p>sort [27] - 989:24, 999:5, 1017:39, 1024:42, 1027:39, 1032:2, 1033:42, 1034:36, 1035:12, 1036:3, 1040:24, 1042:4, 1064:7, 1064:35, 1066:38, 1069:20, 1071:14, 1072:32, 1077:44, 1080:8, 1083:18, 1088:9, 1090:41, 1108:28, 1108:31, 1108:34</p> <p>sorted [1] - 1077:23</p> <p>sorts [2] - 1006:36, 1082:40</p> <p>sought [9] - 975:13, 993:38, 993:41, 994:13, 994:22, 994:26, 998:5, 1001:27, 1021:4</p> <p>soul [1] - 1067:14</p> <p>sound [5] - 1006:31, 1073:8, 1074:35, 1092:25, 1093:14</p> <p>sounds [1] - 1003:29</p> <p>South [1] - 1024:19</p> <p>southwest [2] - 981:27</p> <p>space [1] - 985:40</p> <p>speaking [4] - 993:42, 1029:35, 1085:1, 1085:2</p> <p>special [3] - 1070:15, 1072:35, 1086:17</p> <p>specific [17] - 986:31, 990:9, 993:6, 1007:20, 1011:40, 1012:18, 1016:25, 1016:39, 1016:40, 1032:24, 1041:7, 1050:38, 1057:13, 1071:2, 1072:20, 1072:30, 1091:39</p> <p>specifically [9] - 971:12, 985:20, 988:41, 990:11, 1007:47, 1011:4, 1028:12, 1040:25,</p>	<p>1044:38</p> <p>specifics [2] - 982:25, 1082:12</p> <p>speculate [1] - 1094:41</p> <p>speech [2] - 1008:19, 1008:24</p> <p>spent [4] - 1029:26, 1037:10, 1062:20, 1084:18</p> <p>spirit [1] - 1005:5</p> <p>split [4] - 1042:22, 1058:25, 1058:26</p> <p>spoken [7] - 1030:19, 1033:6, 1034:17, 1042:12, 1042:42, 1045:41, 1102:31</p> <p>sport [1] - 1024:17</p> <p>Sport [2] - 1024:21, 1050:21</p> <p>sporting [1] - 1050:23</p> <p>spot [1] - 1010:16</p> <p>square [2] - 1081:44, 1101:31</p> <p>staff [124] - 973:37, 977:10, 977:13, 978:46, 979:23, 979:25, 979:26, 979:29, 979:32, 979:35, 979:44, 979:47, 982:42, 990:9, 999:1, 999:8, 1001:27, 1008:7, 1008:45, 1016:46, 1017:1, 1017:40, 1028:27, 1028:37, 1028:40, 1028:43, 1028:44, 1029:35, 1029:43, 1030:31, 1034:18, 1036:25, 1037:9, 1037:27, 1038:1, 1038:4, 1038:39, 1038:47, 1039:2, 1039:5, 1041:21, 1043:35, 1043:42, 1044:38, 1044:40, 1044:41, 1044:44, 1044:45, 1045:5, 1045:18, 1046:2, 1046:29, 1047:3, 1050:25, 1054:22, 1057:1, 1057:2, 1061:14, 1062:4, 1063:40, 1065:10, 1066:38, 1067:19, 1070:1, 1070:7, 1070:12, 1071:3, 1071:7, 1071:8, 1072:16, 1072:22, 1072:40,</p>
--	--	--	---	---

<p>1072:41, 1074:18, 1074:24, 1074:28, 1074:34, 1075:15, 1075:34, 1076:19, 1076:25, 1076:29, 1076:41, 1077:6, 1077:21, 1078:13, 1078:26, 1078:42, 1080:47, 1082:46, 1089:7, 1090:21, 1090:44, 1091:34, 1091:39, 1093:47, 1094:13, 1095:21, 1096:43, 1098:7, 1098:18, 1099:21, 1099:23, 1099:29, 1099:36, 1099:40, 1100:9, 1100:32, 1101:34, 1101:37, 1102:32, 1104:30, 1104:33, 1104:36, 1104:39, 1108:19, 1108:22, 1108:45, 1108:46</p> <p>staff's [1] - 1074:30</p> <p>staff/council [1] - 977:14</p> <p>stage [9] - 970:20, 1026:3, 1029:46, 1046:1, 1061:12, 1063:42, 1065:26, 1094:33, 1107:18</p> <p>stages [1] - 970:24</p> <p>stamp [1] - 999:3</p> <p>stand [8] - 1018:31, 1043:18, 1043:20, 1066:37, 1077:7, 1078:2, 1106:6, 1108:14</p> <p>standing [2] - 1018:35, 1108:3</p> <p>stands [1] - 1075:40</p> <p>start [19] - 970:10, 970:30, 1021:40, 1024:11, 1028:17, 1031:10, 1031:19, 1043:22, 1049:7, 1049:40, 1050:26, 1060:22, 1060:29, 1063:38, 1087:4, 1090:5, 1091:29, 1091:31, 1109:18</p> <p>started [10] - 981:32, 994:17, 994:21, 1017:8, 1043:34, 1043:36, 1043:46, 1048:25, 1061:38, 1069:7</p> <p>starting [1] - 1042:45</p> <p>starts [1] - 1105:29</p>	<p>State [6] - 976:10, 1068:6, 1071:23, 1075:32, 1102:1, 1102:2</p> <p>state [13] - 977:12, 980:24, 980:39, 1008:32, 1064:18, 1065:9, 1071:23, 1071:37, 1075:33, 1078:47, 1079:18, 1098:34, 1098:45</p> <p>statement [9] - 982:3, 984:22, 984:28, 984:29, 1022:47, 1031:40, 1054:31, 1087:40, 1105:44</p> <p>statements [1] - 1053:6</p> <p>states [1] - 1031:37</p> <p>station [2] - 1024:39, 1050:3</p> <p>Station [5] - 970:11, 970:43, 972:8, 983:42, 1097:23</p> <p>status [2] - 976:42, 977:1</p> <p>statutory [9] - 1028:10, 1028:33, 1028:47, 1029:5, 1074:13, 1074:14, 1074:39, 1074:45, 1074:46</p> <p>stay [2] - 1059:9, 1109:30</p> <p>stayed [2] - 1041:23, 1074:35</p> <p>steal [1] - 1079:45</p> <p>steel [1] - 1024:15</p> <p>steering [1] - 1043:25</p> <p>stenographers [1] - 1033:27</p> <p>step [6] - 1003:1, 1028:32, 1047:24, 1056:32, 1056:33, 1065:26</p> <p>stepping [1] - 1072:3</p> <p>steps [6] - 1032:27, 1042:3, 1056:20, 1056:37, 1089:17, 1090:15</p> <p>stern [1] - 1035:35</p> <p>stick [3] - 994:2, 997:30, 1072:21</p> <p>still [23] - 1003:9, 1024:13, 1032:40, 1042:30, 1053:23, 1055:37, 1058:23, 1058:33, 1058:34, 1061:8, 1061:45, 1067:15, 1079:30,</p>	<p>1080:26, 1081:1, 1081:2, 1082:1, 1085:16, 1086:5, 1089:7, 1090:42, 1101:19, 1108:45</p> <p>stint [1] - 1022:13</p> <p>stoked [1] - 1036:33</p> <p>stone [1] - 998:27</p> <p>stood [2] - 1069:28, 1079:21</p> <p>stop [3] - 1027:5, 1040:24, 1044:32</p> <p>storey [2] - 982:35, 982:44</p> <p>story [1] - 998:1</p> <p>straight [1] - 1008:1</p> <p>strange [1] - 1042:38</p> <p>Stranger [1] - 1064:3</p> <p>strategic [2] - 987:4, 987:30, 987:38, 988:2, 988:20, 988:23, 988:27, 1003:8, 1003:12, 1028:25, 1028:26, 1074:15, 1074:19, 1074:20, 1075:16, 1075:34, 1080:41, 1080:44, 1080:47, 1081:17, 1082:18</p> <p>strategies [3] - 987:5, 987:30, 987:39</p> <p>strategy [3] - 988:3, 1075:27</p> <p>straw [2] - 982:46, 983:14</p> <p>stream [2] - 1012:43, 1013:7</p> <p>Street [20] - 969:21, 970:11, 970:43, 972:8, 982:44, 983:42, 985:36, 992:5, 993:2, 1000:16, 1047:44, 1048:9, 1048:22, 1048:43, 1049:5, 1049:16, 1049:21, 1049:26, 1049:41, 1097:23</p> <p>street [2] - 1079:2, 1082:39</p> <p>strictly [1] - 1027:21</p> <p>stripped [1] - 972:16</p> <p>strong [8] - 978:43, 985:38, 986:6, 986:23, 1010:38, 1024:17, 1035:34, 1074:25</p> <p>strongly [6] - 986:3, 997:3, 1046:42, 1076:1, 1079:10,</p>	<p>1079:15</p> <p>structural [1] - 1024:15</p> <p>struggle [1] - 1025:30</p> <p>struggling [3] - 1006:35, 1042:8, 1061:19</p> <p>stuck [1] - 1069:16</p> <p>study [2] - 980:21, 981:24</p> <p>stuff [1] - 1007:44</p> <p>sub [2] - 1000:40, 1011:25</p> <p>sub-topics [2] - 1000:40, 1011:25</p> <p>subject [3] - 1058:24, 1084:1, 1084:6</p> <p>submission [10] - 979:19, 1003:29, 1071:22, 1071:30, 1071:32, 1071:33, 1104:12, 1104:13</p> <p>submissions [10] - 970:7, 971:38, 1023:4, 1023:9, 1023:20, 1023:29, 1023:33, 1045:16, 1065:42, 1090:1</p> <p>submit [3] - 1022:40, 1022:43, 1039:37</p> <p>subsection [2] - 1095:28, 1096:25</p> <p>subsequent [1] - 1101:27</p> <p>subsequently [1] - 1065:18</p> <p>subset [1] - 1003:19</p> <p>subsisting [1] - 1101:2</p> <p>substantial [9] - 971:14, 999:27, 999:30, 1020:17, 1029:42, 1037:11, 1062:15, 1071:12, 1078:4</p> <p>substantially [4] - 995:20, 997:44, 1001:37, 1104:45</p> <p>subtopics [3] - 1007:47, 1010:44, 1016:16</p> <p>succeeding [1] - 1044:40</p> <p>successful [5] - 1045:31, 1062:15, 1062:26, 1069:19, 1092:15</p> <p>succinctly [1] - 1003:35</p> <p>suffered [3] - 997:26,</p>	<p>1104:26, 1106:17</p> <p>sufficient [1] - 989:29</p> <p>sufficiently [2] - 992:6, 1089:2</p> <p>suggest [7] - 979:23, 1000:16, 1036:13, 1046:21, 1052:38, 1060:42, 1096:36</p> <p>suggested [10] - 1032:32, 1033:12, 1049:23, 1049:24, 1051:20, 1056:18, 1077:19, 1090:21, 1091:39, 1097:45</p> <p>suggesting [10] - 990:33, 991:30, 991:32, 1025:2, 1044:16, 1055:45, 1088:47, 1089:3, 1089:13, 1089:29</p> <p>suggestion [8] - 1005:11, 1031:41, 1048:6, 1049:17, 1052:2, 1077:25, 1087:41, 1097:47</p> <p>suggestions [2] - 1002:44, 1043:2</p> <p>sum [2] - 1062:15, 1108:12</p> <p>summarily [1] - 1104:34</p> <p>summary [2] - 984:19, 1022:43</p> <p>summation [1] - 1077:2</p> <p>summing [1] - 1108:12</p> <p>summons [5] - 1022:19, 1022:24, 1059:9, 1109:16, 1109:29</p> <p>supplemented [2] - 981:35, 984:32</p> <p>supply [1] - 984:19</p> <p>support [18] - 980:40, 989:1, 1000:7, 1003:7, 1005:28, 1006:26, 1008:12, 1008:14, 1038:46, 1042:35, 1043:3, 1050:24, 1052:41, 1055:20, 1055:21, 1065:17, 1070:17, 1089:10</p> <p>supported [9] - 1002:46, 1006:25, 1029:45, 1043:4, 1069:20, 1070:21, 1076:1, 1108:8, 1108:9</p>
---	--	---	---	--

supporting ^[1] - 995:13	1055:44, 1090:35, 1091:1	1066:41, 1066:44, 1066:46, 1067:6, 1067:28, 1067:37, 1072:24, 1072:25, 1072:27, 1072:42, 1073:1, 1073:24, 1073:47, 1085:9, 1085:23, 1099:7, 1099:9, 1106:24, 1107:26, 1108:3, 1108:36, 1108:37	1016:3, 1017:26, 1017:30, 1017:34, 1019:13, 1019:22, 1019:27, 1019:32, 1019:35, 1019:38, 1020:1, 1020:5, 1020:10, 1020:15, 1020:17, 1021:1, 1021:8, 1022:8, 1022:23, 1022:26, 1022:28, 1022:33, 1022:39, 1022:46, 1023:13, 1023:15, 1023:18, 1023:22, 1023:24, 1023:26, 1023:36, 1023:38, 1023:42, 1024:2, 1026:18, 1029:14, 1030:46, 1031:4, 1031:8, 1032:13, 1032:18, 1033:21, 1033:32, 1034:9, 1036:6, 1037:24, 1039:13, 1039:30, 1044:29, 1045:10, 1045:13, 1047:6, 1047:12, 1047:30, 1047:35, 1048:38, 1048:41, 1049:2, 1049:7, 1050:41, 1053:46, 1054:7, 1054:10, 1054:44, 1055:3, 1055:12, 1055:18, 1056:12, 1056:15, 1057:27, 1057:45, 1058:44, 1059:8, 1059:12, 1059:22, 1059:26, 1059:28, 1059:37, 1059:41, 1060:3, 1060:8, 1060:12, 1062:40, 1063:9, 1063:13, 1065:29, 1066:12, 1067:34, 1067:37, 1068:5, 1071:29, 1072:18, 1077:18, 1078:38, 1080:11, 1081:24, 1082:9, 1083:4, 1084:1, 1085:34, 1086:45, 1087:2, 1088:33, 1089:37, 1089:43, 1090:5, 1091:27, 1091:31, 1091:33, 1092:3, 1092:18, 1095:8, 1095:24, 1096:13, 1099:38, 1101:12, 1101:15, 1102:34, 1103:33, 1104:21, 1107:3, 1109:14,	1109:21, 1109:23, 1109:28, 1109:32, 1109:34, 1109:36, 1109:41, 1109:44 theatre ^[1] - 973:24 theme ^[5] - 972:11, 973:41, 983:8, 1001:47, 1026:12 themselves ^[5] - 986:18, 996:8, 1070:9, 1073:24, 1100:34 there'd ^[2] - 1005:7, 1062:27 thereafter ^[1] - 999:6 therefore ^[11] - 979:3, 991:8, 1032:26, 1053:9, 1055:35, 1056:3, 1086:2, 1099:17, 1100:46, 1101:6, 1101:25 thereof ^[1] - 1004:23 they've ^[2] - 1089:9, 1105:37 thinking ^[13] - 970:31, 987:8, 987:15, 987:43, 988:7, 988:35, 989:7, 1017:39, 1024:47, 1029:30, 1032:3, 1036:37, 1050:4 third ^[2] - 1050:10, 1084:19 thirds ^[1] - 1104:23 thorn ^[1] - 1068:11 thoughts ^[8] - 1025:21, 1026:39, 1040:23, 1050:5, 1056:25, 1056:27, 1067:4, 1068:1 thousands ^[1] - 981:25 threat ^[2] - 990:3, 990:13 three ^[24] - 973:39, 992:14, 995:19, 1004:24, 1023:27, 1025:36, 1025:37, 1029:40, 1029:41, 1033:44, 1035:34, 1035:43, 1037:13, 1038:4, 1047:2, 1053:21, 1055:28, 1070:15, 1071:33, 1075:8, 1075:9, 1076:9, 1089:8, 1097:26 three-plus ^[1] - 1029:41 threw ^[1] - 1083:28
supportive ^[1] - 1075:30	system ^[1] - 1000:25			
suppose ^[9] - 1029:47, 1032:7, 1037:34, 1038:37, 1040:34, 1042:6, 1043:46, 1052:14, 1060:35	T			
supposed ^[1] - 1012:12	table ^[2] - 1037:47, 1105:28	termers ^[1] - 1099:8		
surely ^[4] - 974:38, 1090:38, 1090:39	tag ^[1] - 978:11	terminate ^[2] - 1012:43, 1013:7		
surface ^[1] - 998:26	talented ^[1] - 1057:2	terminating ^[1] - 1038:2		
surplus ^[1] - 1106:4	tape ^[1] - 1021:31	terms ^[41] - 970:8, 970:19, 970:22, 972:31, 972:47, 973:22, 973:33, 973:41, 976:2, 977:34, 979:29, 980:26, 980:28, 980:44, 982:6, 983:46, 993:8, 994:26, 994:33, 994:45, 995:11, 995:42, 995:46, 1001:13, 1001:19, 1002:15, 1004:26, 1005:33, 1006:36, 1006:46, 1007:46, 1008:42, 1011:30, 1023:7, 1023:28, 1025:24, 1027:21, 1057:17, 1069:16, 1073:22, 1106:41		
surprise ^[2] - 975:23, 1026:5	tea ^[2] - 982:30, 1067:11	terrific ^[2] - 1037:32, 1050:6		
surprised ^[2] - 1065:25, 1097:21	team ^[1] - 1064:5	that'd ^[3] - 1073:10, 1099:19, 1106:47		
surprising ^[1] - 1106:7	technically ^[1] - 982:13	THE ^[168] - 970:1, 970:19, 971:24, 974:11, 978:45, 980:18, 980:46, 982:16, 984:40, 984:42, 984:46, 985:3, 985:5, 985:7, 985:24, 985:29, 986:5, 986:39, 986:44, 989:18, 990:28, 990:41, 990:43, 992:8, 996:19, 1001:1, 1003:14, 1003:32, 1003:40, 1003:43, 1004:45, 1005:31, 1005:36, 1007:20, 1008:34, 1012:22, 1012:27, 1013:6,		
survey ^[4] - 1008:7, 1008:44, 1008:45	technology ^[2] - 1021:19, 1053:20			
suspect ^[1] - 1027:36	Ted ^[2] - 982:37, 982:39			
suspend ^[13] - 1041:34, 1042:11, 1046:38, 1092:6, 1094:10, 1099:14, 1100:28, 1101:3, 1101:8, 1101:20, 1101:22, 1101:26, 1101:43	template ^[1] - 1075:31			
suspended ^[9] - 1038:17, 1039:28, 1040:8, 1040:15, 1041:1, 1044:8, 1046:39, 1055:32, 1099:44	temporary ^[1] - 1000:17			
suspension ^[24] - 1037:44, 1038:10, 1039:26, 1039:27, 1039:35, 1040:42, 1041:2, 1050:25, 1053:14, 1055:36, 1056:19, 1057:40, 1058:5, 1090:24, 1092:11, 1092:33, 1092:37, 1099:18, 1100:4, 1100:13, 1100:18, 1101:27, 1102:24	tempting ^[2] - 1040:26, 1040:34			
suspicion ^[4] - 1031:29, 1042:44, 1067:26, 1087:27	tend ^[2] - 1037:20, 1081:21			
swallow ^[1] - 1058:30	tender ^[6] - 972:39, 972:40, 984:23, 1031:1, 1086:43, 1091:25			
switch ^[1] - 1037:22	tendered ^[1] - 984:29			
sworn ^[1] - 1023:47	tenderer ^[1] - 995:27			
Sydney ^[6] - 1027:6, 1049:36, 1049:38,	tending ^[1] - 1065:38			
	tent ^[2] - 1068:40, 1069:45			
	tents ^[2] - 1068:35, 1068:39			
	tenure ^[1] - 1056:6			
	term ^[59] - 978:30, 992:15, 995:39, 997:27, 1001:15, 1001:16, 1004:2, 1004:5, 1008:24, 1008:29, 1008:31, 1008:32, 1024:26, 1024:36, 1024:43, 1025:10, 1025:37, 1032:47, 1035:42, 1037:44, 1038:14, 1040:40, 1042:38, 1044:24, 1046:41, 1049:44, 1049:47, 1050:34, 1060:37, 1060:38, 1063:6, 1063:39, 1063:45, 1064:10, 1064:44,			

throw ^[1] - 1064:7 thrust ^[2] - 1005:6, 1025:15 Thursday ^[5] - 984:27, 984:47, 1022:42, 1023:1, 1023:16 tick ^[1] - 1078:42 ticket ^[1] - 995:23 ticks ^[1] - 980:38 tie ^[1] - 973:29 ties ^[1] - 1044:9 tight ^[1] - 1017:8 tightly ^[1] - 970:22 time-wasting ^[1] - 1084:34 timeframe ^[1] - 1023:13 timeframes ^[1] - 1023:11 timeline ^[1] - 977:5 timely ^[1] - 988:46 timing ^[2] - 1051:44, 1052:1 tirade ^[1] - 1016:45 TO ^[1] - 1109:44 today ^[4] - 1060:13, 1085:21, 1095:16, 1109:37 toe ^[1] - 1082:26 together ^[9] - 996:22, 1037:11, 1043:24, 1053:17, 1061:20, 1067:13, 1085:30, 1097:46, 1098:1 toll ^[2] - 1044:26 tomorrow ^[1] - 1109:42 tone ^[1] - 1068:44 tonight ^[1] - 1109:32 took ^[23] - 988:19, 993:2, 998:31, 1003:2, 1005:22, 1032:4, 1032:27, 1036:19, 1036:33, 1044:26, 1045:30, 1048:26, 1064:42, 1083:8, 1083:39, 1083:41, 1085:16, 1094:13, 1097:30, 1098:6, 1098:43, 1103:22 tool ^[2] - 1037:32, 1042:14 top ^[1] - 1105:22 topic ^[51] - 971:11, 972:2, 972:8, 972:19, 972:34, 973:2, 973:5, 973:11, 973:30, 975:37, 976:5,	980:20, 980:30, 980:32, 981:43, 982:1, 982:2, 982:5, 984:44, 985:9, 996:25, 996:28, 999:44, 1000:22, 1000:35, 1003:16, 1003:18, 1003:19, 1003:26, 1003:45, 1004:9, 1004:40, 1004:43, 1005:24, 1007:36, 1007:44, 1009:30, 1010:25, 1011:22, 1012:41, 1016:10, 1029:16, 1037:26, 1047:27, 1062:38, 1064:42, 1071:29, 1084:36, 1106:34, 1107:3 topics ^[23] - 970:5, 970:11, 982:8, 996:21, 1000:30, 1000:40, 1005:25, 1007:18, 1007:23, 1007:29, 1007:38, 1008:18, 1008:23, 1011:25, 1021:34, 1021:43, 1037:22, 1050:39, 1057:13, 1057:16, 1057:19, 1106:38, 1106:42 total ^[2] - 976:17, 1008:42 totally ^[1] - 1005:45 touch ^[3] - 972:9, 1000:30, 1047:28 touched ^[2] - 973:4, 973:26 tough ^[2] - 1043:37, 1044:23 tourism ^[2] - 981:28, 1003:8 Tourism ^[1] - 1001:14 towards ^[4] - 1038:1, 1065:6, 1072:22, 1083:15 town ^[2] - 1062:5, 1076:6 toxic ^[2] - 1098:8, 1103:23 track ^[2] - 1041:43, 1044:8 tradie ^[2] - 1060:34, 1064:36 tradies ^[1] - 1069:18 traffic ^[1] - 1082:44 trail ^[1] - 980:20 trailer ^[2] - 1000:5, 1000:6 train ^[1] - 1035:37	trainer ^[2] - 1012:2, 1090:33 training ^[22] - 1011:37, 1011:40, 1011:43, 1011:47, 1012:32, 1012:33, 1026:42, 1026:43, 1027:26, 1027:27, 1027:33, 1028:9, 1065:11, 1069:40, 1073:46, 1074:4, 1074:7, 1090:31, 1090:42, 1096:39, 1096:40, 1101:10 transcript ^[3] - 1012:44, 1023:2, 1048:20 transparency ^[2] - 988:15, 1054:25 transpired ^[1] - 1009:39 transplant ^[1] - 1084:20 treading ^[1] - 1038:36 treated ^[4] - 1016:36, 1017:40, 1040:45, 1061:25 treating ^[1] - 1071:3 treatment ^[17] - 1018:18, 1031:44, 1032:41, 1032:42, 1032:47, 1033:13, 1086:10, 1086:22, 1086:29, 1086:30, 1086:36, 1086:39, 1086:41, 1087:44, 1088:6, 1088:23, 1108:21 trees ^[2] - 1097:10, 1097:30 trepidation ^[2] - 1025:8, 1025:14 trick ^[1] - 1092:14 tried ^[5] - 1053:21, 1065:10, 1065:11, 1096:46, 1108:25 trouble ^[1] - 1033:26 troubles ^[2] - 1034:31, 1034:35 true ^[4] - 1054:31, 1054:33, 1080:35, 1104:32 truly ^[2] - 1042:28, 1059:14 truthful ^[1] - 1026:36 truthfully ^[1] - 1044:47 try ^[10] - 1026:25, 1038:24, 1040:24, 1064:4, 1070:3, 1082:24, 1106:40,	1106:46, 1106:47, 1107:1 trying ^[19] - 971:30, 978:37, 979:17, 984:7, 992:18, 992:21, 997:45, 1000:16, 1001:18, 1002:6, 1002:29, 1003:7, 1026:20, 1038:12, 1061:19, 1064:31, 1065:11, 1081:39, 1099:17 TTRs ^[1] - 970:27 Tuckerman ^[1] - 1052:21 Tuesday ^[1] - 969:36 tumble ^[1] - 1067:12 Turkington ^[1] - 1069:40 Turland ^[51] - 983:5, 985:44, 996:41, 997:11, 997:17, 997:40, 998:5, 998:13, 998:19, 998:28, 998:31, 999:13, 999:22, 999:42, 1000:7, 1000:10, 1000:15, 1001:24, 1002:46, 1016:11, 1016:19, 1016:46, 1017:5, 1017:14, 1017:40, 1018:8, 1018:12, 1018:27, 1021:27, 1021:35, 1021:45, 1039:3, 1041:3, 1041:22, 1041:32, 1043:29, 1043:39, 1044:11, 1044:34, 1044:39, 1044:44, 1045:43, 1046:27, 1058:7, 1060:35, 1069:7, 1069:15, 1069:42, 1071:17, 1079:26, 1107:19 Turland's ^[1] - 1070:30 Turland-Gair ^[1] - 1021:35 turn ^[5] - 1044:4, 1045:15, 1049:21, 1087:14, 1093:26 turned ^[9] - 976:26, 1025:19, 1054:28, 1054:29, 1054:42, 1054:47, 1070:30, 1072:7, 1089:9 turning ^[3] - 986:39, 1066:44, 1072:44 turns ^[1] - 1002:9	twice ^[3] - 1012:6, 1084:38, 1103:9 two ^[72] - 971:14, 974:23, 977:13, 983:6, 992:13, 992:27, 992:42, 994:47, 995:2, 995:36, 996:2, 997:7, 1001:16, 1001:22, 1007:9, 1008:43, 1009:1, 1020:10, 1025:2, 1025:3, 1028:39, 1035:7, 1037:13, 1037:32, 1037:40, 1038:36, 1038:37, 1038:42, 1038:47, 1039:1, 1039:10, 1040:38, 1041:27, 1043:13, 1043:17, 1043:19, 1043:28, 1047:2, 1048:46, 1049:12, 1050:9, 1050:36, 1051:2, 1051:7, 1054:3, 1054:7, 1057:31, 1057:32, 1061:27, 1064:28, 1064:46, 1067:28, 1068:14, 1068:18, 1068:22, 1068:28, 1071:32, 1071:42, 1072:7, 1079:25, 1079:31, 1083:17, 1087:17, 1088:34, 1097:32, 1099:9, 1102:41, 1104:3, 1104:23 two-thirds ^[1] - 1104:23 two-year ^[1] - 1068:14 type ^[5] - 977:23, 998:1, 1034:40, 1079:7, 1082:17 typing ^[1] - 1053:18
				U
				Uliana ^[1] - 997:27 ultimate ^[2] - 975:26, 1002:29 ultimately ^[8] - 975:5, 991:1, 1001:30, 1007:13, 1039:14, 1049:40, 1063:36, 1094:17 umbrella ^[1] - 1067:43 unable ^[1] - 1053:19 unbelievable ^[1] - 1091:8 unconscious ^[1] -

<p>1033:22</p> <p>under ^[31] - 973:33, 977:42, 978:40, 986:18, 988:36, 992:6, 996:1, 1004:27, 1005:26, 1011:37, 1016:4, 1022:24, 1028:10, 1028:40, 1035:41, 1047:16, 1060:40, 1062:35, 1067:43, 1075:8, 1076:1, 1080:1, 1081:18, 1083:12, 1085:26, 1092:9, 1094:12, 1096:24, 1096:32, 1098:12, 1109:29</p> <p>underground ^[1] - 977:33</p> <p>undermine ^[2] - 1052:12, 1064:31</p> <p>undermines ^[1] - 1037:18</p> <p>undermining ^[3] - 1052:15, 1052:32, 1090:43</p> <p>understood ^[11] - 983:20, 992:22, 994:17, 1011:39, 1028:24, 1028:33, 1039:44, 1048:7, 1055:8, 1065:35, 1072:14</p> <p>undertake ^[2] - 1011:37, 1075:4</p> <p>undertook ^[1] - 1026:43</p> <p>underuse ^[1] - 1011:8</p> <p>undue ^[4] - 987:12, 987:19, 1032:41, 1083:9</p> <p>unduly ^[2] - 1031:43, 1087:43</p> <p>unfairly ^[1] - 1098:24</p> <p>unfavourable ^[4] - 1031:44, 1032:41, 1033:13, 1087:44</p> <p>unfolded ^[2] - 1057:39, 1057:40</p> <p>unfortunate ^[2] - 1107:22, 1108:32</p> <p>unfortunately ^[5] - 1050:29, 1069:23, 1070:10, 1092:15, 1106:44</p> <p>unique ^[2] - 1107:20, 1107:34</p> <p>uniqueness ^[2] - 1079:6, 1080:7</p> <p>universally ^[1] -</p>	<p>1021:16</p> <p>unjust ^[1] - 1108:40</p> <p>unless ^[7] - 994:21, 1022:5, 1047:28, 1050:39, 1063:27, 1078:27, 1083:14</p> <p>unmeritorious ^[1] - 1000:25</p> <p>unqualified ^[1] - 1102:35</p> <p>unsolicited ^[4] - 982:35, 982:43, 983:15, 993:42</p> <p>untenable ^[1] - 1098:10</p> <p>unwind ^[1] - 1056:20</p> <p>up ^[68] - 970:40, 975:8, 975:10, 975:16, 975:19, 975:33, 977:21, 986:39, 990:36, 992:16, 993:22, 998:20, 998:31, 1000:43, 1002:2, 1002:43, 1012:7, 1018:18, 1018:31, 1026:23, 1026:25, 1026:26, 1035:13, 1036:19, 1036:24, 1036:28, 1036:33, 1037:20, 1040:18, 1041:31, 1044:5, 1044:45, 1048:15, 1049:12, 1060:32, 1061:7, 1061:10, 1062:22, 1062:34, 1066:37, 1069:16, 1069:17, 1070:3, 1070:4, 1070:18, 1070:21, 1072:44, 1075:40, 1076:28, 1078:2, 1078:14, 1078:34, 1078:44, 1083:8, 1083:15, 1083:18, 1083:21, 1083:39, 1083:41, 1091:37, 1092:14, 1097:30, 1104:45, 1107:18, 1107:31, 1108:5, 1108:12</p> <p>up ^[1] - 1078:32</p> <p>updated ^[6] - 970:17, 972:3, 1008:6, 1028:5, 1073:41, 1075:18</p> <p>upgrade ^[4] - 970:12, 980:33, 981:36, 1082:40</p> <p>upgraded ^[1] - 981:28</p> <p>UPON ^[1] - 1060:1</p>	<p>upset ^[1] - 1062:32</p> <p>useful ^[7] - 990:20, 1001:25, 1027:15, 1027:17, 1062:40, 1062:43, 1096:42</p> <p>user ^[1] - 972:44</p> <p>uses ^[1] - 973:39</p> <p>usual ^[2] - 977:28, 1009:13</p> <p>ute ^[1] - 1000:6</p> <p>utmost ^[2] - 1055:27, 1071:6</p>	<p>998:6, 1002:21, 1002:37, 1004:13, 1006:16, 1016:47, 1018:31, 1020:40, 1025:23, 1030:12, 1030:17, 1030:28, 1032:38, 1033:2, 1034:16, 1035:32, 1036:8, 1036:22, 1036:29, 1036:37, 1037:10, 1037:16, 1037:34, 1039:36, 1040:6, 1040:11, 1041:4, 1044:33, 1044:39, 1052:40, 1054:35, 1054:36, 1056:26, 1056:35, 1058:9, 1058:27, 1064:17, 1064:27, 1064:32, 1065:29, 1072:11, 1077:8, 1077:47, 1079:41, 1081:15, 1083:10, 1083:11, 1084:24, 1084:29, 1085:29, 1086:29, 1086:35, 1088:21, 1093:11, 1097:24, 1103:29, 1103:37, 1103:41, 1104:34</p> <p>viewed ^[2] - 1021:4, 1030:37</p> <p>views ^[7] - 984:14, 1040:23, 1049:26, 1075:28, 1079:38, 1083:6, 1083:8</p> <p>vigorously ^[1] - 1045:44</p> <p>vindictive ^[1] - 1069:38</p> <p>virgin ^[1] - 977:36</p> <p>virtually ^[1] - 1104:29</p> <p>vis-à-vis ^[3] - 991:9, 991:19, 991:24</p> <p>vision ^[2] - 1050:22, 1050:23</p> <p>visit ^[1] - 996:44</p> <p>visited ^[2] - 997:8, 998:46</p> <p>vitality ^[1] - 974:18</p> <p>Viv ^[2] - 1053:11, 1098:28</p> <p>vocational ^[1] - 1060:29</p> <p>voice ^[2] - 1026:23, 1080:4</p> <p>voices ^[2] - 1026:26, 1038:31</p> <p>volume ^[1] - 1086:45</p> <p>Volume ^[2] - 1031:4,</p>	<p>1086:47</p> <p>VONG ^[3] - 1019:7, 1019:42, 1019:46</p> <p>vote ^[15] - 982:46, 983:1, 983:14, 983:18, 992:5, 993:1, 995:26, 1006:21, 1030:43, 1041:35, 1048:21, 1048:26, 1069:2, 1069:4, 1088:37</p> <p>voted ^[4] - 1039:7, 1062:10, 1069:1, 1079:30</p> <p>votes ^[5] - 982:18, 982:25, 984:9, 1048:29, 1048:31</p> <p>voting ^[5] - 1032:34, 1032:40, 1068:46, 1069:5</p> <p>vs ^[1] - 1016:11</p>
V				
<p>Vale ^[4] - 969:21, 976:30, 1003:11, 1050:24</p> <p>value ^[3] - 979:41, 1108:29, 1109:1</p> <p>valued ^[1] - 1108:8</p> <p>variations ^[1] - 1076:44</p> <p>varied ^[1] - 1076:7</p> <p>variety ^[2] - 1034:14, 1034:24</p> <p>various ^[17] - 970:24, 977:37, 991:28, 991:36, 993:3, 996:43, 999:31, 1000:15, 1000:41, 1008:8, 1009:40, 1027:39, 1032:45, 1087:12, 1096:26, 1101:38</p> <p>vast ^[1] - 1104:33</p> <p>vehemently ^[1] - 1052:44</p> <p>vehicle ^[2] - 1042:14, 1071:38</p> <p>veneer ^[1] - 1061:15</p> <p>ventilate ^[1] - 991:45</p> <p>ventilated ^[2] - 991:38, 1007:1</p> <p>venture ^[1] - 992:18</p> <p>verbal ^[1] - 1044:44</p> <p>version ^[1] - 1039:13</p> <p>via ^[1] - 970:15</p> <p>viability ^[1] - 1006:15</p> <p>viable ^[1] - 1070:5</p> <p>vice ^[1] - 1082:2</p> <p>Victoria ^[1] - 1000:16</p> <p>video ^[2] - 1007:25, 1018:34</p> <p>videos ^[1] - 1010:6</p> <p>view ^[67] - 970:20, 971:15, 984:6, 985:43, 989:19, 997:5, 997:39,</p>				
W				
<p>wages ^[1] - 1005:28</p> <p>waited ^[2] - 1069:29, 1097:29</p> <p>waiting ^[5] - 1024:3, 1058:47, 1059:31, 1059:34, 1060:13</p> <p>waived ^[1] - 1012:17</p> <p>waiver ^[1] - 1037:9</p> <p>Wales ^[1] - 1024:19</p> <p>walk ^[2] - 1054:40, 1079:20</p> <p>walked ^[2] - 1038:4, 1046:18</p> <p>wants ^[3] - 1008:35, 1077:44, 1082:14</p> <p>Ward ^[1] - 1098:37</p> <p>warning ^[1] - 985:38</p> <p>warrant ^[1] - 1105:11</p> <p>WAS ^[1] - 1109:44</p> <p>washed ^[1] - 999:30</p> <p>wasting ^[2] - 983:6, 1084:34</p> <p>watched ^[1] - 1021:27</p> <p>watcher ^[1] - 1063:19</p> <p>watching ^[2] - 1021:21, 1065:32</p> <p>Wattle ^[5] - 982:44, 1047:44, 1048:9, 1048:22, 1049:16</p> <p>wave ^[1] - 998:32</p> <p>waving ^[2] - 999:13, 999:23</p> <p>ways ^[5] - 1017:3, 1029:44, 1036:4, 1080:11, 1080:17</p>				

<p>wealthy ^[1] - 1069:19</p> <p>wear ^[2] - 1079:15, 1079:35</p> <p>weatherboard ^[1] - 1061:16</p> <p>website ^[1] - 1012:46</p> <p>Wednesday ^[1] - 1097:34</p> <p>WEDNESDAY ^[1] - 1109:45</p> <p>week ^[3] - 1012:6, 1078:21, 1097:18</p> <p>weekly ^[1] - 1078:23</p> <p>weeks ^[2] - 973:39, 997:7</p> <p>weigh ^[1] - 981:15</p> <p>weighing ^[1] - 1006:5</p> <p>weight ^[1] - 1081:40</p> <p>Welby ^[1] - 1061:12</p> <p>welcome ^[1] - 1000:13</p> <p>Wendy ^[1] - 1052:21</p> <p>west ^[1] - 1003:11</p> <p>WestConnex ^[2] - 977:25, 977:31</p> <p>whacked ^[1] - 1033:28</p> <p>whatsoever ^[2] - 979:28, 1006:8</p> <p>whilst ^[1] - 1027:20</p> <p>Whipper ^[2] - 999:26, 1001:22</p> <p>white ^[1] - 1089:6</p> <p>whiteboard ^[4] - 975:14, 975:15, 1062:22, 1062:23</p> <p>whole ^[7] - 973:42, 1003:4, 1017:26, 1057:33, 1057:34, 1059:14, 1082:44</p> <p>wider ^[1] - 1063:1</p> <p>wife ^[4] - 997:36, 997:45, 998:46, 1069:24</p> <p>wildly ^[1] - 977:47</p> <p>will ^[1] - 1071:18</p> <p>willingness ^[2] - 1031:42, 1087:42</p> <p>Wilton ^[4] - 998:47, 1045:11, 1045:44, 1103:38</p> <p>win ^[1] - 1062:14</p> <p>WINGECARRIBEE ^[1] - 969:13</p> <p>Wingecarribee ^[2] - 969:20, 1060:41</p> <p>winning ^[1] - 1020:39</p> <p>wise ^[2] - 1086:23, 1093:12</p> <p>wish ^[24] - 970:11, 970:26, 972:2, 972:20, 972:35,</p>	<p>973:5, 975:38, 976:5, 983:2, 991:27, 1000:35, 1021:35, 1022:47, 1040:39, 1057:19, 1059:10, 1065:43, 1066:9, 1096:5, 1096:31, 1106:39, 1108:46, 1109:30</p> <p>wished ^[1] - 971:11</p> <p>witch ^[1] - 1108:28</p> <p>witch-hunt ^[1] - 1108:28</p> <p>withdraw ^[3] - 1012:40, 1021:5, 1028:17</p> <p>WITHDREW ^[2] - 1023:38, 1109:34</p> <p>witness ^[22] - 1008:35, 1012:30, 1012:41, 1017:18, 1017:44, 1019:28, 1022:44, 1023:27, 1023:44, 1024:42, 1044:19, 1047:6, 1047:12, 1059:31, 1060:5, 1062:21, 1069:27, 1072:33, 1072:41, 1083:25, 1090:8, 1092:18</p> <p>WITNESS ^[29] - 984:42, 985:3, 985:7, 985:29, 990:43, 1003:43, 1007:20, 1019:35, 1020:17, 1022:26, 1022:39, 1023:13, 1023:18, 1023:24, 1023:36, 1023:38, 1031:8, 1048:41, 1054:10, 1055:18, 1059:12, 1059:26, 1067:37, 1087:2, 1091:33, 1101:15, 1109:21, 1109:32, 1109:34</p> <p>witnessed ^[4] - 970:32, 1018:7, 1018:26, 1058:5</p> <p>witnesses ^[6] - 1023:19, 1032:46, 1036:47, 1043:10, 1075:24, 1086:9</p> <p>woman ^[1] - 991:26</p> <p>Wombeyan ^[1] - 980:32</p> <p>wonder ^[2] - 1046:37</p> <p>wonderful ^[1] - 1098:38</p> <p>wondering ^[3] -</p>	<p>1059:32, 1081:43, 1094:26</p> <p>Woolies ^[1] - 1082:32</p> <p>word ^[5] - 1018:9, 1018:34, 1038:7, 1090:23, 1105:21</p> <p>worded ^[1] - 1017:3</p> <p>words ^[19] - 970:41, 979:30, 981:14, 991:16, 993:24, 1012:5, 1020:27, 1032:9, 1034:39, 1034:41, 1035:17, 1039:47, 1041:1, 1041:38, 1059:22, 1079:46, 1090:12, 1107:10, 1107:13</p> <p>workers ^[1] - 1007:24</p> <p>workforce ^[1] - 1008:46</p> <p>works ^[8] - 985:36, 998:19, 1043:32, 1064:15, 1064:18, 1064:22, 1074:21, 1104:43</p> <p>worried ^[1] - 985:35</p> <p>worry ^[1] - 1044:30</p> <p>worse ^[1] - 1016:22</p> <p>worst ^[1] - 998:42</p> <p>worth ^[1] - 1109:1</p> <p>worthy ^[2] - 1089:14, 1089:30</p> <p>wrath ^[1] - 997:26</p> <p>write ^[2] - 1078:2, 1099:10</p> <p>writing ^[2] - 971:39, 1097:9</p> <p>written ^[5] - 999:8, 1023:4, 1023:8, 1065:42, 1089:7</p> <p>wronged ^[1] - 1070:1</p> <p>Wrongs ^[1] - 1103:39</p> <p>wrote ^[1] - 1062:22</p>	<p>1033:44, 1035:43, 1037:32, 1037:41, 1043:13, 1043:19, 1050:9, 1055:29, 1060:34, 1061:11, 1061:12, 1062:17, 1067:8, 1067:28, 1068:19, 1068:22, 1068:28, 1079:5, 1082:31, 1088:42, 1091:5, 1104:27, 1105:44, 1106:11, 1106:17, 1108:7</p> <p>yelling ^[2] - 1066:37, 1072:34</p> <p>Yeo ^[2] - 1060:43, 1061:8</p> <p>yesterday ^[7] - 974:23, 985:25, 1007:25, 1007:39, 1007:44, 1022:13, 1022:15</p> <p>young ^[2] - 1061:18, 1061:19</p> <p>yourself ^[10] - 981:44, 982:2, 1009:5, 1022:14, 1026:19, 1031:40, 1044:30, 1063:13, 1087:40, 1093:18</p>
Z			
<p>zone ^[2] - 976:30, 1078:9</p> <p>zones ^[1] - 1075:39</p> <p>Zoom ^[1] - 1010:30</p> <p>Zooming ^[1] - 1085:26</p>			
Y			
<p>year ^[12] - 973:6, 973:46, 975:25, 998:46, 1005:28, 1006:23, 1007:8, 1025:23, 1068:14, 1105:1, 1105:29</p> <p>years ^[41] - 972:14, 982:39, 1001:16, 1005:29, 1006:24, 1021:47, 1024:16, 1024:18, 1024:22, 1024:37, 1025:39, 1029:40, 1029:41,</p>			