
TRANSCRIPT OF PROCEEDINGS

**INDEPENDENT COMMISSION OF INQUIRY INTO QUEENSLAND POLICE
SERVICE RESPONSES TO DOMESTIC AND FAMILY VIOLENCE**

COMMISSIONER: HER HONOUR JUDGE DEBORAH RICHARDS

**COUNSEL ASSISTING: RUTH O'GORMAN QC
ANNA CAPPELLANO**

**Land Court of Queensland, Brisbane Magistrates Court,
Level 8/362 George Street, Brisbane.**

Thursday, 4 August 2022

1 MS O'GORMAN: Good morning, Commissioner. I might
2 commence by tendering tender bundle P. It comprises the
3 statement of Brendan McMahon, Matt Costelloe, Anita Wharton
4 and Emma Reilly. Each of those witnesses will be called to
5 give evidence today.

6
7 COMMISSIONER: That's exhibit 22.

8
9 **EXHIBIT #22 TENDER BUNDLE P**

10
11 MS O'GORMAN: The first witness to be called this morning
12 is Assistant Commissioner Brian Codd. There's not a
13 statement from him in that bundle. He's already provided a
14 statement, and he's being recalled this morning.

15
16 COMMISSIONER: Yes.

17
18 MS O'GORMAN: Assistant Commissioner Codd has brought a
19 couple of relevant documents to court this morning. I have
20 one copy of them, but more copies are being brought to the
21 hearing. If we reach the relevant point and we don't have
22 those documents yet, we might just pause briefly so that
23 they can be obtained. But we're hopeful that they'll
24 arrive in a few minutes, and we can get started in the
25 meantime.

26
27 COMMISSIONER: Thank you.

28
29 MS O'GORMAN: I call Assistant Commissioner Brian Codd.

30
31 **<BRIAN CODD, on former oath:**

32
33 **<EXAMINATION BY MS O'GORMAN:**

34
35 Q. Assistant Commissioner Codd, at the end of your
36 evidence last time you'll recall you were stood down in the
37 event the Commission needed to take any further evidence
38 from you in light of matters that arose since your
39 evidence. You'll agree that I've sent you through some
40 questions in the last couple of days indicating the sorts
41 of matters that we would like to follow up with you this
42 morning?

43 A. Yes, thank you.

44
45 Q. All right. We can work through those sequentially.
46 I wanted to ask you firstly about the Gold Coast
47 domestic violence taskforce. Now, in respect of that

1 taskforce, it was, by way of background, established in
2 2016 on the Gold Coast?

3 A. That's correct.

4

5 Q. And that was done following a number of high-profile
6 homicide cases on the Gold Coast and also the
7 recommendations of the "Not Now, Not Ever" report?

8 A. That's correct.

9

10 Q. It involved, if I can summarise it this way,
11 specialist officers, including detectives and an
12 intelligence officer, being embedded so as to firstly
13 assist frontline officers who might need to call in
14 requesting advice or support when they were attending to
15 their general duties, but also to review the sufficiency of
16 investigations of domestic and family violence matters to
17 see whether criminal charges were being pursued in
18 appropriate cases?

19 A. That's correct.

20

21 Q. It also involved establishing and working on
22 collaborative relationships with domestic and family
23 violence agencies in the area to ensure that appropriate
24 referrals could be made?

25 A. That's correct.

26

27 Q. Okay. A Griffith University review of that was
28 commissioned in about 2018, after two years of its
29 operation, wasn't it?

30 A. I recall that there was a Griffith University
31 evaluation. I couldn't be specific about the time.

32

33 Q. Okay. Do you recall that the evaluation concluded
34 that the creation and ongoing work of that taskforce had in
35 fact enhanced a sense of trust between the community on the
36 one hand and the QPS on the other in respect of the QPS's
37 ability to respond to domestic and family violence?

38 A. Yes, it did. It was very positive about what was
39 achieved by that taskforce and the way that was achieved,
40 yes.

41

42 Q. All right. Ultimately it recommended, didn't it, or
43 it concluded that the evidence supports the continued
44 resourcing and staffing of the taskforce as well as the
45 importance of a pro-investigative approach to responding to
46 domestic and family violence?

47 A. That's correct.

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

Q. In light of those good things to come out of it, particularly as found by that independent review, can you help us to understand why that taskforce then discontinued?

A. The taskforce wasn't discontinued. The nature of taskforces themselves, although we have some taskforces that last for a long, long time by name, is from a policing organisational perspective they're normally a time-constricted period of time. So you will establish a taskforce for a purpose over a period of time and then you will finalise it.

With the taskforce that we established, that was how we initially did it. The reason I have knowledge of it is at that time I was the Assistant Commissioner for south-east region that introduced it. So I arrived at south-east region in September of 2015, just as I've mentioned before, I think, it may have been about four days after the murder of Tara Brown, and on the back of the "Not Now, Not Ever" report we wanted to examine different ways to approach things. So we established a taskforce in the first instance.

The reason I give that structural delineation is when you establish a taskforce it's usually by co-opting and seconding officers from other allocated duties into that. That taskforce has now been embedded permanently and converted into the VPU that exists on the Gold Coast today.

Q. All right. It doesn't, though, and correct me if I'm wrong, fulfil exactly the same role that the previous taskforce did, though, does it?

A. My understanding is ostensibly it does. There are nuanced differences that change over time, but in terms of embedded investigators, the unit being under the - the officer in charge being a detective, it answering to a detective inspector, it having embedded in it specialist DV personnel and intel and admin support, and having relationships with a number of other entities still exists. Whether it operates exactly the same way beyond that, I'm unsure.

I think it's important for me to point out that one of the reasons for establishing that taskforce and then the unit in the way that it's constructed was some of the unique aspects of the domestic and family violence environment on the Gold Coast, and I think I've mentioned

1 in previous evidence that we found a substantial connection
2 between other forms of criminality, particularly organised
3 crime. You might recall that there were - some of the DV
4 matters, very serious DV matters, were being perpetuated by
5 suspected members of outlaw motorcycle gangs. So the
6 importance of having experienced investigators embedded was
7 specifically unique at that stage to the Gold Coast. Logan
8 to a certain extent evolved similarly. But there are other
9 districts that don't have the same embedding or involvement
10 of that level of organised and additional criminality that
11 allowed them to evolve in a slightly different format.
12

13 Q. All right. Can I ask you then about another structure
14 that's been --

15
16 COMMISSIONER: Before we leave that, so how many
17 detectives were on that taskforce, do you know?

18 A. I couldn't be specific, Your Honour. It was a
19 detective inspector oversaw it. The officer in charge was
20 a detective senior sergeant and still is to this day.
21 I believe that there were three to four investigators. But
22 there would also be other detectives who would be rotated
23 in to assist investigations as required.
24

25 COMMISSIONER: Okay. And the structure of the VPU is now?

26 A. It's still a detective senior sergeant in charge.
27

28 COMMISSIONER: And is there four investigators?

29 A. There are a number of investigators. I'm sorry,
30 I couldn't be specific.
31

32 COMMISSIONER: Are they detectives?

33 A. Yes, and they answer to and are overseen by a
34 detective inspector, who I believe also has within their
35 realm the CPIU, Child Protection and Investigation Unit,
36 and some level of involvement in sexual violence as well
37 because of the commonality in those.
38

39 COMMISSIONER: Are there weekly meetings with all the
40 stakeholders, the domestic violence services?

41 A. I would have to check with them because --
42

43 COMMISSIONER: Because that was a feature of that
44 taskforce, wasn't it?

45 A. Yes. I know that they're still heavily engaged with
46 those. Whether that's weekly now is something I couldn't
47 comment on.

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

MS O'GORMAN: Do you know whether there's been any recent review conducted of that VPU and how it operates and its effectiveness?

A. I believe there was a level of review at district level internally. I know that through engagement with the then acting district officer when there were some examinations, some issues after the Kelly Wilkinson death. To what extent that had terms of reference I couldn't assist you with.

Q. All right. In the Logan area the Commission will hear evidence tomorrow from a police officer who will explain the Domestic Violence Engagement Team, which is an initiative that got stood up in about June or July of last year and continues to the present day, and involves a team based in Logan who review repeat calls for service on a regular basis and then collaborate with one of the local domestic and family violence support agencies to go around and speak to aggrieveds and respondents in their homes to try to avoid the need for those repeat calls for service. Firstly, are you aware of that initiative that's being stood up by that officer in Logan?

A. Yes, I am. I'm aware of the evolution of the Logan VPU. It's been very innovative. It's established some incredible relationships under the officer in charge there, which is Paul Fletcher. I understand the relationship they have with the Office of the Women - its name escapes me; one particular service provider - has evolved into a very positive co-responder model. It was a local initiative.

Q. Yes. Is there utility in the Command knowing about a local initiative like that - and, to be fair, we'll hear about others today and tomorrow. Is there utility in the Command internally reviewing each of those initiatives to determine whether or not there could be usefulness in recommending that they be implemented in other districts throughout the state?

A. Yes, very much so. That is the basis of the district-based capability model framework and maturity matrix assessment that we've been doing. When the Command was established there was already pre-existing eight what we call VPUs in eight different locations in the QPS. All of them had evolved at different paces and with different levels of focus, and one of the tasks we were given was to look to make as consistent as possible best practice delivery across the state.

1
2 The executive leadership team last year endorsed our
3 proposal that we aspire to all 15 districts having that
4 capability. I keep using the term "capability" rather than
5 "structure" or "unit" because it was very quickly
6 identified within discussions that the Logan model and the
7 Gold Coast model, whilst we think are very mature, always
8 room for improvement but going very well for that context,
9 simply would not be translatable as a structure into some
10 of our other districts, for instance, south-west district
11 comprising Roma, Dalby, Charleville, et cetera. The
12 geography wouldn't allow it and the demand doesn't require
13 it. So what we decided to do was to establish a
14 district-based capability. What do we want each district
15 to be able to do? What elements of capability do we want
16 to develop in each of those, albeit that they might be
17 structured slightly differently?
18

19 With Gold Coast and Logan you've got examples of
20 co-location, great proximity to service providers, and
21 you've also got generally a relatively small geographic
22 area to cover, albeit that you've got very high volume of
23 demand. In other areas having a co-located unit just
24 simply would be impossible to achieve. So we're looking at
25 different ways to achieve it by virtual connections or
26 meetings, et cetera.
27

28 So that process has started. The first iteration was
29 to come up with what is the agreed capability we want in
30 each district, and that would be a three- to four-year plan
31 to achieve that. That was distributed and with stakeholder
32 engagement and agreed and endorsed by the ELT what we want
33 as a capability. The next step was to say, "Okay, all
34 15 districts, we now want to work with you to assess where
35 you're at now in terms of that capability so that we can
36 now start planning for what we need to do to get you to the
37 desired state."
38

39 Q. Now, on that point, Assistant Commissioner, you'll
40 remember that I asked you some questions last time about
41 where the districts were at in terms of that
42 self-assessment, that diagnostic assessment of where they
43 were at?

44 A. Yes.

45
46 Q. At that time you wanted to take that question on
47 notice and --

1 A. Yes, thank you.

2

3 Q. -- you have come today with a document which helps
4 answer that question?

5 A. That's correct.

6

7 Q. I might just provide that to you and have it provided
8 to the other parties. I see that it's arrived.

9 Assistant Commissioner, I've provided you with a two-page
10 document titled "DFVVPV capability framework maturity
11 assessment initial review"?

12 A. That's correct.

13

14 Q. Is this the document which explains for the Commission
15 where each of the districts are at in terms of their
16 diagnostic self-assessment and also essentially the
17 results?

18 A. Yes, and as consolidated by an inspector from my
19 Command, and that's accurate as of the returns of May of
20 this year.

21

22 COMMISSIONER: When were they asked to do this, just
23 remind me?

24 A. In I think November of last year is when we
25 distributed it, Your Honour, and they have been returned to
26 them - us sort of sequentially since then. So it's May of
27 this year that all of them were gathered, consolidated into
28 that document. There's still a lot of work. That's --

29

30 COMMISSIONER: So why is it so slow? Why is that so slow?
31 Why does that take so long?

32 A. Competing priorities in some instances. I think we've
33 mentioned many times that we've got a lot of people under
34 the pump doing a lot of work, but that's the only answer
35 I can give.

36

37 COMMISSIONER: Okay.

38 A. The other thing about it, Your Honour, is that, and
39 I'm trying to make this point, this was meant to be a two-,
40 three-, possibly four-year process. There was never any
41 expectation that we would be able to flick a switch and all
42 of a sudden all 15 districts would have this capability.

43

44 COMMISSIONER: I accept that. But "Not Now, Not Ever" was
45 2015, which is seven years ago.

46

47

1 COMMISSIONER: And seems to be glacial progress on some of
2 these things.

3 A. This only emanated out of the construction of the
4 Command in March of last year and was only endorsed by --

5
6 COMMISSIONER: I'm not blaming you personally,
7 Assistant Commissioner?

8 A. No, I understand.

9
10 COMMISSIONER: You're just the person who happens to be
11 sitting there.

12 A. I seem to be.

13
14 COMMISSIONER: You do seem to be. But that taskforce,
15 when was that, the Gold Coast taskforce?

16 A. 2016. Yes.

17
18 MS O'GORMAN: The words in purple at the end of each box,
19 are they comments that have been inserted by somebody
20 within the Command who has undertaken that validation
21 process that you spoke to us about last time?

22 A. Yes, that's correct. That's the inspector who's
23 leading this body of work.

24
25 Q. Okay. Overwhelmingly it seems that the review
26 concludes both firstly at the district self-assessment
27 level and then at the validation level that most of the
28 regions are developing but there are identified
29 opportunities for improvement in at least some areas of
30 each region; would that be a fair summary?

31 A. Yes, I think it is. I think you'll see that there
32 are - some of those districts that have been investing in
33 this, like the Gold Coast since 2016, have matured that
34 capability quite significantly. Where it's been a
35 significant priority for those districts because of demand,
36 they have invested in that. I suggest that - I don't think
37 we'll ever get to fully integrated for all 15 districts
38 because, quite frankly, there will always be room for
39 improvement. So it's an aspirational document to help
40 guide to get there. We have got some that I think have
41 matured - maybe four or five but, from memory, two who are
42 well matured into it, but we have many that are at very
43 early stages and still need a lot of work.

44
45 Q. Let's just take one of them as an example for the
46 purposes of my next question. If we have a look at the
47 central region and the Capricornia district. The comment

1 made by the validator at the Command level is some gaps
2 across capability elements for discussion. Can you help us
3 to understand - is that discussion intended to occur on a
4 tight timetable arrangement, or is it just an open
5 discussion that's intended to happen at some time in the
6 future?

7 A. Probably a bit between those two. There is no
8 mandated timeframe for them at the moment. What this is
9 meant to do is inform, one, "Here's the capability. This
10 is where on the basis of what we all agree to you have
11 still got to develop. Now let's work together to develop
12 plans," within the limitations that might exist on growth,
13 we know that we've got the 2025 by 2025 mandated growth of
14 police and staff members, to enable them to make their
15 applications for growth where the capability has to be
16 built on people over the next three years, up to 2025.
17 Capricornia is one that's probably a lower-end demand area.
18 It has not had traditionally a VPU, nor has it had a HRT.
19 The nature of that particular district is you've got --
20

21 COMMISSIONER: It doesn't currently have a VPU or a HRT?

22 A. That's correct, yes. So they're actually evolving
23 their practice, and I know that they have got submissions
24 in to grow that capability this year and beyond. What they
25 have done is, even though the HRT, which is - the locations
26 of which are determined by DJAG, and I know they have plans
27 to roll out further HRTs over the next two to three years,
28 that district basically established their own informal HRT
29 by aggregating the different agencies to come together on a
30 weekly basis, both in Capricornia and Gladstone, which are
31 the sort of two primary areas within that area. They had
32 not had, as I said, a VPU. There wasn't the level of
33 linkage to an investigative capability, but there was some
34 very, very good work going on with local communities, with
35 Woorabinda and local agencies as well. But it's an area
36 that is going to over the next three years invest in
37 building that.
38

39 MS O'GORMAN: Do I recall correctly that on the last
40 occasion that you were giving evidence you said that the
41 person within the Command structure who was going to be
42 primarily involved in this validation process was not
43 presently working at the Command but was seconded somewhere
44 else?

45 A. That's correct, seconded to the Commission of Inquiry.
46

47 Q. Okay. That being the case, who or is there someone

1 within the Command who is presently deployed to do that
2 validation process, or is it still paused?

3 A. No, it's paused in terms of that validation process.
4 But what it has done is got to the point where it's
5 exchanged with the districts what the capability is, what
6 the process is, and a number of those districts now are
7 undertaking those growth submissions and those plans by
8 themselves as they continue. I'm hopeful that within a few
9 months and we re-establish that capability we'll be more
10 active then in helping guide them and develop those plans.
11 And I guess the other thing is to see that we're seeing a
12 level of consistency if not imitating across the different
13 districts.

14
15 Q. Okay. We spoke last time about the limited numbers of
16 people sitting and working presently within the Command
17 itself?

18 A. Yes.

19
20 Q. When a document like this reflects that there are
21 identified gaps or rooms for improvement and there's going
22 to be ongoing discussion, do you as the head of that
23 Command consider that you have acceptable resources at your
24 fingertips for those discussions to be both soon enough and
25 meaningful?

26 A. Not currently. There are moves afoot to change that
27 in some respects, but we still will have to plan for future
28 growth. The expectations of the Command and, for that
29 matter, the capability in my view far exceed the capacity
30 at present.

31
32 There are three inspectors positions that are
33 allocated to our Command. All three are vacant. But there
34 are selection panels in train right now to fill them.
35 Similarly with about four senior sergeants positions and
36 five sergeants. So they're all underway, but we've been in
37 existence for nearly 18 months operating on a very, very
38 skinny base.

39
40 Q. And is it fair to say that any meaningful discussion
41 between each of these districts on the one hand and the
42 Command at the other to talk about extra growth and
43 resources required will need to wait until you have those
44 extra people brought into the Command to progress the
45 discussions?

46 A. I think it will be slowed, not stalled. I'm still
47 engaged with my colleagues at the executive level with the

1 assistant commissioners from the regions. I know the
2 district officers are engaged with the superintendent who
3 looks after our area to progress those as best we can, but
4 we are relying heavily on the investment of those district
5 officers and their capacity to take this forward.
6

7 Q. All right. I understand that the QPS has competing
8 priorities and that the QPS is dealing with more than just
9 domestic and family violence. Accepting that to be true,
10 is there a need for the QPS to deploy more resources at a
11 quicker pace than is presently envisaged to the Command so
12 that these sorts of capabilities within each of the
13 districts can be developed and matured at a faster rate
14 than is presently going to happen?

15 A. I would like us to have full capability right now. We
16 work in a set of conditions, however, that we have to work
17 within allocated resources and, as you said, competing
18 priorities. I'm encouraged by the fact that over the last
19 year alone those districts have actually built our capacity
20 to where we've now got 77 permanent members in there. The
21 districts have already grown a number of their units. They
22 haven't been waiting; they have been growing.
23

24 They have also - I take, say, Townsville as an
25 example. Up until just last year had a total of one
26 sergeant and three senior constables in their VPU. They
27 have now expanded that to six senior constables and a
28 sergeant, and in addition to that have rotated six general
29 duties officers through there on three- to six-month
30 rotations and another two officers for mental health
31 coordination. Now, that eight at the end are not
32 permanently deployed there, but I think it's an example of
33 where the districts are doing their very best to even
34 reprioritise their existing resources in this area.
35

36 Yes, it's slow. Would I like to have all this
37 capability in place now? I would. We're trying to
38 prioritise where that should be on the basis of demand and
39 risk. There are some areas which present significant
40 higher risk on a range of criteria, including demand,
41 perhaps success, partnerships, et cetera.
42

43 I know that's a long-winded argument. I didn't want
44 to give the thought that we're sitting around twiddling our
45 thumbs doing nothing. We're doing our very best within the
46 allocation we've got, and we're planning to seek further
47 investment over the next - the life of this growth period.

1
2 Q. All right. I'll tender that document, Commissioner,
3 the DFVVPV capability framework that Assistant
4 Commissioner Codd has provided this morning.

5
6 COMMISSIONER: That will be exhibit 23.

7
8 **EXHIBIT #23 DOCUMENT TITLED "DFVVPV CAPABILITY FRAMEWORK**
9 **MATURITY ASSESSMENT INITIAL REVIEW"**

10
11 COMMISSIONER: You've still got that document,
12 Assistant Commissioner. I was just trying to work out
13 where the VPUs were.

14 A. Yes.

15
16 COMMISSIONER: I can only see six mentioned in this
17 document. You said there was eight?

18 A. There's now 10.

19
20 COMMISSIONER: Okay. Well, where are they?

21 A. Yes, sure. So the units that have evolved - so all 15
22 have a domestic and family violence capability. Some of
23 them it's one officer.

24
25 COMMISSIONER: Just where the VPUs are?

26 A. Yes, okay. That's what I'm trying to get to. So
27 North Brisbane - some - the reason I'm hesitating is some
28 people call the units VPUs when they're not. We're talking
29 about this resourced VPU that has got the strength with an
30 OIC.

31
32 COMMISSIONER: Yes.

33 A. So that's now in North Brisbane, South Brisbane,
34 Sunshine Coast, Wide Bay --

35
36 COMMISSIONER: Wide Bay, okay.

37 A. Wide Bay Burnett. Moreton never used to but has
38 actually just now evolved to that it is a VPU status.

39
40 COMMISSIONER: Well, didn't Caboolture have one?

41 A. Well, that's where - no. See, that's why I started
42 off - there's been previous evidence I know that's been
43 given by a witness here referring to a VPU at Caboolture.
44 There wasn't a VPU. There were part-time officers assigned
45 to DV tasks, but they weren't - this is the use of the
46 language. It wasn't a VPU.

47

1 COMMISSIONER: Okay. So Moreton has a VPU?

2 A. It has now. Yes, it does now. Far North is Cairns,
3 and it has one, yes. Mt Isa does not. It has a DV unit --
4

5 COMMISSIONER: It has a HRT, doesn't it?

6 A. Yes, it does, and it's interesting you make that
7 point. We have some areas where they have got a HRT but
8 don't have a VPU yet. Townsville has a VPU. Logan and the
9 Gold Coast both do. South-west does not. Ipswich does
10 not. Darling Downs is in the process of transitioning to
11 that now. So they will be a VPU in the very near future.
12 One of the main differences for us with a VPU is you have
13 an allocated officer in charge.
14

15 COMMISSIONER: How come Ipswich doesn't have one? That's
16 amazing.

17 A. Absolutely, and it's got to be a - I was just at the
18 business unit review for Ipswich district. They are doing
19 some amazing work. Please don't let the non-existence of a
20 VPU at Ipswich cloud the fact that they have got some great
21 interactive and interagency work going on. I think it's
22 only a matter of time that that's got to evolve to a VPU,
23 Your Honour.
24

25 COMMISSIONER: Okay. All right.
26

27 MS O'GORMAN: I want to go now to the action plan which
28 was annexed to your statement. There was one item within
29 it which was due for completion after I think you gave your
30 evidence the last time, and I thought you might be able to
31 give us an update on that this morning?
32

33 A. Yes.
34

35 Q. I might have it put up on the visualiser. The
36 document is [BJC.002.0005], and if it is possible to scroll
37 or zoom into the box at the bottom there, please,
38 Mr Operator. You can see an action item there which was
39 due for completion in July of 2022, and the entity which
40 had responsibility for it was your Command?
41

42 A. That's correct.
43

44 Q. The action itself is described as, "Commence a
45 system-wide review of the prevention, disruption,
46 investigation and response to DFV within the QPS," and
47 there are two activities listed there: "Establish an
internal reference group to undertake an end-to-end
examination of DFV processes and systems; and undertake

1 end-to-end systems review of DFV capability and capacity"?

2 A. Yes.

3
4 Q. Can you explain to us, firstly, what all of that means
5 and, secondly, whether and how it was completed?

6 A. Right. Firstly, it's not been completed by the
7 timeframe. So we established a three-year strategy, and
8 with that came an action plan. When we established the
9 action plan we forecast the priorities of what we would
10 like to achieve in year 1, year 2, year 3. It was our
11 intention to - I'm not going to hide behind weasel words
12 that even those the activity says "commence" I would like
13 to think we were a lot more progressed than we are.

14
15 Q. I see.

16 A. We could argue we commenced, but certainly the point
17 here being made is valid. Each year, and we're at that
18 point now, it is our intention to review where we are with
19 our action plan. We monitor it monthly. We then come and
20 revisit, and where we have to adjust where some of those
21 timeframes haven't been met or earlier, and that's in the
22 process of being done now.

23
24 This is one that we clearly were not able and are
25 still not in a position to finalise in the manner in which
26 it is described. I have not been able to establish an
27 internal reference group to have a project team that is
28 starting this from end to end. That's simply been overcome
29 by other priorities in terms of, firstly, waiting to see
30 the outcome of the inquests that we knew were coming,
31 waiting for the recommendations out of the taskforce, and
32 also for the Commission of Inquiry. That will inform no
33 doubt some of the review of the system. But we didn't want
34 to sit there waiting and do nothing. So we have been bit
35 by bit adjusting elements of the system that we think
36 presented the greatest risk, but we still have not yet been
37 able to establish a project team to pull that all together
38 in a coordinated fashion that is articulated in an action.

39
40 Q. I see. And is that inability to establish that
41 project team simply a reality consequent upon the limited
42 numbers of people within the Command?

43 A. Yes, partially the availability of those and other
44 priorities which have soaked those up. We made the choice
45 that, for instance, an investment in our training needed to
46 take priority given a lot of the things we were learning
47 from the inquests, et cetera, and the fact that it hadn't

1 happened since - there hadn't been robust training since
2 2019 and possibly even before that. So we prioritised
3 that.

4
5 I made the decision that some of the resources we had,
6 that that's where they would focus on. Another area would
7 be to focus on building the district-based capability.
8 I was comfortable and am still comfortable that some
9 elements of the system itself have been reviewed and
10 updated, but not in a coherent fashion that I intend to
11 have achieved within the life of this current strategy.

12
13 Q. Just before we leave this, part of that box is
14 actually located over the top of the next page. Please,
15 Mr Operator, it is pinpoint reference - there you go -
16 0006. We can see there that in terms of the Command's own
17 internal assessment of when and how successful this project
18 will be you'll be looking for these indicators or outcomes;
19 firstly, a reduction in process and systems complexity?

20 A. That's correct.

21
22 Q. Does that include the processes and systems that
23 general duties officers have to undertake when they're
24 attending to domestic and family violence incidents in the
25 community?

26 A. Absolutely. In fact, one of my primary focus - foci
27 is to look at ways to streamline that for our frontline,
28 and that is an example of where, whilst we haven't yet
29 pulled together a project manager and a reference team, we
30 have still been working on initiatives to streamline that
31 regardless. An example of that would be the amendments
32 we've made and improvements through the Qlite NextGen
33 capability that allows the frontline to have more ready and
34 easy-to-read access to information relating to
35 relationships to - and the DV-PAF being loaded in that and
36 being able to be responded to. So they are examples of
37 some of the things we have done, but still much to do.

38
39 Q. Notwithstanding those developments, the Commission has
40 heard from a number of police officers the difficulties
41 associated with the paperwork that must be completed upon
42 return to a station, involving, it seems, the printing out
43 of documents once completed, the need to scan them into a
44 different system, the need for further typing into a
45 different box that must be duplicated regardless of the
46 fact that it was entered into another document at another
47 stage. Those kinds of things need review, don't they?

1 A. Absolutely. They have the potential to save so much
2 time but also minimise risk, and then that can be converted
3 into a better level of service in supporting victims and
4 holding perpetrators accountable. Some of the archaic
5 nature of how we've got to go compared - I make this
6 comparison to traffic tickets. We can now issue traffic
7 tickets by a phone transfer that you just press a button
8 and you can ask the person would they like to - even beyond
9 traffic tickets, some other notices, we can say, "Will you
10 accept this electronically," and, bang, you do this and
11 it's done. In this space we don't have that capability
12 yet. We're trying to explore what tools will allow us to
13 do that. But there are also policies, processes and
14 legislation that impacts on that that we're trying to
15 influence; for instance, electronic signature, electronic
16 delivery, et cetera.

17

18 Q. If we leave to one side all of the things that require
19 something external to the QPS to happen, for example
20 legislative change in respect of signatures, if we leave
21 that to one side, you would be aware, wouldn't you, that a
22 large cohort of your police officers are crying out for the
23 paperwork side of things to be streamlined and made simpler
24 for them to finalise in relation to domestic and family
25 violence?

26 A. Very much so. Can I add to that. Very much the
27 paperwork, but then also the document service protocols
28 with that paperwork.

29

30 Q. And what I'm asking about is whether you're aware that
31 so many of your police officers are crying out for that to
32 be simplified and shortened so that they can deal with
33 other jobs?

34 A. It is forefront of my mind and every day I'm reminded
35 about it.

36

37 Q. All right. I'm not asking about the Command's ability
38 to move that forward because I understand that your
39 resources are limited. But should the QPS as an entire
40 entity be putting more resources into attending to that
41 much more quickly?

42 A. The requirements that are placed as I understand on
43 this paperwork, we have attempted to influence changing
44 them. But they are legislative and policy requirements
45 that we don't control.

46

47 Q. No, I'm not asking about those ones. So if you leave

1 the legislative and policy issues off to one side. I do
2 appreciate there are matters that the QPS has no control
3 over. But in terms of the need to type in one document,
4 print it out, scan it, send it back into the computer
5 system so that it can be completed in another way, those
6 sorts of things are very much within QPS control, aren't
7 they?

8 A. Outside my area of expertise. We have another area
9 that does this. But I would like to think given the
10 example of innovation I've seen in other areas that it
11 should be able to be achieved if the right investment is
12 made in it.

13
14 Q. All right. And what I'm asking you is if that can be
15 achieved, if there is some way that the QPS can without
16 relying on any external agency to make any changes,
17 streamline that situation, ought not the QPS make a
18 decision to do that and do it now?

19 A. Very much so.

20
21 Q. And can we just have a look at those other two
22 indicators and outcomes. The next one is an increased
23 clarity in policies to guide and support effective DFV
24 responses; and the third one would be a reduction in delays
25 to proceedings, increasing victim survivor safety. Do they
26 essentially describe the three ways that you, the head of
27 the Command, will assess whether or not that action and
28 those activities are successful once they're done?

29 A. Yes, they'll certainly be indicators of our success in
30 fulfilling that - achieving what that action is intended to
31 achieve.

32
33 Q. Okay. Can we move to the manual. Is that QPS
34 domestic and family violence manual which was annexed to
35 your statement one of the ways in which the Command was
36 attempting to increase clarity in policies to guide and
37 support effective DFV responses?

38 A. Yes.

39
40 Q. Okay. Has there been, to your knowledge, any further
41 review of that manual since you gave evidence at
42 the Commission last time?

43 A. I've sought clarification of where it's at. It was
44 sent to our legal unit to get feedback amongst other
45 stakeholders. Feedback has been given back to - from our
46 legal areas. I'm not aware of exactly what it is, but they
47 have highlighted a number of areas that they have asked to

1 be revisited. I can also say as a result of some of the
2 things brought to my attention here in the Commission of
3 Inquiry that I've also asked for that to be reviewed and
4 not to progress until some of these issues are given a hell
5 of a lot more scrutiny.

6
7 Q. All right. I think given that we're still there on
8 that page, if you have a look at the second box on
9 page 0006 there's the reference to completion of the
10 manual?

11 A. That's right.

12
13 Q. It was due to be completed in July of 2022?

14 A. That's correct.

15
16 Q. Do I take it from your answers just now that it is
17 still under review at this time?

18 A. Yes, that's correct.

19
20 Q. Okay. Has there been any assessment of when it's
21 likely that it will be completed?

22 A. No, not precisely, but it is a body of work that I've
23 asked for some additional focus to be made on, given its
24 importance. This particular project has even predated the
25 Command. We've been making amendments to the PPMs, the
26 OPMs and other guidelines along the line. But pulling it
27 together in one coherent manual was something that we
28 aspired to do.

29
30 Can I say as we progress through that I believe that
31 the manual and the way it's being developed needs to be
32 revisited. There is in one hand a great deal of interest
33 in the sheer volume of material that people are expecting
34 to put in the manual, yet on the other hand what we're
35 trying to do is produce a very easy guide for our frontline
36 officers to be able to utilise and utilise in the field,
37 and it's one about trying to find that balance of how we
38 deliver that. I've asked for us to examine actually,
39 rather than it be a physical manual, in what way we can
40 evolve that digitally so that it can be far more accessible
41 for our frontline in an easy way.

42
43 I'm very mindful of the Commission having identified
44 some issues that I wasn't aware of which concerned me,
45 which is the fact that there wasn't appropriate reference
46 to the reflection of what is stated in our strategy, in our
47 doctrine from which this manual is supposed to then be

1 guided around the gendered nature of violence and the power
2 imbalance that underpins so much DV. I don't know why
3 that's occurred, but I'm correcting that.
4

5 Q. I see. No doubt in part because having that in the
6 forefront of police officers' minds will at least help them
7 to determine the appropriate investigations that need to be
8 undertaken; is that right?

9 A. Absolutely, and complemented by the content of the new
10 training that is now being rolled out, that there will be a
11 consistency. So they'll have it in the manual, and it's
12 also being reinforced in the three-day course that everyone
13 will do, and that will also be reinforced in every
14 communication that they're getting from the Command and
15 their districts, and in the annual update training that
16 will still be a priority focus for us.
17

18 Q. Is there scope within the manual for the development
19 of a very clear step-by-step guide for general duties
20 officers attending at a domestic and family violence
21 incident?

22 A. That's what I'm hoping to achieve. We do have that in
23 some regards. There are other products out there, the OAK
24 program and other online products available to our
25 officers, which are step-by-step processes. What we're --
26

27 Q. Can I just check before you move on from there, that
28 OAK program with those step-by-step processes, does that
29 relate to domestic and family violence?

30 A. I would have to check. I would have to check, because
31 the OAK program covers a lot of how-to and step-by-step
32 process guidelines. My understanding is that there is
33 DV-related activities there. I'm not sure how up to date
34 that is. I guess what we're trying to achieve with the
35 manual is the balance between good information about
36 broader issues but then distil those to practical
37 guidelines for our officers to be able to follow that help
38 along those lines. I still think there will be room for
39 the courses and other documents to delve into that in a lot
40 more depth, particularly for supervisors, particularly for
41 managers and district officers, those who are specialists,
42 but also for those frontline officers who want to
43 understand more of the in-depth background to that.
44

45 Q. All right. Can I ask you this: if that manual is
46 completed and a finished product is arrived at before
47 4 October, could you arrange to have that provided to

1 the Commission?

2 A. I certainly will, but I am not optimistic that it will
3 be finished by 4 October.

4

5 Q. I see.

6 A. On our current resource allocation.

7

8 Q. Okay.

9 A. What I will - what I can commit on - I commit to
10 whatever the Commission asks me to do, but I certainly will
11 provide an update on where we're at to give you more
12 clarity about what the plans are. I need to put some more
13 stronger governance around the timeframe of this, given its
14 importance.

15

16 Q. Okay. Thank you. Now, I would just like to ask you,
17 please, if you could explain for us - because we've heard
18 reference now a number of times to the Moreton district
19 service delivery redesign project, could you just take a
20 moment to explain for us what the history of that project
21 is and what its current status is?

22 A. Okay. I don't profess to be the expert in it, but
23 I am a member of the executive leadership team that's been
24 briefed on the evolution of the SDRP. When the current
25 Commissioner first arrived there was a review that was
26 initiated about one of the challenges for the service, and
27 in fact even predating the current Commissioner was
28 Queensland Treasury Corp examinations of the demand
29 pressures that were on the QPS to have a look at whether
30 our current systems were sustainable, and it clearly
31 identified that our current processes and systems were not
32 sustainable given the growth in demand across the board,
33 including DV.

34

35 As a result of that the Commissioner initiated a
36 review by an external agency, and that produced a report
37 called the Greenfield report. The Greenfield report came
38 up with a different model of service delivery within our
39 districts. Essentially, the delivery model of the QPS had
40 been about 158 years old, and it's not dissimilar to other
41 police jurisdictions. You had a police establishment,
42 let's call it a police station, it would have a defined
43 boundary of where it would deliver its services, people who
44 lived in that area would get that service from that
45 station, and that station would be, for all intents and
46 purposes, self-sufficient to a certain extent.

47

1 The nature of the demand just warranted a different
2 way of thinking, to break down those boundaries and to look
3 at ways in which we could marry up some of our capability
4 and manage demand. I know it's a very long-winded answer,
5 but it's a very complicated process.
6

7 The Moreton district was selected as the first
8 district to trial or pilot a new approach to delivery of
9 service. It meant collapsing down some of the traditional
10 boundaries between stations and even the roles of officers
11 in charge of stations from defined areas to basically
12 owning responsibility for an area but you buy in the
13 capability that responds to policing needs in an area from
14 a joined-up approach. For instance, Moreton district
15 comprises a number of stations - North Lakes, Petrie,
16 Caboolture. It may well be that you've got some lower
17 demand areas that have still got a crew on where you've got
18 a higher demand area, say, at Caboolture that's only got
19 two crews on but needs three. Traditionally our whole
20 boundary set was that, "Well, unfortunately you've got
21 two," even though the one over here was sitting around
22 probably not being as tasked as strongly. This is actually
23 bringing together district resources to be able to respond,
24 firstly, for immediate response, and then in behind that
25 the followup responses that don't need an urgent reply.
26

27 I think I'll leave it rather than go into too much
28 detail other than to say Moreton was selected as the pilot.
29 It was rolled out. It has not been without its challenges.
30 It got recalibrated for the rollout of that delivery
31 process. It is very much focused on time and motion about
32 measures of how much time it takes to do this, how much
33 time it takes to do that. There's some real promising
34 aspects of the trial that has come out from there. For
35 instance, there seems to be an increase in community
36 satisfaction because of the timeliness of the response and
37 also the followup that so often doesn't get done well from
38 our organisation; that is, victims not hearing from us for
39 a while. There's been improvements in that area. And DV
40 and other services to do with crime prevention were built
41 into it, but at the start not appropriately.
42

43 Q. Does that trial have an end date?

44 A. It finished and is now embedded, but it got changed.
45 So the Moreton model has now adopted a new service delivery
46 process that is in existence and has finished for Moreton.
47 It's now moved onto other districts, and there is a

1 forecast over the outgoing three and four years for that
2 model to be rolled out to different districts. I believe
3 Logan is the next one and is preparing for it, and we're
4 doing a lot of work with Logan to work out how we ensure
5 that we piggyback off this new approach and deliver
6 services in the DV response area.
7

8 I think one of the things I mentioned in my previous
9 evidence, one of the things I'm really interested in, is it
10 actually allows some of our frontline officers to be
11 rotated over a yet-to-be-determined period of time out of
12 the frontline and then into a prolonged investigation or
13 followup grouping over time. So what that means is,
14 instead of the things we've heard about the desensitisation
15 and the fatigue on some of our officers constantly doing
16 that frontline work, that we'll have a mechanism in place
17 to give them a break out of that for a while. So I'm
18 looking forward to what that might achieve for us.
19

20 COMMISSIONER: You said that measurements were on time and
21 motion. Did you say "time and motion"?

22 A. Yes.
23

24 COMMISSIONER: Motion means? What does that mean --

25 A. Activity. It's an old term back from the Hawthorne
26 study days, but essentially it's - a lot of the metrics are
27 around how much time it takes us to respond to a certain
28 type of job, how much time it takes us to complete that
29 job, how many days does it take to complete X number of
30 percentage of those jobs, and I think that's a very
31 important part of our deficiency. I think the area that
32 we're evolving more, and the Logan model will look at, is
33 where you've got types of service that we deliver which
34 need to really not lose the quality of the intervention,
35 that just measuring the speed or how quickly we get
36 something completed can't be the only measure, and I think
37 that's been one of the complications for us. But that's
38 evolving. I think there's new model, an updated model,
39 that takes care of that for Logan. But it's still yet to
40 be rolled out at Logan.
41

42 COMMISSIONER: But not more Moreton?

43 A. Moreton has gone back and revisited that, and that's
44 why it's now built its VPU. It has invested now a lot more
45 in its DVU. So it's now taking care of that. It's
46 recognised some of the limitations of what those measures
47 are and have invested in improving the quality followup by

1 a different entity. But that wasn't part of the original
2 pilot.

3
4 COMMISSIONER: So what are the measures now?

5 A. I don't have those with me, I'm sorry.

6
7 COMMISSIONER: Okay. You'll let us know what the measures
8 are now?

9 A. I will certainly try and find for you the right
10 person, certainly, yes.

11
12 COMMISSIONER: Someone must know how they are measuring
13 the success?

14 A. Yes, absolutely. There is a whole project team in
15 Command that was created for the rollout of SDP that I'm
16 just not involved in, and they do do a lot of metrics
17 around what their success is, and I'm sure we can arrange
18 for those to be provided for consideration of
19 the Commission.

20
21 COMMISSIONER: What are the new metrics for Logan, do you
22 know?

23 A. No. Some of them will be - I think from what I've
24 seen in some of the dialogue, will be about numbers of
25 available people, numbers of jobs, how many completed with
26 certain periods of time. But I know that there's a greater
27 focus now from the lessons we learnt at Logan to ensure
28 that in addition to the initial response we've got the
29 right resources now doing the followup. In fact, there's
30 some really interesting stuff coming out of Logan about how
31 they use the DVLOs, who might used to have sat in a station
32 but now are aggregated and doing followups on behalf of a
33 group of stations rather than just one. So they get better
34 coverage. But I'll be happy to make enquiries and get that
35 material provided, Your Honour

36
37 COMMISSIONER: Yes, that would be good, because time is
38 the one thing we've - you keep telling the police officers
39 "take your time on these DV callouts" and now you're
40 measuring time as a measurement of success.

41 A. Can I say that was the inconsistency, which we've
42 recognised. The SDP was rolled out, and when it was --

43
44 COMMISSIONER: It's giving mixed messages to the police,
45 isn't it?

46 A. It is. It is to our officers, and it is to ourselves,
47 and what we're recognising here is we want to better use

1 the time we've got because with coercive control as a
2 potential criminal offence, better understanding of a
3 holistic nature of what we're dealing with, shifting from
4 an incident command perspective to one that's holistic and
5 victim-centric needs time. So the measures of our success
6 can't be just how quickly we do something. We have to
7 reinvest the time that we get from taking care of some of
8 the other demand that's not quite as significant in terms
9 of risk and reinvest it in that time. I agree with you.
10 I think there's been mixed messages. But we've recognised
11 that, and we're now trying to correct it.

12
13 MS O'GORMAN: I want to turn now to some of the
14 recommendations made by Deputy State Coroner Bentley
15 arising out of the inquests into the deaths of Ms Langham
16 and Mr Hely. There were a number of them, but two seem to
17 me at least to be recommendations that could be implemented
18 reasonably quickly by the QPS. At page 139 of the findings
19 the Deputy State Coroner recommended that the operational
20 procedures manual section 9.3.1 be amended to state that
21 officers must view a person's interstate record for every
22 domestic and family violence matter. When I reviewed that
23 section last night, it doesn't appear that the section has
24 been changed to require that to occur. Firstly, am I right
25 about that, that it hasn't been amended, and, secondly,
26 what's the reason for not adopting that recommendation?

27 A. Okay. So there is a process where recommendations are
28 made from various commissions of inquiry, taskforces,
29 inquests, Queensland Audit Office mechanisms which are
30 aggregated through our policy and performance area.
31 They're then examined for their policy consistency in other
32 areas and also for legal areas. A PMO, project management
33 office, capability is being established to pull together
34 all of the recommendations coming out of the whole range of
35 inquiries we've been subject to, understandably, over the
36 last 12 months. That is one that's been allocated there
37 and is currently being considered within our legal unit.

38
39 We've just got to be - take a holistic view of this,
40 there is so much going on in this space that - and can
41 I say with the greatest of respect in some instances
42 they're contradictory, that you've got recommendations that
43 are suggesting one thing and then a recommendation out of
44 another inquiry is suggesting a different thing.

45
46 Q. What are the contradictory recommendations you've had?

47 A. For instance, the notion of establishing - out of one

1 of the inquests to establish a specialist police station.
2 That's inconsistent with another approach which we were to
3 look at multi-disciplinary centres.
4

5 Q. I don't think the recommendation in either case has
6 been a blanket rollout across the state for either of
7 those, has it? I thought there had been recommendations
8 for trials of different options?

9 A. Yes, that's right. But --

10
11 Q. Are they necessarily inconsistent then, or are they
12 recommendations that different structures be trialled in
13 different places?

14 A. No, I think one of the issues that's difficult for us
15 is to recognise the underpinning discussion here is about
16 the service delivery that's provided to vulnerable victims
17 from police, and one of the areas that we've been trying to
18 move away from from our own strategy is promoting police
19 stations and police counters as being the best place for
20 that. We've been looking to other jurisdictions and
21 talking to stakeholders about looking to alternative
22 locations which might be far more conducive and supportive.
23

24 Now, we'd been working on that for a while, but then a
25 recommendation came out about a police station. We think
26 the notion of having co-located expertise that have been
27 articulated with the - et cetera are valid and consistent
28 with what we're doing. We just need to clarify what's
29 meant by a police station. Can we get over the notion of
30 it being a police station and make it an establishment,
31 because if you establish it at a police station there's
32 statutory obligations that go with that. So there's been
33 some that have been slightly out of kilter.
34

35 The other thing about it is that we've been tasked
36 with some of the - or the recommendation has been made to
37 government. There are 89 recommendations now, as we've
38 mentioned, coming out of the Women's Safety and Justice
39 Taskforce. Seven of those have been allocated to the QPS
40 as lead. A large number have been allocated to other
41 entities, including DJAG, to take lead.
42

43 Amongst those - and we're very much looking forward to
44 working with DJAG on them to the extent that they impact on
45 us, for instance the rollout of HRTs and multi-disciplinary
46 centres. They have the lead. We are now working with them
47 to establish what that might look like. So we're just

1 waiting to pull all of these together to say, "Well, hang
2 on, before we run off and establish this police station, is
3 that consistent with the model that DJAG are now going to
4 create as a whole-of-state model?" So it's a process at
5 the moment where we're creating to pull all these together,
6 and can I add to a certain extent the Commission of Inquiry
7 recommendations, so we don't unnecessarily run down paths
8 with finite resources that there might be overlay.
9

10 Q. Okay. Can I bring you back to these two
11 recommendations that I'm interested in from the Langham and
12 Hely inquest, because these are two very specific
13 recommendations directed solely at the QPS?

14 A. Yes.

15
16 Q. As I understand it, your evidence is that, in respect
17 of the recommendation that section 9.3.1 of the OPM be
18 amended, that hasn't yet been done, it's wrapped up with a
19 whole lot of other recommendations that were made and will
20 be considered with those other recommendations and dealt
21 with in due course?

22 A. That's correct.

23
24 Q. All right. Is it the same case then in respect of the
25 recommendation that was made by Deputy State
26 Coroner Bentley that the QPS should consider requiring its
27 officers, when issuing temporary protection orders or
28 protection orders to respondents, to include information
29 about counselling and support, parenting issues and
30 mediation, housing and legal assistance by way of attaching
31 a document such as an information for respondents document
32 developed by the Caxton Legal Centre to those orders - is
33 it the case that that's also just sitting as part of a
34 review of all of the recommendations and will be dealt with
35 in due course, it hasn't been rolled out?

36 A. No, it hasn't been rolled out, but I don't believe
37 that was a recommendation. There was specific
38 recommendations that came out of the inquest, but there's
39 often then commentary within inquests and other areas that
40 will raise ideas of suggestions or good ideas. I think
41 that one fell into that. So it wouldn't be captured as a
42 formal recommendation.
43

44 Having said that, the notion of better informing
45 people with helpful information is one that I think has a
46 lot of sense. I was at the launch just yesterday of
47 the Lady Musgrave foundation guide, "The Handy Guide",

1 another entity involved in the DV space. There are a lot
2 of people coming up with these sorts of materials. What
3 we've got to do is, before we latch onto one, see where
4 that sits in the context of a whole range of guides, which
5 are the most appropriate and how might we deliver them.
6

7 So I'm not dismissing at all the notion of what the
8 one pager - I think that's very helpful. What we've got to
9 do then, and having a look at that one, is how do we come
10 up with something that meets the needs of each of the
11 magistrates courts districts across the state, because that
12 Caxton one is Brisbane specific.
13

14 Q. Okay. Well, coming back to that particular one --
15

16 COMMISSIONER: Can we just talk about that Caxton one,
17 because there was an agreement that that would be attached
18 to PPNs in the Brisbane area and it's never been done?

19 A. I'm not aware of that, that there's been an agreement,
20 Your Honour.
21

22 COMMISSIONER: There's been evidence given that there was
23 an agreement and it's not been done?

24 A. No, I don't dismiss that there's been evidence. I'm
25 not aware of it, of where that sat.
26

27 COMMISSIONER: That would be a very simple thing, just to
28 attach it to a PPN, wouldn't it?

29 A. It would be for Brisbane, for Caxton Street. Yes, it
30 means having the printouts there. It means being able to
31 deliver them and another piece of paper that goes with it.
32 But I think it's a good idea
33

34 COMMISSIONER: If you have to serve a PPN, it's just an
35 attachment to a PPN?

36 A. That's right. Yes, it's another attachment. I would
37 like to look and see how we can do that electronically as
38 well, and the ones with this, for instance, is a link to a
39 website. It won't --
40

41 COMMISSIONER: Yes, that's assuming people have access to
42 the internet, they're not homeless, they're not --

43 A. That's true. Yes, that's true. It will apply at
44 Brisbane, but we would also like to see how it might apply
45 elsewhere. So I guess what I'm saying, I'm in furious
46 agreement, I think it's a great idea, and I'm very happy to
47 be examining it. But there's also other similar guides,

1 et cetera, that have been provided to us and in different
2 means, and we'll sort of work out how we best do that.

3
4 MS O'GORMAN: In respect of that particular issue, you're
5 quite right, the Deputy State Coroner said essentially -
6 I'm paraphrasing - that she agreed with the submissions of
7 one of the barristers that the QPS should consider this
8 particular initiative?

9 A. Yes.

10
11 Q. That being the case, is it still something that's
12 captured by the QPS and put into the pot with all of the
13 other recommendations, or is it not considered in the same
14 way as a formal recommendation?

15 A. I don't think - I think when those recommendations
16 come we usually latch straight onto what the formal
17 recommendations are and then you put in a governance model
18 about where that sits, legal advice, who might do it,
19 et cetera. I think it is important that we have a
20 mechanism, we don't lose traction of other ideas that might
21 not formulate their way into recommendations.

22
23 Q. My question specifically in relation to this one is do
24 you know whether it's currently under review, this
25 recommendation or this suggestion that it should be
26 considered?

27 A. Yes. I met as early as only an hour before meeting
28 here about how we could give effect to that idea from
29 within our own Command.

30
31 Q. Okay.

32 A. Yes, so very much I've got in hand and we'll be
33 progressing it. I don't know in what format yet, that's
34 all.

35
36 Q. All right. Thank you. I want to turn now to another
37 issue, and that is a review of bail, street checks and
38 front counter reporting that was undertaken by the Ethical
39 Standards Command in September of last year. You're aware
40 of that review, obviously?

41 A. Yes, and I've seen it, yes.

42
43 Q. All right. Thank you. And you're aware that it
44 covered essentially a desktop review of the period between
45 20 April - sorry, between April 2020 and May of 2021?

46 A. Yes, that's as I understand it, yes.

47

1 Q. All right. And it's fair to say, isn't it, that the
2 review found that where an aggrieved attended a front
3 counter who didn't already have a domestic and family
4 violence order in their favour, almost half of those
5 attendances were finalised without the relevant officer
6 making an application for a domestic and family violence
7 order?

8 A. Yes, I understand that that fell into the category of
9 the majority of them got dealt with as a DV other, but
10 certainly not an application.

11
12 Q. Yes, all right. And specifically the finding was that
13 almost half of them did not result in the making of an
14 application?

15 A. Yes.

16
17 Q. Okay. And you're aware that, of those aggrieveds who
18 then went on to make their own private domestic and family
19 violence order application within a month, the majority of
20 those private applications were then granted?

21 A. Yes, I can't remember the numbers, but I knew it was
22 significant to - I think there was 319, and something like
23 200 of them did. Am I close?

24
25 Q. You're almost spot on, yes.

26 A. Yes, so it's a significant proportion, almost
27 two-thirds, went on to make an application privately.

28
29 Q. Okay. There were found to have been 357 instances of
30 DV reports being made at front counters that were recorded
31 as street checks when in fact pursuant to QPS policies and
32 procedures they should have been recorded as a DV
33 occurrence?

34 A. Absolutely.

35
36 Q. Okay. And you're also aware from that review that
37 nearly 50 per cent of defendants who were charged with
38 domestic violence criminal offences were released on bail
39 on the basis that the officer didn't consider that there
40 was an unacceptable risk, but that the requirement to
41 provide reasons for the release of the defendant who in
42 those cases was in a show cause position was only done in
43 22 per cent of cases?

44 A. Yes, I noted that from the assessment.

45
46 Q. All right. A number of recommendations were made
47 following that review. Do you know whether those

1 recommendations have been implemented?

2 A. No, I don't, and that is the realm of the
3 Assistant Commissioner for Ethical Standards Command, it
4 was the assessment, and I think I recall the allocation of
5 the recommendations went to regional ACs and other - PCAP,
6 People Capability Command; it didn't come to our Command.
7 Having said that, we --

8

9 COMMISSIONER: But aren't you DV Command?

10 A. Yes.

11

12 COMMISSIONER: Shouldn't you know these things?

13 A. I'm aware of the assessment, but we weren't allocated
14 any of the recommendations, Your Honour.

15

16 COMMISSIONER: But shouldn't you be keeping an overarching
17 view on whether these things are being implemented because
18 it's about domestic and family violence?

19 A. Not everything to do with domestic and family violence
20 is the responsibility of the Command. It's supposed to be
21 about the strategic capability. Nonetheless, we received a
22 copy of it and had a look at what we could do to enhance
23 that. One of the things we have done is send out
24 reinforced messages about the inappropriateness of - in
25 fact, the non-compliance with service policy about bail
26 checks.

27

28 Similarly, it was us that initiated then the policy
29 shift about body-worn cameras capturing the dialogue with
30 people even at counters to capture this, and, similarly, we
31 prepared a policy and a guideline on best practice to
32 deliver at counters to address these scenarios. So there's
33 a lot of work that we do regardless of the fact it isn't
34 allocated to us as a specific recommendation.

35

36 MS O'GORMAN: Will it be the Command or will the Command
37 assume any responsibility for an ongoing monitoring of
38 whether there's been an improvement, for example, in
39 respect of the service given to aggrieveds who attend front
40 counters of a police station or in respect of whether or
41 not matters which are truly domestic violence matters are
42 being written up as street checks?

43 A. That's very much a capability that I would like to
44 develop, a research analytical capacity and a quality
45 assurance capability on behalf of the state. Very much so.
46 I think this is a gap. There's also some gaps in that
47 where a matter --

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

COMMISSIONER: So does that mean, no, you won't be monitoring? You don't have that capacity?

A. Not in any great sense, no. Ethical Standards Command is the entity that monitors non-compliance with policies, procedures, whether they're breaches of discipline or misconduct, if it fits that, and they were the ones who did the assessment because it fell within their area. But I don't have the capacity currently to be monitoring that through the state with the current resources.

MS O'GORMAN: Okay. On the last occasion that you were giving evidence I had asked you how often in the last 12 months the Command that you head up had sought and received research assistance from the Crime and Intelligence Command?

A. Yes, I recall that.

Q. At that stage I don't think that you were aware of that information at that time but were prepared to take that on notice?

A. Yes.

Q. Have you been able to determine what the answer to that question is?

A. Yes, but certainly to a point. One, we don't sort of capture it easily in one place, but we had a look at the various requests. I needed to delineate between the various products and assistance that you can get. The one area that can be asked for through our CIC is intelligence assessments, which are done usually in the operational realm and driven by a discussion about the identification of an issue within a district, and they have district intel personnel, they have regional intel personnel and then they link to the state unit. So there is processes by which that happens that are operational and outside our realm.

Certainly, these are - where there's issues and themes that are identified, that's an area that our Command would like to look at to see if we can improve, if there's a systems issue that has to go. We have regular contact, however, with CIC, ethical standards, stat services, research and analytics on a whole range of data on the strategic monitoring of what's happening with trends. I get monthly updates on the monthly figures and data to do with the breakdown of various applications, contraventions, that sort of data, which we can drill into, and on a number

1 of occasions where we identify areas that we'd like a
2 greater drill into we engage with whoever that entity might
3 be, and I provided an example - I can't give you the exact
4 number. I provided an example of even just in recent weeks
5 where we identified on the basis of the data that was
6 provided the significant increase in "DV - Other" category
7 matters.

8
9 Q. Yes.

10 A. And I wanted to examine that more and to see what that
11 might - and as a result I think the material that you've
12 got before you was produced. So that's an example of where
13 we engage them.

14
15 Q. Certainly. What I might do is just show you the
16 document that was handed to me this morning. It's headed
17 "1374 domestic violence - other action", and it's dated
18 July 2022. Can you just confirm for me, please,
19 Assistant Commissioner, that that's the document that
20 you've provided to me and that you've just made reference
21 to now?

22 A. There's one particular element that I know tells me
23 what version it is. I'm just quickly - yes, that's
24 correct.

25
26 Q. All right. And that's an example of research that was
27 able to be conducted by the Crime and Intelligence Command
28 for the benefit of your Command?

29 A. Yes, and others can ask for it. But this is an
30 example. It's the strategy and tactics area of Crime and
31 Intelligence Command, and that was specifically done at our
32 request.

33
34 Q. Okay. I'll tender that document. I think there
35 are --

36
37 COMMISSIONER: Exhibit 24.

38
39 **EXHIBIT #24 DOCUMENT TITLED "1374 DOMESTIC VIOLENCE - OTHER**
40 **ACTION" DATED JULY 2022.**

41
42 COMMISSIONER: So was the answer that's the only time
43 you've contacted and got research assistance?

44 A. No, no. No, that's but one example. But in that --

45
46 COMMISSIONER: So what was the answer to the question?

47 A. I don't know the number.

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

COMMISSIONER: Do you have any idea?

A. It depends on the product. Monthly we will get data from stats services that's not in that form. We will get data that's not initiated by us from time to time. I'm not trying to be evasive, but I just don't have the specific numbers. We haven't to date captured that in terms of a volume weight.

MS O'GORMAN: We have had one intelligence assessment that seems to have been undertaken by district intelligence within the Far North district, Far North region, brought to our attention. I'll just provide a copy of that to you. Can I ask you is this an intelligence assessment which has come from the Crime and Intelligence Command or from somewhere else?

A. I became aware of this document only in the last couple of days, but this is an example - CIC looks after our intelligence network. It's a devolved network. You have CIC as a command which is central, and then it has resources at district level down to station level, and you've also got a number of intelligence practitioners who are in various commands. There's all sorts of levels that can initiate their products. My understanding is that this one was initiated by a particular intelligence officer based in Far Northern district at the time.

Q. Okay. I just want to ask you some questions in relation to it. Firstly, it's headed, is it not, "The domestic and family violence in the Torres Strait and the Northern Peninsula area intelligence assessment"?

A. That's correct.

Q. It's dated 30 June 2021?

A. Correct.

Q. And it contains a number of findings both prominently on the first page and also throughout the 17 pages of the document itself, doesn't it?

A. Yes, it does.

Q. One of those findings is that it is likely that a domestic or family violence related death will occur in the Torres Strait patrol group given the frequency and severity of domestic and family violence towards aggrieved spouses?

A. That's what it says, yes.

1 Q. Do you have any reason to doubt the assessment of the
2 intelligence officer who undertook this review?
3 A. That's that particular intelligence officer's
4 assessment. I don't know the background to why this was
5 initiated. I made some enquiries when I received it with
6 Far Northern. This was not initiated by it. My
7 understanding was that this was completed as part of their
8 training. So I don't know to what extent the findings were
9 validated by anybody other than that particular intel
10 officer. I'm not - it may well have been, but I'm not
11 familiar with where that sat, because I note that
12 in - there's a distribution list that highlights who that
13 should go to, but I know my Command never received it, and
14 I don't know whether these other entities actually received
15 that. I really am not in a position because it's within
16 the intel network and command - obviously it's got
17 "domestic and family violence", and it's got highlighted
18 here that it should come to our Command, but it never has
19 been. So I don't know what its status is.
20
21 Q. All right. We'll go through a few more of the
22 finding, but I'd suggest to you that in light of those
23 findings it's terribly concerning --
24 A. Absolutely.
25
26 Q. -- that it wasn't brought to your attention?
27 A. Absolutely, yes.
28
29 Q. All right. Well, let's return to --
30 A. Sorry, I should say that it's terribly concerning it
31 wasn't at least brought to someone's attention that would
32 need to act on that and --
33
34 Q. Yes.
35 A. -- I can't comment as to what has happened with it.
36
37 Q. Okay.
38 A. If anything --
39
40 COMMISSIONER: So when did you find out about this
41 document?
42 A. Only in advice leading up to me being recalled here
43 today, Your Honour.
44
45 COMMISSIONER: So when was that?
46 A. The last three days. I think the last three days,
47 yes.

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

COMMISSIONER: So have you made any enquiries as to why you didn't get that?

A. Yes, I did. I contacted both the Crime and Intelligence Command and also the Far Northern district. I haven't received any response from the Command, but the Far Northern district did come back to me. They indicated to me that this was a product initiated by a particular intelligence officer placed up there, it wasn't requested at the time, that there are actually - the officer in charge of Thursday Island disagrees with a number of the elements that are in it, that there were --

COMMISSIONER: Well, that's hardly surprising?

A. Yes. That they also said that the officer who did this has no background experience in DV, that they had not interviewed in developing this any of the key people involved in the study. However, even though they said that, they indicated to me that they have implemented a number of responses to the themes that are in here with a plan to review it further this year and then next year.

COMMISSIONER: What have they implemented, because that is an extremely disturbing document and, really, the intelligence officer should be commended for taking the initiative to at least draw some of those matters to the attention?

A. I don't doubt that at all, and I'm trying not to be dismissive of this. But I've just had a document put in front of me, and being someone who has been involved in intelligence --

COMMISSIONER: Well, you've had it for days, not "just"?

A. I've had a few things on my plate too.

COMMISSIONER: Well, I would have thought this is fairly important?

A. Yes, it is, Your Honour. I'm just trying to find it. I did get an email that articulated some of the activities that have been done.

COMMISSIONER: Yes, by all means.

A. Yes. So I'll just have a quick look. So I understand that it may have been referenced by Senior Sergeant Anthony Moynihan, who is the OIC of Thursday Island, to the Commission. My understanding is that there were a number of initiatives that were put in place in followup to the

1 issues identified, and this is from the district officer
2 for Far Northern district. A new briefing sheet for
3 officers - to DV order authorising officers has been put in
4 place. A new risk management sheet for all shift
5 supervisors has been put in place, additional training for
6 first response and investigators on DV-related OPMs, and
7 performance benchmarks set for community agencies engaged
8 in DFV crime prevention in return for funding.
9

10 The indication there was that it would be followed up
11 with a further assessment this year, and the followup
12 assessment this year, I don't know when, will also review
13 those stations in the patrol group who were identified as
14 having issues in the quality of police response and
15 investigation. Mt Isa district was also taking a similar
16 assessment during 2022, with a followup to be undertaken in
17 2023. So it seems to me that there's been some action that
18 has been taken with respect to that at the local level.
19

20 COMMISSIONER: Okay. Did you say there's also been an
21 intelligence assessment in Mt Isa?

22 A. It says here that, "Mt Isa district was also
23 undertaking a similar DFV intelligence assessment during
24 2022, with its followup assessment to be undertaken in
25 2023." So, yes, in answer to your question, that's what
26 that says.
27

28 MS O'GORMAN: Assistant Commissioner, did I understand you
29 correctly before to say that the officer in charge in
30 Thursday Island disagrees with the contents of the
31 intelligence assessment?

32 A. There - if I could just get the material, because I'm
33 referring to the emails that have been provided to me.
34 That there were some components of what was covered in it
35 that he had disagreed with. Forgive me, I'll just open up
36 the message again.
37

38 Q. I think you were before just reading the statement
39 provided by that particular officer?

40 A. That's right.
41

42 Q. I can't find within that statement any indication that
43 he disagrees with the findings.

44 A. Just one second. Okay, "Far North district
45 intelligence assessment". I've received two pieces of
46 correspondence in following up this, one from the Assistant
47 Commissioner for Far Northern district, and the other one

1 this morning just before coming in here from the district
2 officer. The initial information I was given, which came
3 from one of the assistant district officers, highlighted
4 that - and they have provided the name of the intelligence
5 officer - indicating that the attached assessment in June
6 21 was a training tool only; that the assessment
7 highlighted individual alleged deficiencies in responding
8 to and managing domestic and family violence instances in
9 the Torres Strait; "The intelligence assessment is an
10 assumption of the intelligence officer only. This officer
11 has limited operational experience in attending and
12 responding to DV incidents. No consultation or
13 conversations were held with investigating officers to gain
14 full understanding as to why certain actions were not taken
15 during the investigations. This lack of additional
16 information and situational awareness could be perceived as
17 deficiencies in conduct in the investigation by responding
18 officers. It must be noted that the OIC Thursday Island
19 held a different view on several key findings outlined by
20 the intelligence officer. For example, the intelligence
21 officer suggested that Thursday Island staff were
22 finalising DFV incidents prematurely as DV other action and
23 that those officers were avoiding charging respondents with
24 domestic violence related criminal offences." Obviously
25 the OIC had an alternate view which --

26
27 COMMISSIONER: Hardly surprising?

28 A. -- is an issue in itself. "The intel officer
29 generated the assessment independently to any requests from
30 the OIC or district management." So that was the response
31 that I got I think yesterday.

32
33 MS O'GORMAN: And that was a response given to you by
34 whom?

35 A. It was from the Assistant Commissioner from Far
36 Northern, Assistant Commissioner Schafferius, but the bulk
37 of that response was under the hand of Superintendent
38 Chris Hodgman.

39
40 Q. Okay. Does it concern you that the
41 Assistant Commissioner for Far Northern would explain that
42 that document was meant only as a training document?

43 A. Yes, I've tried to drill into what that means, and
44 I still don't know. I do know enough about the
45 intelligence training process, if it's largely the same as
46 it was when I was involved in it, that it involves our
47 intelligence officers undertaking a practicum, and what

1 that means is that in-the-field tools that they will
2 develop as part of their training and assessment. But
3 I can't give you any further clarity on what that means.
4

5 Q. Given that this document was provided to
6 the Commission or at least referred to the Commission by
7 the officer in charge of Thursday Island without any
8 reference to it being simply a practicum document, does it
9 tend to suggest that in fact it wasn't just a practicum
10 document?

11 A. I can't comment on that. I don't know what its status
12 is.
13

14 Q. Okay. Nonetheless, even if it was a training
15 document, once produced and brought to the attention of
16 people other than the intelligence officer who conducted
17 this review, ought it not to have triggered significant
18 alarms for further reviews?

19 A. It certainly would have triggered the need to respond
20 to it and address those findings. Absolutely.
21

22 Q. Okay. Can we just go through them, because, as
23 I understand, you're suggesting that one of the
24 Assistant Commissioner's criticisms of that document is
25 that it was based on assumptions by the intelligence
26 officer. But, as I read that document, the intelligence
27 officer reviewed a number of QPRIME reports and concluded
28 that during the year 2020 to 2021 80 per cent of calls for
29 service to attend domestic disturbances involved recidivist
30 respondents and occurrences finalised as DV other were
31 increasing in Thursday Island, and specified that it was an
32 86 per cent increase in finalisation by way of DV other.
33 It seems hard to conclude that, where figures like that are
34 arrived at, it's based on individual assumptions of the
35 officer; would you agree?

36 A. I'm really not in a position to comment on the status
37 of this document. I know nothing about it. I only became
38 aware of it in the last couple of days, and, yes, I'm
39 concerned about what's contained in it because there are
40 issues in it that are consistent with what the Commission
41 of Inquiry is looking at, and I'm very keen to examine what
42 its purpose is and what's happened with it. I've attempted
43 as best I can in the last two days to follow that up, and
44 I've provided to you what I have found so far. But, quite
45 frankly, it does raise a number of additional questions
46 that need to be followed up.
47

1 Q. All right. Thank you. I appreciate that.

2

3 COMMISSIONER: I should say for the record the Commission
4 only just got the document ourselves under a notice to
5 produce from your department.

6 A. Certainly.

7

8 COMMISSIONER: From your service, sorry, not your
9 department.

10 A. And as I said to you, Your Honour, I note that our
11 Command, which back in June last year was in its infancy,
12 was supposed to receive that and there is no record of us
13 receiving it. So I want to follow up what the processes
14 are for those things coming through anyway.

15

16 MS O'GORMAN: Okay. If we take for the moment at face
17 value the accuracy of the findings in this document, they
18 include that in that division, that is the Thursday Island
19 police division, this intelligence officer at least
20 concluded that it's likely that a growing proportion of
21 domestic and family violence matters were finalised as
22 DV other action prematurely without providing necessary
23 protection to the aggrieved. That in itself would at the
24 very least, and I think you've already said as much, prompt
25 once brought to your attention the need for some further
26 significant review?

27 A. I agree. I agree. To give you an example of my
28 position on those things is the document that I've just
29 given you. So I take a global perspective of the data
30 relating to no DVs as one example for the whole service,
31 and when I see an increase in that area that's an area that
32 draws my attention to want to dig into it some more. In
33 terms of the one specifically about the Torres Strait and
34 that assessment, that's what I would've expected to occur.
35 There seems to have been some level of a response to that
36 involving a detective inspector, an OIC and other
37 intelligence officers. They have put in place some
38 mechanisms, but I have no further background as to the
39 process and how that's going and whether that's alleviated
40 the findings that were arrived at.

41

42 Q. All right. That intelligence officer identified a
43 number of reasons why he believed this increase in the
44 finalisation of DV other action, essentially referrals, was
45 occurring. He nominated as some of those reasons a belief
46 amongst officers that threats, including threats to kill,
47 do not constitute domestic violence; a failure to consider

1 other sources of evidence other than the aggrieved's own
2 evidence in determining whether or not to take action; the
3 misconception that further violence is likely to be a
4 minimal risk if spouses live apart; a failure to
5 investigate whether the incident the officer was called to
6 was a one-off; and a finding that non-physical acts of
7 violence were not given enough weight. Firstly, again
8 assuming for the moment that these findings are (a) based
9 on sufficient evidence and (b) correct, they all speak to
10 cultural issues in terms of responding to domestic and
11 family violence, don't they?

12 A. I think they respond potentially to cultural issues.
13 I think they also talk to competence, knowledge and
14 understanding, because if those things are occurring - and,
15 as you say, if we accept that on face value that they're
16 occurring - that's contrary to our practice, our training
17 and our processes. The rationale for why that's being done
18 is certainly worth an examination, and I suspect that's
19 part of what this inquiry is looking at.

20
21 Q. Okay. All right. There was a finding there that
22 delays in the serving of domestic and family violence
23 protection orders were highly likely in that officer's view
24 to be enabling respondents to commit further acts of
25 domestic violence without being charged for breaching an
26 order, and you might recall that there's at least two
27 examples given in that document of it taking months for a
28 respondent to be served with a protection order?

29 A. Yes, I understand that that's what's been articulated,
30 yes.

31
32 Q. Is that something, bearing in mind that it's only come
33 to your attention recently, which causes concern to you as
34 the head of the Command?

35 A. Yes, it does, and I think this is an issue that has
36 been raised by other witnesses in North Queensland about
37 some of the challenges, particularly in the Torres Strait
38 and isolated and remote areas, which is the timeliness
39 about which these documents are actually served and at what
40 risk that's presenting, particularly when you have got,
41 say, islands where there's no police on, and when they
42 regularly attend and how regularly they attend to serve
43 those. So, yes, it is of concern. When faced with that
44 I would like to think that at least there's some level of
45 risk assessment done. If somebody was deemed - using PAF
46 and other indicators - to suggest that the risk to somebody
47 is quite imminent, my expectation would be that there's a

1 more immediate response to fulfilling the service of those
2 documents. Now, that may well require then accessing
3 resources, whether it be by boats, whether it be by
4 helicopters, et cetera, to facilitate that, or that that's
5 part of the rationale for perhaps seeking bail or different
6 conditions on the conditions, which can be done quickly.
7 So, yes, I do accept that the notion of delays between a
8 point at which a decision is made and it being serviced is
9 a real concern, and several months is of major concern.

10
11 Q. Okay. That report also found that it's likely that
12 more weight was placed on perpetrators' accounts of events
13 when they present as charming or calm to police, and that
14 this is particularly apparent when the victim does not
15 present as an ideal victim due in part to coercive control?

16 A. Yes.

17
18 Q. Is that something that, having had it brought to your
19 attention, causes concern to you?

20 A. Yes, that's been raised in more contexts than just
21 this one, the whole notion of the misidentification of the
22 victim, but also the lack of awareness of the threat that a
23 perpetrator might present by the manner in which they
24 manipulate or present themselves is very much - and tactics
25 used by perpetrators to not draw attention to them is very
26 much of concern to me, and it is a significant component of
27 the new training that we're rolling out and have commenced.

28
29 Q. Okay. You've indicated that this has only come to
30 your attention recently. You're aware that it involves
31 reference to specific examples, including by reference to
32 aggrieveds' or perpetrators' names and dates of birth?

33 A. Yes.

34
35 Q. Do you know whether the Command is going to be looking
36 at those matters in detail to consider whether or not there
37 ought to be failure of duty complaints arising out of those
38 matters?

39 A. That is not the current role of our Command. We do
40 have an automatic review process that happens where
41 there's, say, a death or a significant injury in custody
42 that's aligned to DV. The focus of our Command is then on
43 having a look at whether there's any obvious process issues
44 that need to be rectified. The responsibility for issues
45 to do with conduct, non-compliance with your requirements,
46 et cetera, don't rest with our Command. They rest with
47 Ethical Standards Command and the relevant districts,

1 et cetera, through the complaints process. But in the
2 course of me ever coming across material that highlights
3 issues that appear to be warranting some discipline
4 investigation as a matter of course I will and have engaged
5 with ESC to see that they're aware of those and whether
6 obligations to report those have been made.
7

8 Q. Okay. You may not have had time to do as much in the
9 last couple of days, but do you intend to liaise with
10 the ESC in respect of the cases referred to in this
11 document?

12 A. If that hasn't already been done, very much so,
13 because if there's issues in here that are highlighting
14 deficiencies in terms of conduct or misconduct or failure
15 of duty there are obligations on us to report under our
16 Act.
17

18 Q. Moving away from the specific instances that might
19 give rise to a concern at least about a failure of duty in
20 respect of some of these officers, can I just return to the
21 overall conclusions raised at least by this intelligence
22 officer in this document. He notes ultimately that,
23 although on his review of the material there appeared to be
24 a compliance by officers with legislative and procedural
25 requirements, he considered that it was not the case that
26 proper attention was given to police officers to whether or
27 not their actions were appropriately directed to ensuring
28 the safety of the aggrieveds. He said, "It was unthinkable
29 to review DV other occurrences where officers dismissed
30 taking action against the respondent after observing
31 aggrieved spouses with bloodied lips, swollen faces, black
32 eyes, severe facial injuries from a glassing, or informed
33 by aggrieved spouses of injuries sustained from being hit
34 deliberately by a vehicle driven by the respondent,
35 threatened with violence by the respondent whilst armed, or
36 admitted into hospital with suspected rib fractures from an
37 assault by the respondent." He goes on to say, "In these
38 cases, a popular belief shared by first response officers
39 in Thursday Island police division and Horn Island police
40 division was that the offer of a police referral regardless
41 of its acceptance was a satisfactory outcome." He said,
42 "Equally concerning was these finalised occurrences were
43 deemed compliant with legislative and policy
44 responsibilities at station and district level, but clearly
45 were contrary to community expectations and the aspirations
46 of the Queensland Police Service. These DFV occurrences
47 with less than satisfactory outcomes when repeated over

1 multiple calls for service heightened the risk of further
2 harm to the aggrieved spouse and named persons, with
3 possible fatal consequences." What is it that the Command
4 is going to do, having had this brought to its attention,
5 to (a) investigate this matter further and take the
6 necessary action?

7 A. Well, I give an absolute commitment that I'll be
8 following up where this is at and how it's been dealt with,
9 what its origin is and what substance there is to it. It
10 is highly concerning. I'd go a step further. That officer
11 is talking about not meeting community expectations. Well,
12 he clearly doesn't understand that's also outside QPS's
13 expectation and the district and station requirements. The
14 other thing is there are obligations on people who have
15 become aware of that, including that officer, to report
16 matters where he believes that there has been breaches of
17 discipline and misconduct.

18
19 COMMISSIONER: Well, I would hope the officer is not going
20 to get hauled over the coals for this --

21 A. I'm not suggesting that --

22
23 COMMISSIONER: Because it seems as though certainly the
24 Northern Assistant Commissioner has done a lot to try and
25 discredit the report generally?

26 A. If that was from me, can I point out the first thing,
27 the Assistant Commissioner passed me on an email, the
28 content of which was written by another officer. That's --

29
30 COMMISSIONER: Whoever the officer was.

31 A. Yes. But I do take your point. That's not my intent.
32 But where - what I'm getting to is an intelligence
33 assessment that then goes through several layers of
34 scrutiny, peer review and officer in charge's assessment,
35 if it was to contain allegations of suspicions of our
36 officers not complying with their duty or failing duty or
37 did misconduct, are obliged to take action. If that's not
38 been done, and I don't know if it's been done, that's
39 certainly something that I will be following up on this
40 basis.

41
42 MS O'GORMAN: On my very quick review of the numbers of
43 examples that are used in here I count at least 18 by
44 reference to actual respondents' names, dates of birth and
45 particular details derived directly from QPRIME reports.
46 On its face, the matters which are described in those
47 QPRIME reports in each of those cases are themselves

1 concerning, aren't they?

2 A. Yes. Yes, they are.

3

4 Q. And they must raise concerns about a systemic problem
5 in the Torres Strait area in terms of police responses and
6 the adequacy of them to ensure the aggrieveds are safe?

7 A. Yes, they do. If those are valid, and there's
8 obviously comprehensive information that's provided in
9 there to suggest that it certainly warrants examination,
10 yes, they are of concern.

11

12 Q. All right. And it probably doesn't matter whether or
13 not this particular intelligence officer has a great deal
14 of experience in investigating domestic violence matters.
15 If those summaries of the QPRIME documents are correct, his
16 experience is irrelevant, isn't it, because they speak for
17 themselves in terms of the actions that were or were not
18 taken by the individual officers?

19 A. I take your point, yes, there will be - experience
20 will allow you to have a better understanding, but if the
21 facts are the facts then the experience doesn't matter;
22 only their summary and findings of those facts will matter.

23

24 Q. Does an intelligence assessment like this highlight
25 the fact that the Command really needs to have at its
26 disposal an ability, either by drawing on the Crime and
27 Intelligence Command's capability or by development of a
28 capability within your own Command, to be able to conduct
29 further intelligence assessments in other districts and
30 other regions around Queensland?

31 A. I would like to have an intelligence capability,
32 research and analytical capability within the Command, yes.
33 The notion of, though, having a capability that's
34 responsible for investigating and following up and perhaps
35 taking action with respect to any misconduct is not a
36 matter for our Command. That is for Ethical Standards
37 Command.

38

39 Q. I'm talking about systemic - uncovering of systemic
40 problems in relation to QPS dealing with domestic and
41 family violence. Is it not essential that either your
42 Command has within its own control or that your Command be
43 able to reach out to the Crime and Intelligence Command to
44 have more of these assessments undertaken around Queensland
45 so that you can be informing yourself of any systemic
46 problems, where they are and how bad they are?

47 A. I think that would be of benefit.

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

COMMISSIONER: It's really essential, isn't it?
A. It's - my - any reluctance you've got from me is not meant on intent. I'm just trying to work out where it best sits. I think the capability you're talking about and being able to drill into these assessments and the identification of really concerning problems are a significant issue for the QPS. Whether they fit within the DV command or some other entity - because one would argue or what would be interesting is, if that's the approach taken in the DV space, is there similar approaches taken in other spaces of duty as well outside DV. So I think --

COMMISSIONER: I don't think anyone minds if other spaces also examine themselves. But this inquiry is about this space and --
A. Sure.

COMMISSIONER: The service has set up its own Command particularly in this space. So one would think that the service would want the Command to have the capability of looking at things like this Torres Strait issue. This document you've given us indicates there's been an enormous increase in DV other in the Northern region?
A. Yes.

COMMISSIONER: Which is something you should be able to drill down to, surely, and do some sort of assessment of why that's occurring, and perhaps then refer it out to the Northern region to fix?
A. Yes, I don't think that's an unfair proposal. I think that's a capacity that I would like to establish in the Command. I have been given responsibility for owning the capability. That's got to be warts and all, doesn't it. I don't have that at present. So what it means is relying to existing reporting arrangements that other entities can provide.

COMMISSIONER: And on them giving the documents to you?
A. Absolutely. So therein lies the whole notion again with to what extent you decentralise and rely on local-based initiatives. This is a local-based intelligence officer who is part of a network that goes into CIC already. I've asked CIC to what extent it had visibility on the content of that, and I haven't heard anything back yet, because the intelligence officers - they do some very difficult work and they'll scratch the surface

1 sometimes on really uncomfortable subjects, and there needs
2 to be a strong mechanism where that's followed up with the
3 relevant level of oversight. I think there's some
4 questions on this one that needs to be followed up.

5
6 MS O'GORMAN: I want to turn as a last --

7
8 COMMISSIONER: Before you turn, let's just adjourn for
9 15 minutes.

10
11 MS O'GORMAN: Thank you.

12
13 **SHORT ADJOURNMENT**

14
15 MS O'GORMAN: Assistant Commissioner Codd, you'd be well
16 aware that one of the matters that this Commission of
17 Inquiry has been tasked by the government to look at is the
18 nature and extent of any cultural issues that impact on the
19 way in which the QPS responds to domestic and family
20 violence --

21 A. Yes, I am.

22
23 Q. And the topic I want to cover with you now before you
24 conclude your evidence is your views in respect of the
25 evidence that has been heard in the course of this
26 Commission of Inquiry in relation to specifically cultural
27 issues.

28 A. Yes.

29
30 Q. I want to start first of all by reviewing some of the
31 comments made by Commissioner Carroll at the time that this
32 Commission of Inquiry was recommended in the Women's Safety
33 and Justice Taskforce report released last year?

34 A. Yes.

35
36 Q. Firstly, in December of last year media publications
37 reported that Commissioner Carroll had said this, "I can
38 accept that individuals don't always do the right thing and
39 those people need to be held to account. It is incredibly
40 disappointing to hear that some members of the community
41 feel let down by our response to domestic and family
42 violence. So we haven't got it right. I accept that we
43 need to get better at this, but I know that my people who
44 work so hard to get this right and are passionate and do
45 the right thing will be devastated. While I do not fear a
46 Commission of Inquiry, I cannot support this
47 recommendation." Do you recall that that was the position

1 of the QPS when the recommendation was first made?

2 A. Yes.

3

4 Q. And do you recall that an email was sent by
5 Commissioner Carroll at about that time to members of the
6 Queensland Police Service which relevantly to this
7 Commission of Inquiry said this, "One of the
8 recommendations is for a Commission of Inquiry to examine
9 widespread cultural issues within the QPS relating to the
10 investigation of DFV. Whilst we never shy away from
11 opportunities to improve, I do not support this
12 recommendation as I do not believe there are widespread
13 cultural issues in the QPS."

14 A. Yes, I recall that email and in fact I retained a copy
15 of that email and it's dated 2 December 2021.

16

17 Q. All right. Thank you. You were one of the, if not
18 the, first witnesses to give evidence in the public
19 hearings conducted by this Commission of Inquiry?

20 A. That's correct.

21

22 Q. And I observed that you remained in the courtroom for
23 a number of days following your own evidence?

24 A. Yes, I have, and in days that I haven't been here
25 physically I've been spending most times watching the live
26 stream wherever I can. So, yes.

27

28 Q. And I assume that in circumstances where you haven't
29 either been here physically or watching the live stream
30 you've nonetheless been kept abreast of the evidence that
31 has been adduced in the hearings?

32 A. Yes, the bulk of it.

33

34 Q. By way of summary, and I'm interested here as I've
35 flagged in relation to cultural issues?

36 A. M'hmm.

37

38 Q. You'll agree that the Commission of Inquiry has heard
39 from, firstly, a number of individual police officers
40 talking about cultural issues?

41 A. Yes.

42

43 Q. Secondly, from Mark Ainsworth, the retired detective
44 who conducted some 53 interviews with a number of police
45 officers about, amongst other things, cultural issues?

46 A. Yes.

47

1 Q. The Commission has also heard evidence that you have
2 heard or are aware of from a number of domestic and family
3 violence specialist workers?

4 A. Yes, I have.

5

6 Q. Also from CEOs from relevant organisations such as
7 Caxton Legal Centre and Women's Legal Service?

8 A. Yes.

9

10 Q. And those people were in a position to give evidence
11 about reports that they heard from members of the community
12 in terms of their interactions with the police over time
13 dealing with domestic and family violence issues?

14 A. Yes, that's correct.

15

16 Q. You have either heard or been made aware that the
17 Commission has taken evidence from lawyers who have also
18 had dealings with members of the public who have had
19 interactions with QPS in respect of domestic and family
20 violence matters?

21 A. Yes.

22

23 Q. That a number of those lawyers in addition to taking
24 instructions from clients had reviewed body-worn camera
25 footage and relevant paperwork in respect of DVO
26 applications?

27 A. Yes.

28

29 Q. There's been evidence from prosecutors who have spoken
30 about reviews that they have done of body-worn camera
31 footage and other paperwork compiled by investigating or
32 arresting police officers as well?

33 A. Yes.

34

35 Q. The Director of the Family Law and Civil Justice
36 Services at Legal Aid Queensland gave evidence about that
37 organisation's clients' experiences and interactions with
38 police?

39 A. I'm not --

40

41 Q. Toni Bell?

42 A. I wasn't familiar with that one, but I'll accept the
43 nature of the information that was provided, yes.

44

45 Q. All right. And you'd be aware that the director of
46 criminal law at ATSILS had also given evidence?

47 A. I'm aware that they did, yes.

1
2 Q. And representatives of QIFVLS?
3 A. Yes.
4
5 Q. As well you would be aware of the evidence given by a
6 number of researchers who have conducted studies and also
7 academics who are specialists in the area of domestic and
8 family violence and in the area of policing who have given
9 evidence to the Commission?
10 A. Yes.
11
12 Q. As well, during the life of this Commission of Inquiry
13 there have been some relevant coronial findings handed down
14 in respect of high-profile (inaudible)?
15
16 COMMISSIONER: The court's microphones have a mind of their
17 own.
18
19 MS O'GORMAN: Shall I continue or just wait a minute?
20
21 OPERATOR: If it doesn't stop in the next 30 seconds, I'll
22 just duck out and make a phone call about it.
23
24 MS O'GORMAN: Thank you.
25
26 OPERATOR: Otherwise maybe just continue when it stops.
27
28 COMMISSIONER: Is it legible to the transcribers through
29 that?
30
31 OPERATOR: I'm not sure. They have the internal court
32 audio, so they'll have an internal feed, but it won't be
33 audible through the livestream.
34
35 COMMISSIONER: Okay. Well, it's stopped now.
36
37 MS O'GORMAN: Now, amongst other things, each of those
38 people who gave evidence to the Commission spoke about
39 cultural issues?
40 A. Yes.
41
42 Q. Now, before we go on, I just want to make sure that
43 you and I are on the same page about what "cultural" means
44 or "cultural issues" means. You're aware that I was in
45 attendance at a recent piloting of the three-day holistic
46 approach program that's going to be rolled out across the
47 state shortly?

1 A. Yes, that's correct.

2

3 Q. And as part of that there was discussion about the
4 definition of "culture" and "cultural issues", and how
5 that's going to be taught to your officers?

6 A. Yes.

7

8 Q. Culture - cultural issues in this context then means,
9 doesn't it, the beliefs, attitudes and working practices of
10 an organisation?

11 A. Yes, I'm glad you raised it because it is a point of
12 concern. I've heard definitions of "culture" that we have
13 to zero in on, everything from the colloquialisms that say,
14 "The way we do things around here," but the definition that
15 I target in on is the one that you're referring to, which
16 is the values, beliefs and attitudes of people that then
17 manifest themselves in actions and behaviours, which
18 I think is pretty much in line with what you just said.

19

20 Q. That's so. Although, as you say, "the way we do
21 things around here" might be described as a colloquialism,
22 it is nonetheless apt to describe those attitudes, values,
23 beliefs and working practices that inform how an
24 organisation conducts itself?

25 A. Yes, it's the "we" bit that I stumble on. "The way
26 things are done around here" is probably more apt because
27 the "we" suggests that everybody is driven by the same
28 attitudes, beliefs or values, et cetera. It's the only
29 delineation I would make, but the point is valid.

30

31 Q. All right. In any event, we're agreed as between us
32 that cultural issues can encompass more than just
33 attitudes, beliefs and values, and they do encompass the
34 way things are done?

35 A. I think there has to be a connection between the
36 attitudes, beliefs and values, which is in the head, and
37 how then that is manifested by some action or behaviour,
38 which is I think the part you're talking about, the way
39 things are done by that individual.

40

41 Q. Okay. In terms of the evidence and the key themes
42 which emerged from the evidence of each of the people that
43 we have just agreed has given evidence in this Commission,
44 do you agree that overwhelmingly each of those persons
45 spoke about these following issues: firstly, police
46 officers avoiding domestic and family violence call-outs?

47

A. Yes.

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

Q. Police officers displaying apparent disinterest when they do attend domestic and family violence call-outs?

A. Yes.

Q. Evidence of police officers conducting insufficient investigations in relation to the relationship of the parties engaged in the incident that they're called to?

A. Yes, I'm aware of that evidence, yes.

Q. Misidentification of one or both of the parties as the perpetrator or the aggrieved inappropriately?

A. Yes.

Q. Misunderstanding of the seriousness of non-physical domestic and family violence?

A. Yes.

Q. For example, threats or other mechanisms of coercive control?

A. Yes.

Q. Action not being taken by police officers when it should; for example, the finalising of a matter as a DV other action without taking out an application?

A. Yes.

Q. Collusion by police officers with perpetrators, whether intentionally or, as it seemed from the evidence, more frequently unintentionally?

A. Yes, again, I balk on that one. I accept it. That's been a term that's used. It's one that rankles a little more than a lot of others. "Collusion" has a range of connotations that don't sit comfortably with most police, particularly not I. So thank you for noting the notion of whether that is conscious or unconscious. In discussions in the past about the issue of collusion one of the observations I've made and particularly talking to officers is people misunderstanding the level of rapport building or interaction to de-escalate a critical or crisis incident with a potentially problematic or risky person as being some form of collusion when it is actually a tactic that's used not. But what's not lost on me is we need to be aware of what that's seen through the eyes and the lens of the victim when seeing that.

Q. You would be aware that those kinds of issues and

1 considerations have been the subject of evidence by people
2 in this inquiry?

3 A. Yes. Yes, I have.

4
5 Q. There's also been evidence, hasn't there, about a lack
6 of understanding on the part of police officers when
7 they're engaging with particular vulnerable minority
8 cohorts, such as people from an Aboriginal and Torres
9 Strait Islander background, a CALD background?

10 A. Yes.

11
12 Q. Or people who have a disability, whether intellectual
13 or otherwise?

14 A. And I think in some instances people from the LGBTIQ
15 community as well. I think they're the groupings primarily
16 that I heard from.

17
18 Q. All right. There's also been evidence, hasn't there,
19 about inappropriate language being used by police officers
20 in respect of members of the public in their interactions
21 with members of the public or back at their own station?

22 A. I've heard concerning evidence that was given about
23 quite, yes, horrible language, but I've also heard
24 reference to more subtle things such as the use of terms
25 like "mate", et cetera, and how that might be seen in the
26 scheme of things. So, yes, language has been an issue.

27
28 Q. Okay. Returning back to that question of what
29 constitutes a cultural issue, you would have heard the
30 evidence that has been given by police officers and members
31 of the public alike that these sort of problems that have
32 been drawn to the Commission's attention are not
33 necessarily the result of underlying misogynistic beliefs
34 but might have a number of different causes, such as
35 inexperience on the part of police officers, lack of
36 training for police officers or, at the other end of
37 the extreme, burnout by police officers who have been
38 attending far too many of these sorts of incidents for
39 their own good?

40 A. Yes, I'd concur with that, and that doesn't dismiss
41 the fact that we may have some members, albeit that I hope
42 very few, who do have deeply misogynistic attitudes as a
43 reflection of the community we serve. But I actually
44 concur with your point that I think it's more likely in my
45 experience that there is a range of other complex factors
46 that are underpinning it.

47

1 Q. The overwhelming majority of the evidence that I've
2 been referring to so far was unchallenged in this
3 Commission. You'd be aware of that?

4 A. Yes. Well, I'm not aware of any challenge being made
5 to --

6
7 Q. Or, sorry, do you accept that was unchallenged?

8 A. Yes, I accept that, yes.

9

10 Q. Does the Command accept then the unchallenged evidence
11 that's been heard by the Commission?

12 A. I certainly accept that the evidence that's provided
13 has highlighted a range of concerning aspects of culture
14 from the perspectives of the people who have provided it,
15 and I'm not trying to be evasive to suggest that that's not
16 even valid or real. I guess the observation I would like
17 to make, though, is the term about widespread or endemic
18 that's tied to it. I'm wary that almost every one of the
19 witnesses, well, certainly a number that I listened to,
20 also made the point that it wasn't their experience with
21 every officer and that hand over fist a number of these
22 people said that they also experienced outstanding work and
23 empathetic and compassionate by a number of our officers.
24

25 So for me that's the challenge, is that there's very
26 clearly, in my view - and can I say I suspected, before
27 the Commission of Inquiry we've been picking up on these
28 themes, that there are pockets of issues of poor
29 performance, of behaviours and attitudes across our
30 organisation that are aspects of culture that are impacting
31 on our performance of our duty in DV. But it's far from,
32 in my humble opinion, the majority. But that doesn't
33 matter to a point because, whilst there's still victims and
34 people who need our help who are experiencing it, that's
35 requiring focus and improvement.
36

37 Q. All right. Do you accept that many of the people who
38 gave evidence about the cultural issues as they perceived
39 them to be or, in the case of the CEOs or the lawyers who
40 gave evidence, their clients perceived them to be were
41 described in many cases as being commonly occurring?

42 A. Yes, I do acknowledge that they are the terms that
43 they have used. I guess the only thing I can add is common
44 to within their sphere of influence. I - please, I do not
45 wish to be seen as if I'm downplaying this because I do
46 accept that there's significant issues of aspects of the
47 police culture that are at play here and that we need to

1 address. But I've heard terms like "commonly" and
2 "widespread" thrown about, and I just know the impact that
3 has on the thousands of officers I work with every day. It
4 might be common within their sphere of influence, but is it
5 common in the broader context of 133,000 DV occurrences a
6 year. That's the point of differentiation I'd like to
7 make, is that why is it that in some places these things
8 clearly are happening by some officers - sometimes some
9 officers in a station where they're not by others at that
10 station, what is about them, what is about sometimes those
11 locations that has developed that attitude where others
12 don't. So I guess the term of "common" and "widespread"
13 that don't have any sort of quantifiable element to it
14 concerns me, but it's still to a level of significance that
15 warrants our attention.
16

17 Q. Okay. You've talked about one end of the continuum of
18 descriptors that have been used, "common" and "widespread"
19 at one end. On the other end, Commissioner Carroll talked
20 about it being individuals within the QPS who don't always
21 do the right thing?

22 A. M'hmm.

23
24 Q. Do you accept in light of the evidence that the
25 Commission has heard just in the public aspect of the
26 hearings that it's more than just individuals who don't
27 always do the right thing?

28 A. I think that there are individuals who do the wrong
29 thing, but in the context of our organisation the influence
30 at times of those individuals on the sometimes
31 impressionable attitudes of other officers is something
32 that's more difficult to measure but is clearly apparent.
33 I think we saw some evidence to do with the impact, for
34 instance, of an FTO who had the wrong attitudes. That
35 individual might have the wrong attitudes, but that
36 attitude now permeates its way into the mindset of the
37 officers that they are responsible for bringing through.
38 So, yes, I think ultimately these are choices by
39 individuals but left unchecked, left unchallenged by a
40 balance, do have the capacity to sometimes complicitly,
41 sometimes unconsciously influence the way we do things
42 around here.
43

44 Q. Now, if we move away from the theoretical, the
45 possibility of individuals influencing others, let me ask
46 you this. We've heard evidence from numbers of people,
47 including evidence that some of these cultural issues are

1 commonly occurring. In light of that evidence do you
2 accept that it's more than just - the cultural issues
3 within the QPS are more than just individuals who don't
4 always do the right thing and that they're more systemic
5 and nuanced than that?

6 A. I think that's a fair equation. I think that's a
7 fair - I think the behaviours of individuals can create
8 something greater than the sum of the individual parts.
9 I think that's fair and reasonable. I think we've got to
10 be careful of - the Commissioner made that email and
11 I believe in that email is balancing trying to call out the
12 choices that we all individually make. I don't think it's
13 necessarily dismissing the fact that then those individual
14 attitudes can create something more concerning that's
15 bigger than individuals, I guess is what I'm trying to say.
16

17 Q. All right. And I suppose what I'm really trying to
18 nail down from you is whether you accept that it's more
19 than a theoretical risk, whether you accept that the
20 evidence has established that there are systemic cultural
21 issues at play that impact on the way the QPS responds to
22 domestic and family violence in the community?

23 A. I'd avoid the term "systemic" because, again, that
24 suggests that it's absolutely through every part of our
25 organisation. I think we've got to be balanced to
26 recognise that there are areas that that sort of practice
27 is not prevalent. In fact, we see outstanding practice.
28 But I do accept that the force of individual choices can
29 then start influencing attitudes that sometimes can
30 permeate even beyond the presence of that individual if
31 left unchecked.
32

33 Q. All right. I think you're still talking in the
34 theoretical sense. I'm just going to try my question one
35 more time, and I'll move on after that. You can probably
36 safely take it that this Commission of Inquiry is not going
37 to find that every police officer is doing the right thing
38 and that there will be recognition --

39
40 COMMISSIONER: That every police officer is not doing the
41 right thing.
42

43 MS O'GORMAN: Thank you; that there will be --

44 A. Thank you.
45

46 Q. That there will be recognition that there is excellent
47 work being done by police officers in the community in line

1 with the evidence that we've heard. Allowing for that,
2 what I'm trying to get a sense of from you is whether you
3 accept that there are, I use the word, systemic, I might
4 use the word commonly occurring or problematic cultural
5 issues at play that are impacting on the way the QPS
6 responds to domestic and family violence or not?

7 A. Again, I think that's fair to say in some places and
8 in some pockets, but I find that very difficult to accept
9 that that's applicable to an entire organisation. So
10 that's the only thing I'm talking about, is that we're
11 talking about concerning aspects of the culture that have
12 been raised, no doubt about it. I guess the thing that
13 gets prickly with somebody who has spent nearly 39 years of
14 their service along with thousands of others to have what
15 we do every day described as being part of some system
16 which we ultimately in our hearts believe not to be the
17 case is difficult for me to say that.

18
19 But, having said that, I do accept that there are
20 significant areas of concern that have been raised in
21 evidence provided to this inquiry that certainly will
22 require us to look at that are beyond just isolated
23 incidents. There's been too many consistencies in too many
24 places, albeit that they're not everywhere.

25
26 Q. All right. Can I move onto a different aspect of
27 Commissioner Carroll's comments.

28 A. Yes.

29
30 Q. At first instance she had said or at least it's
31 reported that she had said that, "It is incredibly
32 disappointing to hear that some members of the community
33 feel let down by our response to domestic and family
34 violence." We've heard a lot of evidence since of course
35 that particular comment was made, and, in light of the
36 evidence that we've heard, do you accept that it might be
37 apt to describe the members of the community who have been
38 let down by domestic and family violence as something more
39 than "some"; that there's a significant cohort of members
40 of the community who consider that they have been let down?

41 A. Again - I mean, we're getting onto words - there's
42 certainly - there's been a number that is concerning to me.

43
44 Q. Okay.

45 A. Most definitely. The letting down of members - and my
46 concern from a Command point of view is to enable us to
47 even do a better job we must maintain the confidence of the

1 community that we serve, that we can't create or even have
2 the perception that exists a context where people do not
3 feel, particularly the vulnerable, that they can come and
4 get our protection; and that's clearly been evident in some
5 of the evidence that people don't feel that.

6
7 There are other indicators to suggest that that's not
8 the only basis for the discussion. We're seeing more
9 people contacting us than ever have before. We're
10 breaching more perpetrators for breaches than we ever have
11 before. We're engaging with more DV-related occurrences
12 than we ever have before. Whilst that's a positive
13 indication potentially about people preparing to come up
14 and get our assistance, I still accept it's way
15 underreported and likely to be way beneath what is the
16 reality. So I hope that helps answer a question, you know,
17 asked how do I define significant, et cetera. Perhaps one
18 is more than enough.

19
20 Q. The Commissioner of Police, Commissioner Carroll, made
21 it clear that she didn't support this inquiry. Do you
22 consider that there is utility in having had a Commission
23 of Inquiry which allows the evidence that has been given to
24 be aired both for the sake of the community and for the
25 sake of your members?

26 A. Yes, I do. Very much so. I think what we've
27 identified and what the Women's Safety and Justice
28 Taskforce identified were issues of concern for us as an
29 organisation, could I say whether there was going to be a
30 Commission of Inquiry or not. In discussions that I had
31 with the Commissioner and my senior colleagues, and I need
32 to give you from my perspective, it was never the issue of
33 suggesting that we're not open to a Commission of Inquiry
34 or we should avoid that. I think the notion was that we
35 have so many things underway at the moment, and the Women's
36 Safety and Justice Taskforce has all these observations it
37 made and a number of submissions very similar to what's
38 been relayed in the Commission of Inquiry, we're doing a
39 whole heap of work to try and correct that, perhaps the
40 time to examine it might be down the track. Now, that
41 decision was taken to have it earlier, and when that
42 decision was made 100 per cent support was provided from
43 the Commissioner and all of us to assist this very
44 important work.

45
46 Q. All right. And in the context of the Commission of
47 Inquiry having occurred and in the context of your evidence

1 just now about accepting the existence of cultural issues
2 to some extent --

3 A. Yes.

4
5 Q. -- do you consider that there is utility in the
6 truth-telling aspect of the Commission of Inquiry, which
7 helps inform the QPS about what those cultural issues are
8 so that steps may be taken for improvement?

9 A. Without doubt. Without doubt. Even hearing - I held
10 a domestic and family violence advisory group meeting that
11 we've established within the QPS recently and I raised the
12 issue with some of the eminent members of that about their
13 views on our culture, and something that struck home with
14 me very strongly, and I guess has sat with me, was when
15 I was talking about, you know, "but, but, but", and they
16 said but at the end of the day it's how it's perceived by
17 the people seeing it from the outside, and I think that's
18 given me a fair bit of clarity here, that whilst I can sit
19 here and others can sit here and give explanations and
20 perhaps validity for why things happen the way they are,
21 and in some regards it's the analogy I used about building
22 rapport with the perpetrator in the minds of the victim,
23 there's not enough consideration being given to how that's
24 seen in the eyes of the victim.

25
26 So, from a broader organisational perspective, hearing
27 those stories are hard to hear when you've committed your
28 life to try and protect people, and that where you might be
29 part of an organisation that's let people down is very hard
30 to hear. But we can't avoid that, and we don't avoid that,
31 and I think the Commissioner made it very, very clear that
32 we welcome opportunities to learn from our mistakes. We
33 are open to identify them, we are open to trying and making
34 a difference in this very complex space. So I think it has
35 been of enormous value.

36
37 MS O'GORMAN: Thank you, Assistant Commissioner. Those
38 are the questions that I have for you.

39 A. Thank you.

40
41 COMMISSIONER: Ms Hillard, do you have any questions?

42
43 MS HILLARD: I have a few.

44
45 <EXAMINATION BY MS HILLARD:

46
47 Q. Assistant Commissioner, I don't mean to embarrass you

1 or labour the point, and I only wish to emphasise some of
2 the figures and some of the numbers in case there are
3 naysayers out there in respect of the issues. You
4 mentioned that there's about 133 - there's been some
5 evidence of 138,000 calls for service in the relevant
6 financial year or calendar year?

7 A. Yes, 138,551 occurrences. The reason that's on the
8 tip of my - I appeared at estimates yesterday and we had
9 figures coming out of our heads. I don't profess to claim
10 them, but, yes --

11
12 COMMISSIONER: Financial year? Last financial year?

13 A. For the last financial year. So can I articulate that
14 as opposed to calls for service, calls for service are a
15 subset of that. So they're occurrences. So those
16 occurrences could be the taking out of an order, the
17 breaching of somebody, the pursuing of somebody for
18 strangulation, et cetera, no DV, DV others. There's also a
19 whole heap of activity that goes on beyond those in
20 followup. But to get a quantum I think we've got a trend
21 line that's worth giving us some sense of the volume.

22
23 MS HILLARD: And they are unique occurrences for unique
24 people and individuals, or they're just - for example, some
25 of those could be repeats?

26 A. Some of them could be repeats; that's correct.

27
28 Q. And in respect of the figures and numbers, we don't
29 have precise numbers, and I accept all of that, but we do
30 know that there are some - and, forgive me, it's off the
31 top of my head; I didn't precisely look it up - 20,000-odd
32 private applications for domestic and family violence
33 orders that are made?

34 A. 20,000-odd private orders?

35
36 Q. The number of - over 10,000, let's say?

37 A. No. Could I - sorry, it's one of the issues that
38 we're - again, could I go back to the data. I think early
39 on Day 1 I was asked to explain a disparity between data
40 that we had and that were provided by counsel, and the data
41 that was provided by counsel was taken from the court's
42 data, and that includes both applications, TPOs and
43 variations, which can be multiple events to do with one
44 matter. The data we keep is about the unique PPN or not.
45 So that's the data that we work on, and we continue to work
46 on that because that's what's kept on our databases, the
47 data to do with variations, or then the DVOs are kept with

1 another organisation.

2
3 I think the important part is to see that they're
4 tracked together. But if I can explain it that one
5 incident of domestic and family violence could then lead to
6 a PPN which then goes to the courts and results in
7 potentially a TPO, and then whilst that gets remanded and
8 ultimately results in a DVO, and then something happens
9 after that that comes back to a variation, and all of those
10 relate to that one person and one incident. We capture
11 that one incident. So that's why the figures that I've got
12 are startlingly lower than that in that we've had for the
13 21/22 year, according to the measures I just explained,
14 5,169 private applications. The significance for us is
15 that that's one of the few areas that's actually decreasing
16 and has been decreasing over the last five years or so
17 quite considerably. That's down from 6,835 the year
18 before.

19
20 The reason I'm trying to zero in on that is because
21 one of the things that I think has been subject to some
22 criticism as well as observations is around the degree to
23 which police avoid perhaps pursuing a PPN and it leaves an
24 aggrieved in no other option than perhaps to pursue a
25 private application. So we've been spending a lot of time
26 focusing on that, and that has substantially reduced.

27
28 Q. I suppose one of the things with that as an indicator
29 is that the evidence has been that if a person seeks help
30 from the police via callout, Policelink, attending a
31 station, they frequently disengage and they may never come
32 back?

33 A. Yes, that's correct.

34
35 Q. So that really is a limitation in the indicator of
36 success; isn't that right?

37 A. It's got its limitations, as most do. I think the
38 other thing is I think the data showed us that - was it
39 12 per cent - only 12 per cent of complaints come to a
40 police counter as well. Others come via Policelink and the
41 triple zero. But you're right.

42
43 Q. I think the document you had today was about 14 per
44 cent said that they come through a counter?

45 A. Yes, yes.

46
47 Q. But a very low number through a counter?

1 A. Yes.
2
3 COMMISSIONER: Can I just ask you while you have those
4 figures there, 138,000 occurrences?
5 A. That's correct.
6
7 COMMISSIONER: How many applications, police applications?
8 A. Police applications - again, this is QPS data, but
9 it's essentially verified QPS data that was provided to
10 parliament yesterday - 22,702 police applications, 5,169
11 private applications. There were - I think that's a
12 total --
13
14 COMMISSIONER: That's last year?
15 A. Yes.
16
17 COMMISSIONER: What was the year before? Do you have the
18 year before?
19 A. Yes, I do. I do. The police applications were
20 21,224, and the private applications were 6,835. So we've
21 had an increase --
22
23 COMMISSIONER: And the year before?
24 A. Yes, I do. I've got it right back to 16/17.
25
26 COMMISSIONER: Yes. Keep going back.
27 A. Okay. For 19/20 there were 19,598 police
28 applications, 7,900 --
29
30 COMMISSIONER: 19,500?
31 A. And 98. There were 7,914 private applications.
32
33 COMMISSIONER: Yes.
34 A. The year before that, which is the 2018/2019 year,
35 there were 21,112 police applications, 8,237 private
36 applications; 17/18, 21,142 police applications, 7924
37 private.
38
39 COMMISSIONER: Yes.
40 A. And the final year that I have is 16/17, 22,259 police
41 applications, 7,898 private applications.
42
43 COMMISSIONER: Have you got the occurrences?
44 A. Yes, I do, and I've also got the breaches, if that's
45 of interest?
46
47 COMMISSIONER: Yes.

1 A. So in 16/17 that totalled in terms of these
2 occurrences 89,458. Do you want me to go through each year
3 or go straight --
4

5 COMMISSIONER: Please. Yes.

6 A. 17/18, 90,018.
7

8 COMMISSIONER: Yes.

9 A. 18/19, you've got 96,792; in 19/20, 105,533; and
10 20/21, 120,618. And finally I think the year I just gave
11 you, Your Honour, is the financial year just past, which is
12 138,551.
13

14 COMMISSIONER: The breaches?

15 A. The breaches for each of those years is - there were
16 22,771 in 16/17. So that's --
17

18 COMMISSIONER: 16/17?

19 A. Yes.
20

21 COMMISSIONER: 20?

22 A. 25,771. In 17/18 there were 26,224.
23

24 COMMISSIONER: Yes.

25 A. In 18/19 there were 28,366; in 19/20, 34,029; in
26 20/21, 40,039; and in the year just past, 46,601.
27

28 COMMISSIONER: Okay. So the breaches have gone up
29 considerably --

30 A. Considerably.
31

32 COMMISSIONER: But the applications haven't?

33 A. No, they haven't. It's interesting. I think the
34 police - the annual police applications have been
35 relatively steady. There's a slight increase from last
36 year. There's been a decrease in private. But I think the
37 areas of concern, one, are breaches because there's been a
38 significant increase, but that by the same token is perhaps
39 a measure of us being better at identifying them, because
40 we still know that they are very underreported. The other
41 area of concern that I think we've all zeroed in on, and
42 that's why I provided that assessment, is there has been a
43 substantial increase in DV other action.
44

45 COMMISSIONER: Sure has.

46 A. That's the area that warrants a lot of - it certainly
47 warrants a lot of my attention. It's not all bad news, but

1 I think there's areas in that that need looking at. And
2 the other can I add is strangulation. Back in 16/17 there
3 were 1,060; and the year just past, 2,145. I can give you
4 those breakdowns per year leading through those, but it's
5 sort of progressively increased each year.

6
7 COMMISSIONER: When was that introduced, strangulation?
8 Was that 16/17?

9
10 MS HILLARD: 2017.
11 A. I think 17, yes.

12
13 COMMISSIONER: 2017. That might be why it's 1,000?
14 A. I think there's two reasons. I think, one, there was
15 a slow uptake, and then we saw an increase because of a
16 Court of Appeal decision that clarified the notion of the
17 breath being taken away --

18
19 COMMISSIONER: Restriction of breath.
20 A. -- and once that was clarified we saw an increase in
21 the number that we were pursuing.

22
23 COMMISSIONER: Sorry, Ms Hillard

24
25 MS HILLARD: That's quite all right. I suppose what these
26 numbers bear out and as you have identified there is that
27 despite an increase in numbers of calls for service there
28 appears to be a consistency or lack of action at least on
29 the face of the numbers of police applications being taken
30 out?

31 A. Yes, I think that's fair. But can I just pull up on
32 the lack of action, is that there's been action but the
33 action's not necessarily been to the degree of the - those
34 being orders being increased. We have significantly
35 increased DV other, and a lot of that is to do with
36 referrals - not always, but there is a lot of referrals,
37 and I certainly take it that there's subjectivity based in
38 that where some people will say, 'Hang on, there's a
39 proportion there that probably warranted an order." But
40 there is also a high number of those, which is in the
41 submission that I made before - we examined that and said,
42 "Well, look, hang on, how can we measure the success of the
43 intervention around referrals rather than say the necessity
44 for an order," bearing in mind it often sits on the whole
45 notion of necessary or desirable.

46
47 Q. And sufficiency of evidence in the exercise of an

1 officer's discretion?

2 A. Absolutely. It certainly does, and it also talks
3 about the fear of the individual and what their wishes are
4 as well. But the point I was making is I thought what
5 measures can we do to see if they're even successful,
6 because what we hear about is protecting people and
7 preventing this reoccurrence, and, interestingly enough,
8 the data shows us now that, of the people who are subject
9 to a no - a DV other, they don't go on to commit a DV
10 offence, or 83 per cent don't go on to commit a DV offence
11 within 12 months, 13 per cent do, and in terms of a DV
12 occurrence, like an order being made, 80 per cent don't
13 have an order made within 12 months, but 20 per cent do.
14 So I'm just trying to get a sense of how accurate, how
15 appropriate the referral process is and the decision making
16 of our officers to come to the conclusion about
17 the sufficiency of evidence or not necessary or desirable.
18

19 Q. Can I just deal with one aspect of your figures that
20 you threw out there and the 13 per cent don't - sorry,
21 13 per cent go on to commit domestic violence --

22 A. That's correct.
23

24 Q. If there's a DV other, 86 per cent don't. We have to
25 consider, though, that in the context that if the person
26 disengages because of an unsatisfactory response there
27 could be a whole bunch of lost figures that we don't even
28 know about?

29 A. I couldn't agree more. We know that this is an area,
30 this and perhaps sexual violence, we're incredibly
31 underreported, and we know that the confidence in the
32 system probably plays a bigger part than it does in other
33 crime types and other service types. So I do absolutely
34 accept that - I can only go on the figures we do know, not
35 what we don't know, but do accept that there's lots of
36 suggestions to show us that people do disengage.
37

38 Q. And also if we assume that some of those people who
39 might disengage from the police, they might go and see a
40 community service provider, they might go see a domestic
41 and family violence expert, they might go see a community
42 legal centre, from whom we have heard lots of evidence
43 about, and, generally speaking, they assist thousands of
44 people across the entire state of Queensland, so they're
45 also people that may or may not be factored into your
46 figures, aren't they?

47 A. No, absolutely, and I accept and respect that, and

1 it's also an interesting conundrum that many will go to
2 seek those supports, and this is on the NGOs' advice
3 themselves. They don't want to engage with police. They
4 don't want to engage with the judicial system.
5 Unfortunately, some of them find that even more
6 traumatising than some of the circumstances they face
7 because of the way it's done, and I think I mentioned --

8
9 Q. Or because of the way they have had that first
10 experience?

11 A. Very true, and I think I mentioned in my first - one
12 of the challenges for us as police is balancing up this
13 victim agency and desires and wants, but also our
14 responsibility to protect and override that when it's
15 needed to, particularly around holding perpetrators to
16 account. It's a difficult space.

17
18 Q. Counsel Assisting asked you some questions in a
19 general way about some of the evidence that we've heard.
20 If I can just supplement some of those matters as very
21 common issues. The misunderstanding amongst police
22 officers about the importance of gender perhaps when we're
23 talking about domestic and family violence, and the failure
24 to perhaps recognise that it is not just because someone is
25 a woman but it is because of the power imbalance, and
26 that's what the gender lens means; would you agree that
27 from the evidence and accept that that's been a lot of the
28 evidence that's heard, the police don't seem to apprehend
29 or understand that power imbalance importance?

30 A. I think many do, but I think there's a sizeable amount
31 that don't, and I think that's quite accurate. I think
32 there's a sizeable amount of our community that don't.
33 This is very much a focus of some of the education that
34 we're trying --

35
36 COMMISSIONER: A sizeable amount of our community aren't
37 policing?

38 A. That's true. That's very true, and therein lies our
39 responsibility to correct this, whereas others of the
40 community might want to just put their heads in the sand.
41 We do have a responsibility and - that's right. So I think
42 that's valid and very much is what we're trying to focus on
43 highlighting and improving the knowledge of, whilst also
44 remaining open to the potential for those exceptions, those
45 rare exceptions. But I think sometimes those exceptions
46 get far too much attention and then they inform the
47 narrative where we know - even on the data, you know, 75 to

1 85 per cent, we know where the gender balance and the power
2 relationship sits, and it's very much female victims and
3 male perpetrators. There is no doubt about that.
4

5 MS HILLARD: And then the negative impacts that that
6 misunderstanding has on the LGBTQIA+ community?

7 A. Yes. Yes, and I think I heard the evidence about
8 don't necessarily accept that the person who - I think one
9 example by Mr Bjarnesen was around don't automatically
10 assume the one that might appear most effeminate is the
11 victim. These are complexities that we're learning more
12 about.
13

14 Q. In one of the questions asked by Counsel Assisting you
15 explained the use of the word "collusion", one of the
16 words, and perhaps it's better described as your police
17 officers not really understanding how they form part of the
18 system's abuse by a perpetrator?

19 A. I think that's a fair comment. I would use different
20 words. Of course you'd expect me to. But I think there is
21 such a focus on our incident command training, there's such
22 a focus on our use of force model protecting each other and
23 dealing with something as an incident that we can sometimes
24 miss the nuances that apply in the context of domestic and
25 family violence. I think we're getting better at it, but
26 we've got a long, long way to go, particularly around being
27 manipulated, allowing our own biases to perhaps inform us,
28 allowing things like language skills or even that power
29 relationship, you know, the cowering or - you know, we
30 can't be just looking for the cowering female sitting in
31 the corner. That's not how it manifests itself.
32

33 Q. If I can just turn to a slightly different topic.
34 You've spoken today about the review of bail, street checks
35 and front counter reporting, and there's a report in
36 respect of that. I just wanted to clarify and emphasise in
37 that there there was a reference for that review period of
38 120,985 occurrences. So you're talking about 138,000
39 calls. Are they the same periods or different periods?

40 A. I'm sorry, I'm not able to give you that detail.
41

42 MS HILLARD: That's okay.
43

44 COMMISSIONER: I think that report doesn't go to the - is
45 that the 20/21 year?
46

47 MS HILLARD: September 2021.

1 A. That is a product of Ethical Standards Command, and
2 I know that my colleague the Assistant Commissioner is due
3 to give evidence and might be able to give you --
4

5 COMMISSIONER: I think we should put her on the spot.

6 A. I just wanted to share the experience, Your Honour.
7

8 MS HILLARD: Just to be clear, that document says the
9 12 per cent of the domestic and family violence incidents
10 are in person at a front counter at a station or an
11 establishment?

12 A. Yes.
13

14 Q. So you're talking about the figure of 14,000,
15 12 per cent?

16 A. Yes. Yes. Thank you.
17

18 Q. Okay. Just in respect of that report, if I can just
19 deal with this particular issue. You were asked a lot of
20 questions about things that were in North Queensland.
21 I just want to also emphasise that one of the DV other
22 points that's made in this report is that the DV other
23 action was a consistent problem across the state, and I'm
24 just referring to page 7 of the report. It says
25 43 per cent in the northern region to a maximum of
26 53 per cent in the southern region. So it's statewide that
27 it's an issue?

28 A. Yes, there are some fluctuations but across the board.
29 Well, when we say it's an issue, it's an issue if it's not
30 accurate, and that's what I would like to examine more.
31 I have some of my own feelings about that. There is
32 another element that's happened in the last 12 months that
33 has been brought to my attention that is impacting on that
34 data. I don't suspect it will answer all of it.
35

36 There has been a misunderstanding by members of the
37 service about how to interpret relevant relationship with
38 respect to children, particularly children where they may
39 well be perpetrators of domestic violence against their
40 parents or grandparents, particularly under 18. Now, we
41 identified that that was being misinterpreted in the past,
42 whereas some of our officers automatically said, "Okay,
43 under the Act the only relevant relationships relating to a
44 child where they're named on an order is if it's intimate
45 partner or it's carer, not in the category of family."
46 That's actually not what the Act says, and we corrected
47 that last year. So they would get - if our officers were

1 being called to a matter that was a 16-, 17-year-old who'd
2 perhaps committed a degree of domestic violence against a
3 mother or a grandmother, et cetera, that was, "Oh, that's
4 not a relevant relationship," and was often written off as
5 a 313 family disturbance. It wasn't recorded in the DV
6 space at all. That was wrong.

7
8 What the Act actually tells us is it is a relevant
9 relationship and it is DV but it is not a category of DV
10 that we can name the juvenile on an order by a PPN as a
11 name - as the person subject - as aggrieved or --

12
13 COMMISSIONER: How is it supposed to be recorded then?
14 A. DV other.

15
16 COMMISSIONER: I can tell you it's not.
17 A. No, but we've seen since - it hasn't been, and I think
18 there's probably some areas that's still occurring.

19
20 COMMISSIONER: I've got all the QPRIME for May, and it's
21 still DV, no DV?

22 A. Yes, they're pushing back on us heavily, but it's
23 supposed to be categorised as DV other. It's one of those
24 improvements we've tried to make where - but not been
25 popular because it's required extra work, administrative
26 work.

27
28 COMMISSIONER: Okay, I see.

29 A. So what it means is, now that they have got to record
30 it as DV other, which is what it always should have been,
31 it now means those administrative burdens about recording
32 it that way on our system have to be done, and what we've
33 found is that there is a flow-on effect where they're now
34 being tasked to our CPIUs for followup, and that's
35 additional work on them that they otherwise wouldn't have
36 been tasked with.

37
38 COMMISSIONER: So if it's recorded as DV, no DV is that
39 less paperwork than DV other?

40 A. DV - no, all of the categories of - that are
41 determined as DV, whether they be a PPN or a DV other or a
42 no DV, all require a degree of supervisor's approval for it
43 to be assessed as that, for a start, so that officers have
44 to get approval for that, and if you want to add then
45 whether you do it with an ouster, ouster needs a senior
46 sergeant's approval. For you to categorise any of those
47 categories it must get an NCO's approval independent of

1 the investigation to say, "Yes, those circumstances
2 require", and it has to be recorded on QPRIME as a DV
3 occurrence.
4

5 In the past where a juvenile might have been suspected
6 of committing DV, where officers were not properly
7 recording that as DV it wouldn't enter on the DV
8 occurrences at all. Now it is. So it's been explained to
9 me that that's part of the reason why we've also got an
10 increase in the DV other, because we're now adding the
11 children. I don't think we're getting them all yet, but it
12 is a requirement under our policy. A lot of our troops
13 aren't really happy with us for making that happen.
14

15 COMMISSIONER: And, if there's further investigation
16 required, is that recorded as DV other, or it seems to be
17 recorded as DV other?

18 A. It would be aligned to that DV other occurrence, and
19 if there's sufficient enough evidence then to warrant it
20 being pursued for criminal, if there's assaults, damage,
21 that can be done. If there's referrals that need to be
22 done for the child for behavioural --
23

24 COMMISSIONER: Not just a child. I mean generally
25 speaking. Sorry, I should have made that clear. If
26 someone goes out to a DV and there's further investigation
27 required, is that recorded as a DV other with a note
28 "further investigation"?

29 A. If there's DV that's occurred and we've identified it
30 as DV, it will either - if we determine it needs an order,
31 PPN, it will be recorded as DV PPN. If it's recorded as an
32 officer going to a scenario establishes that a relevant
33 relationship is there and an act of DV is suspected of
34 having occurred or is complained about but formed the view
35 that it is not necessary/desirable to protect the victim or
36 prevent DV from happening again, it doesn't need an order,
37 that that can be done by some other way, like a referral.
38 Like a one-off argument with people with no history, and a
39 rationale explained as to "he's just come home because he's
40 upset that he lost the footy" or something, then an officer
41 might say, "Okay, there's been an act of DV that's occurred
42 here under the definition" --
43

44 COMMISSIONER: I'm just going to stop you there because
45 I know that and I think everybody knows that --

46 A. Okay.
47

1 COMMISSIONER: -- but if they go out to a DV and they
2 can't determine it there and then and they need further
3 investigations to make a decision, is that recorded as DV
4 other?

5 A. I think so. I'd have to get clarification. I think
6 I take your point, is that they're not sure yet so we have
7 to do more investigation to determine what action to
8 take --

9

10 COMMISSIONER: Yes.

11 A. -- what it might be recorded to there and then. I'd
12 have to take that, if I could, on notice. It would have to
13 be recorded as some form of DV occurrence and then followed
14 up and added to, and that could be changed, but what it's
15 done - if there's no PPN taken at the time it's not going
16 to be recorded as a PPN. So it may well be that it's DV
17 other. I would like to clarify that for you, though,
18 Your Honour.

19

20 COMMISSIONER: Okay. And the other question arising from
21 that is if it is DV other is it easy enough to change
22 something in the system so you could record a DV further
23 investigation? Could there be a fourth category?

24 A. I'd need to seek clarification. I've never operated
25 in the system personally, so I'll take advice on that.

26

27 COMMISSIONER: All right. Okay. Sorry, Ms Hillard

28

29 MS HILLARD: Commissioner, I'm happy to continue going.
30 I think I'll only be 15 minutes. Just one thing arising
31 from that exchange as well. You're talking about the
32 difficulty perhaps in mischaracterising or categorising
33 about children, and you were talking mostly about youths.
34 One of the issues that perhaps has emerged, maybe not as
35 prevalent but still an issue, elder abuse is often not
36 properly recognised as domestic and family violence as well
37 and how that gets categorised?

38 A. Yes. I would accept that there are forms of elder
39 abuse that do fall within the definition of DV and should
40 be pursued in DV, and there's many that are. But I would
41 say it does fall into a category that sometimes can be
42 misunderstood. I'd accept that.

43

44 Q. I believe that the document that you were referring to
45 earlier on when Counsel Assisting was asking you questions
46 about North Queensland specifically, that intelligence
47 assessment or intelligence report - and it's dated 30 June

1 2021?

2 A. Yes.

3

4 Q. And, as I understand and recall, the Women's
5 Safety and Justice Taskforce report came out on 2 December
6 of 2021, and that's the same day that Commissioner Carroll
7 made that public statement that you were asked about?

8 A. That's correct, yes.

9

10 Q. Just in respect of this matter, and I won't canvass a
11 lot of detail in it, but if I can approach it perhaps in
12 this way. There was questions asked about discrediting the
13 person who was the report writer and discrediting them as
14 an individual who may not have had domestic and family
15 violence experience. You would agree, though, that many of
16 the terms used in here - for example, ideal victim,
17 misidentification, use of force, misunderstanding, physical
18 violence; all of those - are highly relevant matters
19 indicative of domestic and family violence awareness --

20 A. Yes --

21

22 Q. -- adding weight to the report?

23 A. Yes, I wouldn't use the word "discredited".

24

25 Q. It wasn't you discrediting; it was somebody else, yes.

26 A. Yes, yes. I think they had alternate points of view.
27 I understand how that can be leapt to in the current
28 context, but I don't know that. Could be. I don't know
29 that. But I think I made the point that the issue with
30 that assessment, whatever status it's at, is it actually
31 did speak to issues that are quite current and prevalent in
32 what we're discussing here.

33

34 Q. One of the things that is in that report
35 specifically - just for everybody's reference, at page 4,
36 at the top there - is reference to head injuries being the
37 most common injury sustained by aggrieved spouses.
38 Particularly we know from First Nations women statistics
39 that that is incredibly prevalent for First Nations women.
40 That's an ongoing issue, you would accept, from the
41 evidence that we have seen that specifically needs to be
42 addressed amongst the Police Service assisting
43 First Nations women?

44 A. Yes, and I think part of the point that was made in
45 that is that I think the notion that somehow our officers
46 would not be acting on the basis of interventions where
47 there's clear injuries and, as you mentioned, head trauma

1 is disturbing.

2

3 Q. And in fact there has been evidence from different
4 witnesses where they have seen that the person - including
5 one of our employees from Women's Legal Service Queensland
6 seeing bruises and still no charges have been laid as well?

7 A. I recall one of the officers who gave evidence about
8 having found a victim with what he asserted was clearly a
9 fist-sized bruise to an abdomen, yet another officer had
10 determined that there was no DV. I can't excuse or even
11 understand that.

12

13 Q. Whatever reason there is this intelligence assessment
14 report has come to light late, doesn't perhaps appear to
15 have formed part of the Women's Safety and Justice
16 Taskforce - I have no idea, I don't know - but does the
17 fact that it exists and there doesn't seem to be a pathway
18 for you to take any action, you are relying on the Ethical
19 Standards Command - does that not perhaps support some
20 argument for an external oversight body that is fully
21 independent who can take the appropriate action without it
22 being lost in the ether, so to speak?

23 A. Probably decisions outside my realm. I do understand
24 the point as to why you would say that. Again, that's one
25 incident. I think if there was evidence to show of
26 prevalence in that - I mean, for me the notion of there's
27 independent oversight is if - if that's - I think, if
28 I quote even Coroner Terry Ryan, if at the end of the day
29 even there's nothing that's gone wrong with the
30 investigation and it's been thorough, if the community - if
31 it can improve community confidence in the system, then
32 those sorts of things can't be ignored. I think Professor
33 Lorraine Mazerolle for UQ is doing a review along those
34 very lines. So if community confidence can be improved by
35 having that level of independence I think it's got to be
36 considered.

37

38 Q. Just in respect of some of the difficulties perhaps
39 and the issues where there is a failure to execute duty, it
40 appears quite strongly that usually that's classified as
41 misconduct and usually it ends up in some management
42 action, maybe retraining, depends the variations. Again,
43 despite it maybe being a domestic and family violence issue
44 and being within your ambit, that's something that you
45 haven't got any control over about the appropriateness of
46 that training, do you?

47 A. No, not currently. I think that's a valid point.

1 I think you're right in that it would be likely that the
2 majority would fall into an internal discipline matter
3 around misconduct. I am aware, however, of incidents, not
4 necessarily DV, where a failure of duty has resulted in
5 significant criminal offences. That's when a life was lost
6 when there was a duty of care that wasn't met. But they
7 would be the exception more than the rule.

8
9 Q. So perhaps there's some need to consider the structure
10 as it exists for your Command specifically that you're
11 involved with, the domestic and family violence
12 specifically, to be overseeing and looking at that
13 retraining rather than leaving it to others who may not be
14 quite so specialised?

15 A. I think that's a capability that if it is seen, again,
16 to build confidence in the system it's something we could
17 build in. It was not something that was ignored. When we
18 established the Command in the first instance we looked for
19 other jurisdictions that had taken similar approaches, and
20 Victoria was one. Victoria had had a longstanding
21 Family Violence Command. They also have their Professional
22 Standards Command. We had a look at what they did, and
23 they very much keep separate the notion of complaints
24 against police as perpetrators or even through lack of duty
25 around their roles as separate from the DV Command, but
26 they are very jointly connected. The two will work
27 together.

28
29 We had that conversation early in the piece about what
30 would be the parameters that our Command would establish,
31 and the decision was made that the notion of any misconduct
32 matters, even in the DV space, would remain in the realm of
33 ESC, with the oversight of the CCC, but that we would
34 contribute information to help inform that with specialist
35 training, and likewise there would be a conduit from us
36 learning from those investigations about any thematic
37 issues that would enable us to then respond to by policy,
38 procedures, training, guidelines, et cetera.

39
40 Q. One of the questions that I asked Officer Nixon on
41 Monday, of which you may or may not be aware, centred
42 around the delay and the timeliness of a domestic and
43 family violence complaint, for example, because there's a
44 high number of callouts, an officer is every single shift
45 going out on multiple callouts, and then, if there is a
46 delay in an action or a delay in a retraining, seems to go
47 perhaps potentially placing other people at risk?

1 A. Okay. So I understand what you mean by that, so where
2 we have an officer potentially where they have been
3 identified as a failure of duty around their DV practice
4 and that's been identified early, having some sort of
5 intervention sooner rather than later; yes, I would agree
6 that that's something that's desirable and it has been done
7 in other areas. But it's not standardised and I don't
8 think it's accepted as a required practice. But I think
9 that warrants consideration.

10
11 Again, I think I raised before that we do have some
12 categories of domestic violence where you've got people who
13 consent to orders without admissions and there's no
14 examination of what they have actually done et cetera from
15 a judicial or a third party, and sometimes that's difficult
16 to deal with in the same way. But nonetheless what harm
17 would it be for people to redo training in DV anyway?
18 I think that might be a better way to approach things than
19 delineating - in fact it might even be a fairer way of
20 doing it because it's not judging, is it? It's intervening
21 with the training.

22
23 Q. I suppose the point is that if there is an individual
24 deficiency or an individual oversight, intentional or
25 otherwise, that it gets addressed.

26 A. Immediately, yes.

27
28 Q. One of the issues that has emerged has been the
29 benefits of external sector expert engagement.

30 A. Yes.

31
32 Q. And on the last occasion you agreed in principle that
33 that's very positive and consultation. I have a question
34 for you, though, about the extent of confidence that there
35 can be that it would be more than simply consultation but
36 actually taking on perhaps outsourcing, delivery of
37 training, perhaps contracting to other organisations to
38 supplement the expertise that is missing within the
39 Queensland Police Service when we note that there might be
40 stakeholder meetings, but to date that doesn't seem to have
41 happened.

42 A. There's two things I would respond to that. One is we
43 have recognised with the specialist course in particular,
44 which is a five-day course, the first of which we're
45 planning to roll out again an updated version in November
46 of this year, that that will be substantially contributed
47 to by external specialists et cetera actually physically in

1 the delivery of the program, not only in helping construct
2 it. The pragmatics around the three-day course make that a
3 little more difficult around the state in every little
4 town, but it's informed by it.

5
6 The point I want to make, though, is that one of the
7 Women's Safety and Justice Taskforce recommendations that
8 DJAG have the lead on is the recognition that there needs
9 to be a consistent framework in training and education of
10 people across different services and different agencies
11 around domestic and family violence, particularly from a
12 victim-centric and trauma-informed approach --

13
14 Q. And a gender-informed approach?

15 A. Yes, absolutely, although I don't know if they're
16 quite using that term, but I think it is appropriate just
17 to reinforce that term. I know they're in the process of
18 starting with that. I don't know where they're at with it.
19 I'm hopeful that amongst that is perhaps a recognition of
20 the delivery, the joint delivery, of some of these programs
21 by the different departments, not just the police. So the
22 police are perhaps participating in a program that's
23 delivered by, as you say, outsourced specialists as part of
24 that whole of government sector. I think that would be
25 worthwhile examining. But similarly having some of our
26 police maybe not at the frontline but maybe in critical
27 areas participating in joint agency courses that aren't
28 just police courses, because I think the dialogue
29 particularly if they are interactive and understanding the
30 different points of view would be beneficial, particularly
31 for our specialists.

32
33 Q. So I suppose the short answer is "we will try"?

34 A. We're always open to looking at ways that we can
35 improve; that's for sure

36
37 MS HILLARD: Commissioner, those are my questions. Thank
38 you.

39
40 COMMISSIONER: Ms Morris?

41
42 MS MORRIS: No questions.

43
44 MR HUNTER: I just have a couple of very short questions.

45
46 <EXAMINATION BY MR HUNTER:
47

1 Q. You were asked about the consistency in the number of
2 police applications over the last few years. They seem to
3 hover around 20,000-odd mark?

4 A. The PPN, police applications, yes, they have.

5

6 Q. In 2017 the Act was amended to make the standard
7 duration of an order five years?

8 A. That's right.

9

10 Q. Has that had any impact as far as you know?

11 A. Yes, it does, in terms of the cumulative effect of two
12 things. One, it means that if we are to say that we've got
13 around 25,000 police orders, in fact combine the two,
14 private orders and police orders, we've got about 25,
15 26,000 a year, and they're five years, that once you get
16 its peak you're going to have 125,000 orders in place in
17 Queensland at the very least every year. And that's
18 without growth. That gives you the extent that each one of
19 those requiring appropriate monitoring and response. It
20 should --

21

22 COMMISSIONER: You might have gone off track on him.
23 Mr Hunter really just wanted to know does that have an
24 effect on the amount of orders, and I think what he is
25 trying to get out from you is that if they were two-year
26 orders then you might have to take out more orders as
27 opposed for something that goes for five years.

28 A. I misunderstand the question. Thank you, Your Honour.

29

30 COMMISSIONER: I got your point, Mr Hunter.

31 A. I have been here a long time.

32

33 MR HUNTER: Can I ask you about the interdepartmental
34 working group. You spoke about attempts by the service to
35 achieve some legislative change.

36 A. Yes.

37

38 Q. Have you provided a copy of a PowerPoint presentation
39 that was used when speaking - not by you personally but
40 when speaking to the interdepartmental working group about
41 the legislative projects that the QPS at least was keen on?

42 A. Yes, thank you. I recall you asking me some questions
43 on our first day about what proposals the service had put
44 forward before for legislative review, and in following
45 that up was able to find that as a part of the
46 presentation.

47

1 Q. And the interdepartmental working group include the
2 police, DJAG and the Department of Children Services, Youth
3 and Women?

4 A. That's as I understand it, yes.

5
6 Q. Can we just have a look at these two documents,
7 please?

8 A. Thank.

9

10 Q. There's one document that has multiple pages. Is that
11 the entirety of the PowerPoint slide?

12 A. That's correct. So that's all the rationale that gets
13 summarised in the last one.

14

15 Q. And the single page is entitled "QPS prioritisation of
16 legislative project" which is a full-sized version of the
17 last slide that we see on the multi-paged document?

18 A. That's correct.

19

20 MR HUNTER: I tender those.

21

22 COMMISSIONER: Exhibit 25.

23

24 **EXHIBIT #25 POWERPOINT SLIDE AND PAGE ENTITLED "QPS**
25 **PRIORITISATION OF LEGISLATIVE PROJECT"**

26

27 MR HUNTER: Lastly, you were asked some questions about
28 the developing maturity of the domestic violence response
29 in the various districts throughout Queensland. Did you
30 bring with you to the hearing today a useful table and map
31 that --

32

33 COMMISSIONER: What's it a useful table and map of?

34

35 MR HUNTER: It shows the number of positions, their titles
36 and whether they're permanent or temporary, and it's broken
37 up according to geographical locations.

38

39 COMMISSIONER: Positions and titles of what?

40

41 MR HUNTER: Of the DVU and the DFV and VPU, the various
42 HRT teams, and it shows the ranks and whether the positions
43 are permanent or otherwise.

44

45 COMMISSIONER: And whether they have got people in them?

46

47 MR HUNTER: I'll have to ask that question.

1 A. It indicates that, Your Honour, but my understanding
2 is the ones in red are - they are substantive and I don't
3 know of too many vacancies currently in those around the
4 state.

5

6 Q. I think there's an asterisk here that shows if you
7 look at the legend on the left-hand side?

8 A. Yes, "not filled".

9

10 Q. "Not filled or commenced". I'm grateful to
11 Ms O'Gorman.

12 A. And there's only a small number of those.

13

14 MR HUNTER: I tender that.

15

16 COMMISSIONER: Exhibit 26.

17

18 **EXHIBIT #26 TABLE AND MAP OF POSITIONS AND TITLES**

19

20 WITNESS: From my perspective I know there was interest
21 shown by the Commission about the evolution of our VPUs.
22 I think a document was provided previously which was
23 accurate as of May last year, and the new document goes to
24 show in some ways how there has been an investment in
25 building those VPUs already and we've gone from something
26 like 109 people operating in those areas to 160.

27

28 COMMISSIONER: Okay.

29

30 MR HUNTER: Thank you.

31

32 COMMISSIONER: Exhibit 26.

33

34 MR HUNTER: No further questions.

35

36 MS O'GORMAN: I don't have any further questions, but
37 I just note that two of the documents I took this witness
38 to have not yet been tendered. The first one is the
39 Ethical Standards Command review of bail, street checks and
40 front counter reporting. The second was the intelligence
41 assessment that was the subject of some questioning. In
42 respect of both documents I would like the opportunity to
43 make some redactions and confirm with my friends at the Bar
44 table that they're all content with those. I propose to
45 tender them tomorrow once that process has been undertaken.

46

47 COMMISSIONER: That's fine.

1
2 MS O'GORMAN: Then I don't have any further questions, and
3 might Assistant Commissioner Codd --
4

5 COMMISSIONER: Thanks, Assistant Commissioner. You're
6 excused.

7 A. Thank you, Your Honour.
8

9 **<THE WITNESS WITHDREW**

10
11 COMMISSIONER: Thank you. We'll just adjourn until
12 2 o'clock.
13

14 **LUNCHEON ADJOURNMENT**

15
16 COMMISSIONER: Yes.
17

18 MS CAPPELLANO: Thank you, Commissioner. I call Brendon
19 Michael McMahon, who is appearing via the videolink.
20

21 **<BRENDON McMAHON, affirmed:**
22

23 **<EXAMINATION BY MS CAPPELLANO:**
24

25 Q. Thank you, Commissioner. Mr McMahon, is it the case
26 that you served as a police officer in the Queensland
27 Police Service for 23 years?
28

29 A. That's correct.
30

31 Q. And you've recently retired in December 2018?
32

33 A. That is correct, yes.
34

35 Q. And you've provided a statement to the Commission of
36 Inquiry?
37

38 A. Yes, I have.
39

40 Q. And you have a copy of that statement with you if you
41 need to refer to it?
42

43 A. Yes, I do. I have a copy right here.
44

45 Q. Thank you. Is it the case that you retired from the
46 QPS after you had reached the age of 60?
47

48 A. That's correct. On the day I turned 60, yes.
49

50 Q. And you also - prior to working with the Queensland
51 Police Service, you had served for 14 years as a Victorian
52 police officer?
53

1 A. That is correct.

2

3 Q. And you've also worked overseas with the
4 United Nations Peacekeeping Force?

5 A. That's correct.

6

7 Q. While you were serving as a Queensland police officer
8 is it the case that you predominantly worked in remote
9 areas in Queensland?

10 A. That is correct. Regional and remote areas is pretty
11 much what I did, yes.

12

13 Q. And in part of that service you were the officer in
14 charge of Aurukun Police Station from a period of around
15 four years, from 2010 to 2014?

16 A. That's correct.

17

18 Q. Have you also served in stations such as throughout
19 the Far North region?

20 A. Yes, there's lots of stations I've served at; yes,
21 that's correct.

22

23 Q. And in relation to your role at Aurukun after you were
24 the OIC is it the case that a few years later you came back
25 to Aurukun and was the inaugural senior government
26 coordinator employed by the government?

27 A. Yes, that's correct. I did return and did that
28 position basically until I retired.

29

30 Q. And that was from around 2016 to December 2018?

31 A. Yes, that's correct.

32

33 Q. Mr McMahon, I'd like to ask you first about some of
34 the challenges for police who serve in remote and regional
35 Queensland, and I understand from your statement that prior
36 to your retirement you in fact authored a report about
37 remote policing and the best practice for officers when
38 they transferred; is that correct?

39 A. That's correct. I think you probably need to state
40 that's a police report. It's not an academic report. Just
41 so - yes.

42

43 Q. And can you outline - I understand that you have
44 outlined these in more detail, but could you briefly
45 summarise some of those challenges from your career that
46 you saw officers faced when policing in remote and regional
47 Queensland?

1 A. So I think the first part, what should be said is that
2 the preparation prior to getting into a remote station is
3 very important, and a big part of that is your mental
4 preparation and that is realising that - and the assistance
5 you need to get from the service so that you understand
6 that when you arrive there basically 24 hours a day you're
7 under observation and every action you do, whether you're
8 working a shift or whether you're not, is really what you
9 do, you represent the service.

10
11 You also need to be aware that you need to know
12 yourself better than anyone else because very quickly in a
13 remote community, especially in an Indigenous community,
14 everyone will know you better than you know yourself. So
15 all of those things that come with being in a remote
16 community, whether it's from the fact you should arrive
17 with skills that are mechanical skills and able to drive a
18 four-wheel-drive and able to use a boat, they're things you
19 should do, but most importantly you should be well aware of
20 the cultural environment you're coming into and what you're
21 expected and how you're supposed to fit into that culture.
22 So that's probably a summary, in a real nutshell.

23
24 Q. And when you were working in remote and regional
25 Queensland did you find that new police officers who were
26 sent to the area that you were working in were culturally
27 prepared or were otherwise prepared for that sort of duty?

28 A. Well, yes, I did. What the service - they do some
29 training at the academy. Then they would do some further
30 training in relation to books, sort of like a training
31 manual, and that would give them some more information.
32 But on arrival at the community that they were attending
33 that was the most important part. So the officer in
34 charge, like myself, would then take - organise really for
35 you to meet the Elders, to meet the council staff,
36 basically to meet everyone and the people that will be
37 informal leaders so you knew what was culturally
38 acceptable, what was cultural - that could get you in
39 trouble, but you also needed to know everyone. You
40 basically needed to almost learn everyone's name in the
41 town, and that's really how you functioned.

42
43 Q. And so what did you do? Is that what you did when you
44 were the OIC, when people came into the station that you
45 were in charge of, took them around the town?

46 A. That's correct. That is true. When they first come
47 in they have an induction report they must fill in

1 complete. There are many questions. It's even down to
2 they sign a lease for the house that they will be in, the
3 police house.
4

5 But I would normally get a local elder to come up and
6 have a talk with them and explain through in their words
7 how the culture works in town. We had a really good one
8 that used to attend at Aurukun and, surprisingly enough or
9 not surprisingly enough, she's the mayor now. She was
10 excellent. This is well before she was the mayor and
11 before she was a Commissioner for Family Responsibilities,
12 this is well before that, she was excellent in giving
13 cultural advice. She did it for not just the police but
14 she did it for other agencies as well. But excellent, she
15 was.
16

17 Q. Is that Mayor Tamwoy?

18 A. That's correct.
19

20 Q. The Commission will be hearing from her on Tuesday.
21 And in terms of you talk about meeting community was it
22 also important to meet any other stakeholders or government
23 service support agencies?

24 A. That's certainly so. The main players in a community
25 is of course the officer in charge of the station; the
26 director of nursing, because that's where the hospital is
27 being run; the principal of the school; the other
28 councillors; but also other clan leaders or other major
29 family groups. They would be the people to meet as well.
30 Then you had everyone else that was involved there. You
31 tried to get to know everyone.
32

33 Q. And something that you refer to in your statement is
34 the problem that can occur when key figures leave the
35 community, whether that be key figures of police or from
36 other agencies. Can you outline in a little bit more
37 detail why that's a problem?

38 A. Yes, that's correct. So in communities certainly you
39 have people transfer in and leave whatever agency they're
40 in charge of. But the main players, being the officer in
41 charge, the director of nursing, the mayor, the
42 councillors, the principal of the school, if they
43 leave - and I've experienced this - at a similar time all
44 the knowledge that they have doesn't get passed on. So
45 there's generally a gap between when that person leaves,
46 and there will be people relieving and people acting in the
47 position, but the new person, there's really not an

1 effective hand-over, and it's not because anyone wants it
2 to be that way, it's just the way the system pans out.
3 With that a lot of their leadership is where a lot of the
4 Elders and a lot of the senior people in the community get
5 their support from.

6
7 So what I found was that was one of the things I used
8 to advise, is that if the agencies could all talk, both
9 federal and state, together and manage around especially at
10 the end of the year where there's a lot of generally change
11 in who's running what that they didn't do that; it was
12 actually managed around one person leaving at a time. So
13 that was something I did find that you always expected
14 trouble when the main leaders in charge of the major
15 agencies would go, including the council changes sometimes.

16
17 Q. And I guess in terms of when principals of the school
18 leave or the nursing directors leave might be a bit beyond
19 the control of the QPS. In terms of the change-over of
20 staff within the QPS I understand that one of the things
21 that you recommended that would be really useful is that
22 there be a transition period between one OIC and another
23 person coming on. Can you outline a little bit more about
24 that?

25 A. Look, that would be ideal. If it could be done with
26 the logistics and within the budgetary constraints that
27 would be fantastic because what you're getting is you're
28 getting a proper hand-over. That can take a while. It can
29 take - it could take - it's not just a hand-over of a
30 shift. It could take a couple of weeks. That would mean
31 that you would have your officers overlapping. There would
32 be a proper hand-over not only of all the administration
33 but also the hand-over of the knowledge that you possess
34 before they go; and the introductions, which relationships
35 and introductions are so important because if you do it
36 personally that person that you're introducing comes with
37 basically what you represent, that is you're saying, "This
38 is the person that's taking over." So I think that a
39 proper hand-over where you have a couple of weeks of - it
40 would take that long because it's not just administration,
41 it's the relationships of meeting everyone, that would be a
42 very successful way to do it.

43
44 Q. Do I understand that one of the things that you've
45 also recommended in the past is that new officers not at
46 that OIC level but new people have some time on the ground
47 before being operational to be able to do things like get

1 boat licences, do the inductions?

2 A. That's correct. That would be good to be able to do
3 that. But the main thing I've really talked about about
4 when they arrive on ground is that they don't actually do
5 any police work for a little while. Their main job is
6 purely to get to know everyone in the community so that
7 they learn where everything fits and they get briefed on.
8 They get their housing set up, they walk to the shop, they
9 see everyone, they meet everyone, get introduced and they
10 learn about the cultural etiquette.

11
12 For example, to make a mistake sometimes during
13 cultural matters, they'll go from everyone wanting
14 to - everyone talking to them and being their friend and
15 the next minute, the next day, they don't know why no-one
16 really wants to talk to them anymore. It could be
17 something as simple as when someone passes away quite often
18 the area that that particular person would be in and use a
19 lot, that may be closed. Now, quite often in Aurukun you
20 would have pink tape put on it. It could be something as
21 simple as a park bench that they always sat on. Now, if
22 you're a new constable, say, and you're off duty and you go
23 and sit or even when you're working you go and sit in that
24 place you won't really get much said to you but it's a sign
25 of disrespect. So there's so many, many, many things like
26 this that you need to know. So that first couple of weeks
27 is really an orientation that's very important.

28
29 Q. In terms of relationships being important, that's
30 something that you've said to the Commission, that's
31 something that the Commission has heard from a lot of
32 different people, particularly in remote and First Nations
33 communities, what did you do in order to build
34 relationships with community and other stakeholders, both
35 informally and formally?

36 A. Well, I suppose formally of course you go and meet
37 everyone officially. But informally there's simple things
38 you do, and it's as simple as walking to the shops. When
39 you go do your shopping, there's only one shop in most of
40 the communities, and you will walk there. On the way there
41 allow yourself an hour to walk 500 metres because that's
42 how you talk to everyone along the way. So your existence
43 is an everyday affair that you talk to everyone. It could
44 be as simple as that. There are many things that you would
45 do. It's the way you would move about the town. There's
46 many things. Just having your window down at a peaceful
47 time, you have your window down so that you can wave to

1 people and talk to people. There's so many little things
2 like that. And I can go on all day, but they're the things
3 you learn in that first couple of weeks.
4

5 Q. And in your statement, if we're talking about more
6 formalised coordinated efforts, and this is both with
7 community and other service providers - actually, before
8 I ask you that, one of the other issues that you raise in
9 your statement as big challenges in the communities that
10 you've worked in is the lack of availability of other
11 support sector agencies. Is that something that you
12 confronted?

13 A. Look, that's so true. Basically that's one of the
14 things with the police. The police tend to end up doing
15 everyone else's job if they're not in there. Most agencies
16 aren't there on a permanent basis. So the police fill that
17 position. It's obvious on many things. The DV shuttle or
18 the safe house for women after DV in this case, you may not
19 only - you don't just ring or take someone to a safe house;
20 you would have to go and find the person and, if you can't,
21 you then have to hunt through the community and find out
22 who is going to go to the safe house with them. Then
23 you've got to determine, "Well, are they a family member,"
24 because everything is so close. So there's a lot of work.
25 Sometimes you can't get on to the after-hours call. So
26 it's a matter of visiting the house yourself. Then if you
27 were to ring an on-call number it will go to Cairns, in
28 relation to Aurukun, which means you're then hunting
29 everything up yourself. So that is one of the things the
30 police do end up fixing all the things that another agency
31 probably could have done better.
32

33 Q. And is much of that problem just the lack of presence
34 in a community on a 24/7 basis?

35 A. It is. That is probably the main reason for it, lack
36 of their presence. Basically the accommodation there isn't
37 there for all of them. But, even so, I suppose there's
38 only a limited amount of resources on all the community,
39 and the one person who is there every day are the police
40 staff and they do do a far bigger role than what you would
41 do anywhere else.
42

43 Q. Now, if I go back to the question I was going to ask
44 about some more formalised collaborative arrangements that
45 you were involved in during your time particularly at
46 Aurukun, you say in your statement that in your experience
47 "coordinated efforts between multiple agencies are required

1 to provide effective support to regional communities, and
2 this requires long-term commitment from each of the
3 agencies and significant support from the government". Can
4 you outline some of the coordinated multi-agency efforts
5 that you were involved in when you were the officer in
6 charge at Aurukun?

7 A. Well, I suppose the best way to describe it is
8 after - certainly while I was the officer in charge, but
9 after that when I took on the role as the coordinator I was
10 still a member of the Police Service but I was working for
11 the government in the role of the senior government
12 coordinator. That role involved ensuring that every
13 agency, federal and state and to a degree the private
14 businesses and the council, everyone was working on the one
15 plan. What that allowed us to do - the reason that come
16 about was the school teachers or the school was closed down
17 and the teachers left, they got on a plane and left, and it
18 was over some trouble in relation to the violence in town.
19 Now, that was why I was called back. But the actual plan
20 was a whole of government approach headed by --

21
22 Q. I'll just stop you there for a moment, Mr McMahon.
23 You're talking about the Aurukun four point response plan?

24 A. Yes, that's correct.

25
26 Q. And can you begin by explaining how that came about?

27 A. Okay. That came about because there had been a murder
28 in the town, I think it was roughly six months earlier, and
29 that had caused a lot of serious trouble between different
30 clans and family groups. Then the youth problem got worse.
31 Then it got to the point where the principal of the school
32 was attacked and, along with other minor matters - not
33 minor, but other matters like that they felt - the school
34 felt that the teachers and the staff and the union said,
35 "Well, they're unsafe. We're pulling out." So the
36 government then had a look at, "Well, what response do we
37 need to do to get this area safe again?" So that's what my
38 job was, to overview that plan on the ground living in
39 Aurukun. So I went back and I lived there. That plan was
40 called the Premier's four point plan, but in effect it was
41 a whole of government response.

42
43 But it included the federal agencies, or Commonwealth,
44 and also included non-government agencies. We really wrote
45 up a plan that involved everything, and that was the only
46 time I ever actually saw everyone working for the one goal.
47 As an officer in charge or previous officer in charge at

1 that time it was one of the things I'm sure every officer
2 in charge would have loved to have been able to do, because
3 all those issues you used to see that you used to think to
4 yourself, "If we just had everyone working on the same plan
5 and trying to achieve the same thing without individually
6 working really hard but going off on tangents, it would
7 have worked." So it was a great opportunity and we did
8 have a lot of success over that period of time.
9

10 Q. So what did - just practically speaking, what did that
11 look like? I understand you were the overseer to make all
12 agencies work together. But what was - I guess in practice
13 how did that plan operate?

14 A. So in practice first you looked at the problem. So
15 we'd pick out any problem. This is how the plan came
16 about. So it could have been - say it was in relation to
17 domestic violence. I'll use that example. The first thing
18 we looked at was if the police turn up at a
19 domestic violence incident, that's not the start of it;
20 that's the end. To get to that position, that the police
21 have turned up, all the other agencies along the way
22 haven't really performed to the level they should, because
23 if you looked at the domestic violence it could be over
24 financial matters, there may be no food in the fridge, it
25 may be drugs and alcohol related.
26

27 So if you rip that apart you would say, "Okay, it's
28 not one agency that's the issue here." It's we looked at
29 health and you would say, "Well, geez, they're not getting
30 fed properly. They're drug dependent." We would say, "How
31 did that come about?" It was because they had no
32 employment and they had no future. The failings were,
33 "Why? There's plenty of employment around," and there is.
34 "Why weren't they able to start a job?"
35

36 So by pulling that apart and putting every agency
37 accountable for saying, "Well, what part did you play in
38 this," we were able to do the plan itself, the whole of
39 government plan, that went through not only what had
40 happened but what did we want from it, the deliverable.
41 Then we looked at what stakeholders we needed. Then we
42 said the fourth part was who's in charge of it. So we put
43 a specific agency in charge of that area. So if it was DV,
44 domestic violence, certainly the police would have had a
45 major role in that. But also DSDSATSIP would have a major
46 role. You would put a couple of agencies for each matter
47 in charge of it, and it was their responsibility to make

1 sure that they tied in every other agency.

2
3 Another example would be, say, the principal of the
4 school. He's saying, "Well, my job is to teach the kids."
5 But if the kids can't get to school because their health
6 isn't very well or they can't hear or they have had some
7 medical condition, then his job was to chase up with the
8 clinic, "Why when the school holidays are on, why aren't
9 the children having their medicals and getting in place
10 then?" So it was a matter by putting specific agencies to
11 be the lead for a specific topic you were able to chase
12 them up and say, "Why didn't this happen," and then they in
13 fact chased the other agencies up. So I suppose in a
14 nutshell that's what - I could go on for a long time, but
15 that's how it went.

16
17 Q. Is it the case in the first example you used you
18 talked about looking at a problem which might present as
19 domestic and family violence and going back and asking,
20 "What occurred here? What's led to this? What's led to
21 this," if, for example, that the reason people didn't have
22 a job was that people didn't have driver licences or blue
23 cards, then you had the capacity as the government
24 coordinator to arrange for Queensland Transport to come to
25 town so that a whole lot of licence testing could occur?
26 A. Yes, that is so true. That's exactly what happened,
27 and you put it far better than I would have put it.

28
29 Q. Just in relation to you said there was some success
30 and were you able to measure that success?
31 A. Well, I think the success - and the government still
32 would have this, there's a performance framework that went
33 and they measured successes from the actual stats, but also
34 it was how people felt the effect of the safety. So there
35 were many, many ways to measure it, and that was done. In
36 my view I suppose in a nutshell what I saw was the
37 community went from - and it was a great day when this
38 happened, was the clans that were basically fighting each
39 other, they all met on one particular day and it finished
40 with them crying and hugging each other and basically that
41 was the end of trouble, and it was a really - a day that
42 I never thought I would see.

43
44 So it was the combination of everyone working
45 together. I know Keri was there, the mayor at the time was
46 there, and they were in different family groups too. So it
47 was a great day. I suppose that was the best way you could

1 see the town. It was safe to walk through town anywhere.
2 It got to the point where some of the contractors who were
3 coming in to build houses, you would have to give them
4 safety briefings because they got so - they thought there
5 was nothing happening any more in the town. They heard
6 about all this trouble and they got there and said,
7 "There's nothing happening here." That's what I saw and
8 I witnessed. So I suppose that's the way I would describe
9 it. But, yes, you could get the figures as well.

10
11 Q. And has this continued to this day or --

12 A. No.

13
14 Q. What happened then?

15 A. One of the things that you see failings is every time
16 there's a window like that of success - because that's all
17 they are; they're windows of success - because the plan
18 can't be a 12-month plan or a five-year plan, they have to
19 be generational plans and then you've got to stick to those
20 plans. So what happens, what I noticed is with certainly
21 the highest levels of government it's not because they
22 don't want to, but I used to see if it's not the front page
23 news then the enthusiasm drops off, and that enthusiasm
24 then is reflected right back down to the person that's in
25 charge on the ground. Even though they will work hard,
26 they know that as a group combining everyone together
27 you'll have individuals work as hard as they can, but the
28 group working together fades as sort of the enthusiasm at
29 the highest level drops off. I understand why that happens
30 because it's not front page news anymore. But if you want
31 success it has to go for a generational plan and you've got
32 to stick to it.

33
34 Q. Prior to you leaving had you talked to the government
35 about the risk of that occurring?

36 A. Yes. So I reported to a director generals group.
37 Although there was a Director-General of DSDSATSIP, but
38 there's also a group that you really report to, and that
39 group was the power base; very successful and in fact there
40 were some excellent people, DGs, that worked on that and
41 really supportive. But I noticed that, yes, I did bring up
42 that if we don't continue it it will - and it did fade off.
43 I don't blame anyone for that. It needs to be recognised
44 so that it doesn't happen again.

45
46 Q. Is this what you are talking about when you say in
47 your statement that, "On a superficial level the situation

1 appeared to have improved and the focus was taken away, and
2 instead of persisting and turning the short-term success
3 into systemic change this near-sighted attitude caused
4 notable achievements, including notable changes to
5 community attitudes and behaviours, to slowly erode and the
6 dysfunction issues returned"?

7 A. That's exactly right. That's exactly what happened.

8
9 MS CAPPELLANO: Thank you. They're my questions.

10
11 COMMISSIONER: Do you have any questions, Ms Hillard?

12
13 MS HILLARD: Very quick.

14
15 **<EXAMINATION BY MS HILLARD:**

16
17 Q. Mr McMahon, you obviously have very good interpersonal
18 skills. You have a lengthy history of working in the
19 Police Service and the United Nations work that you have
20 done. Is that something that you took on yourself to also
21 train people that came to work for you, to enhance their
22 communication skills?

23 A. Well, I think that's probably in my nature to do that.
24 But it's not just me. I think the service does want that
25 done and it does try and promote it. I think the level you
26 get - it's harder if you're remote because you are on your
27 own. But that's probably a characteristic that I think all
28 officers in charge in remote areas, certainly the ones that
29 do well, have. So it's not uncommon for you to spend a lot
30 of your time in relationships and training people.

31
32 Q. There's been a lot of evidence about First Nations
33 women preferring to speak to women officers where
34 available, but do you have a view about if there is a
35 positive relationship in place, whether it's a male officer
36 or female officer, then that can overcome almost all those
37 barriers?

38 A. Well, I mean it certainly helps and I know in my
39 position, yes, I had a lot of the women in town that were
40 locals would specifically ask for me. However, I know that
41 generally I would say having another lady or another female
42 to speak to is a big advantage because some of the things
43 that culturally you're not supposed to be talking, and if
44 you were seen talking to males about certain things it
45 certainly doesn't go well. You know, I don't think that's
46 a great deal different in any community. It is easier to
47 relate matters if you're a female, and I used to see it, in

1 fact they told me that, with another female. I understand
2 that fully. So I think having female-to-female talks is a
3 really positive thing, yes. But it can be - if it's not
4 the case, you can get by without it, but it's not a
5 preferable way I'd go.

6
7 MS HILLARD: Thank you, Commissioner, those are my
8 questions.

9
10 MS MORRIS: No questions.

11
12 MR HUNTER: No questions.

13
14 MS CAPPELLANO: Thank you. I have no further questions.
15 May Mr McMahon be excused?

16
17 COMMISSIONER: Thank you very much for taking time out of
18 your trip, Mr McMahon.

19 A. Thank you very much.

20
21 **<THE WITNESS WITHDREW**

22
23 MS CAPPELLANO: Thank you, Commissioner. I call Anita
24 Wharton, who will also be via videolink.

25
26 **<ANITA WHARTON, affirmed:**

27
28 **<EXAMINATION BY MS CAPPELLANO:**

29
30 Q. Thank you, Ms Wharton. Can you see and hear me okay?

31 A. Yes.

32
33 Q. You've provided a statement to the Commission and
34 you've got a copy with you there?

35 A. That's correct, yes.

36
37 Q. And you can refer to that if needed throughout your
38 evidence. Is it correct that you're the coordinator of the
39 Far West Indigenous Family Violence Service?

40 A. That's correct.

41
42 Q. And you're also the Chairperson of the Strong Families
43 Strong Communities Committee?

44 A. That's correct, yes.

45
46 Q. And both those organisations run out of Cunnamulla?

47 A. That's correct, yes.

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

Q. And both those organisations are under the auspice of the Cunnamulla Aboriginal Corporation for Health?

A. Yes, that's correct.

Q. In your statement you say that that relationship with the Aboriginal health organisation is very important. Can you explain why?

A. So we've got the ability to be able to on-refer clients through to services that visit the medical centre to make sure that the model of care is being carried out holistically and according to the client's needs.

Q. Is that in a culturally appropriate way as well?

A. Yes, it is. The medical centre is community controlled and is run by a board of directors which are Aboriginal community representatives within our community.

Q. And can you begin by outlining to the Commission the services that the Far West Indigenous Family Violence Service undertakes?

A. Yes. So we're funded by the Department of Justice and Attorney-General and we're funded to provide crisis intervention to victims of domestic and family violence, and that's carried out in many forms. So obviously the crisis stage when the client attends the Cunnamulla Police Station, they're referred through to our service to support them with their needs at that time, and that can come in many forms such as emergency assistance for relocation fuel, groceries if that's required, emergency accommodation. But then there's the ongoing support and case management further on down with assisting the clients if they need emergency accommodation and permanent housing as well.

Q. And you have four core staff?

A. That's correct, yes.

Q. And you, yourself, and a support worker are based at Cunnamulla, but there's also a support worker at Charleville and St George; is that correct?

A. Yes, that's correct.

Q. And do I also understand your evidence correctly that, although you don't offer a 24-hour seven-day a week service, given the fact that Cunnamulla is a small town you are often called after-hours and respond and provide that

1 family support?

2 A. Yes, that's correct.

3

4 Q. In terms of you talk about working closely with the
5 South West Hospital Health Service to establish a training
6 module. Can you tell the Commission about that?

7 A. So we were approached earlier on this year by an
8 employee at the hospital and she requested assistance with
9 us to support her with designing the training model, and
10 it's more the First Nations component, around triaging
11 clients and being able to identify the red flags around DV,
12 and then ongoing support with the client to be able to link
13 them to the correct services to get that ongoing support
14 going forward.

15

16 Q. And who is that training package designed to be
17 delivered to?

18 A. So it will be designed to be delivered to all South
19 West Hospital Health Service staff within the south-west
20 area.

21

22 Q. So the Far West service provides victim support
23 service, essentially. Can you tell us now about the Strong
24 Families Strong Communities program?

25 A. So the Strong Families Strong Communities program is
26 funded by NIYA, and they're funded to do education
27 prevention and awareness primarily with perpetrators. They
28 have got some programs happening where they do men on
29 country. So it's like ultimately taking men out on to
30 country and having the hardcore conversations with them and
31 connecting to them and connecting them back to culture.
32 Then we do a women's circle activity each week where we
33 have up to eight to 15 ladies meet each week and
34 conversations are held around just general lifestyle stuff,
35 so sort of cooking, but also then we get special guest
36 speakers in to hold discussions around topics related to
37 domestic and family violence, and then there's the ongoing
38 support provided to the women as well.

39

40 Q. And I understand that, while you're the chair and your
41 organisation chairs that program, it's actually a
42 multi-agency collaboration. Who else is involved?

43 A. Okay. So there's Queensland Police Service,
44 Cunnamulla P-12 State School, Sacred Heart Parish School,
45 Paroo Shire Council, the Cunnamulla Medical Centre,
46 Far West Indigenous Family Violence Service, the Hope
47 Project, Lifeline Darling Down, Cunnamulla Hospital, and

1 staff from the Strong Families Strong Communities program.

2

3 Q. What's the Hope Project?

4 A. It's funded by Queensland Health, and I think it's
5 designed to implement programs within the south-west area.

6

7 Q. And you talk about when you're looking at the issue of
8 the relationship with the QPS you obviously work closely
9 with the QPS when it comes to the Strong Families Strong
10 Communities program. You also have indicated in the
11 statement that over the last two years you've developed a
12 very good working relationship with the police. Do I take
13 it from that that prior to the two-year mark the
14 relationship might not have been quite as positive?

15 A. So I've been employed in the role since May 2019, so
16 obviously I can only comment from commencement in the role.
17 There are comments in my statement later on. The major
18 issue is the tenure turnaround with Queensland Police
19 Service out in the west and the relationship with community
20 and the staff and having to build that over the time that
21 they're here. So I think that's why more I've commented on
22 the past two years.

23

24 Q. And what has occurred in the past two years which has
25 developed this very positive relationship?

26 A. So we've got a representative again that sits on the
27 Strong Families Committee meeting. During COVID lockdown
28 Lifeline and Far West have met regularly with a
29 representative from Queensland Police Service to discuss
30 any high-risk DVs that have happened during the week so
31 that we're able to continue to triage it and continue to
32 support those clients to the best of their ability because
33 they were in isolation in lockdown.

34

35 We're also in the process of adopting a model similar
36 to the Maranguka re-investment justice program down in
37 Bourke where we will triage DV incidents the following
38 morning to get that quick response timeframe happening and
39 ensure that all support within the family network is
40 provided.

41

42 Q. So is that what you talk about in your statement as a
43 community response group?

44 A. Yes, that's correct.

45

46 Q. Before I ask you a little bit more about the community
47 response group, can you talk about the meetings, those

1 meetings you had in lockdown? Was that weekly during
2 COVID, sort of the peak of COVID I guess, we're not fully
3 through the woods, but that was weekly meetings with
4 agencies such as yourself and the QPS? Is it also the case
5 that there's through the Strong Families Strong Communities
6 program monthly meetings in relation to information sharing
7 of domestic and family violence statistics? Can you tell
8 us about those meetings?

9 A. Yes. So the Strong Families Strong Communities
10 Committee meet monthly and that's where all decisions are
11 made around expenditure of the program and sort of
12 discussions are held around anything that needs to be
13 brought to the table. Queensland Police Service attend
14 those meetings monthly and they provide statistics to the
15 committee around monthly DV and it gives us the opportunity
16 to discuss increases or decreases and where we can improve
17 our service, but also the program then is able to comment
18 and let the committee know where they have been involved in
19 providing support over the past month as well.
20

21 Q. And one of the examples of the feedback that you gave
22 was to organise for the QPS members to attend some of the
23 yarnning circles; is that correct?

24 A. Yes, that's correct, and as well as attending the
25 men's group program. Our PLO at the moment has been
26 attending quite regularly as well.
27

28 Q. And in terms of the community response group do
29 I understand your evidence correctly that you're hoping to
30 be able to expand the Strong Families Strong Communities
31 program which is focused on domestic and family violence
32 into a broader program which looks at all police
33 occurrences on a daily basis to work out what's occurring,
34 share information, see how different members of the
35 community can be assisted?

36 A. Yes, that's correct. So it's around trying to triage
37 the incidents as quick as possible and ensure there's
38 support for everybody involved in the incident.
39

40 Q. There has been some progress in relation to starting
41 that. What further things are needed to make that progress
42 to continue?

43 A. So at the moment it's on hold because it's being
44 driven by QPS obviously because that's where the incidents
45 are coming through to. It's on hold due to staffing over
46 at the police station. But really, yes, so once we get
47 staff levels up and operational we'll be able to start

1 proceeding with that and making it happen.

2

3 Q. Do I understand your evidence correctly that you don't
4 have an independent funding stream for that; it's just all
5 the agencies using their existing resources to run the
6 alternative program?

7 A. Yes, that's correct.

8

9 Q. Now, in terms of the specific collaboration with the
10 police in relation to domestic violence matters you also
11 have a big involvement in the Redbourne referrals program;
12 is that the case?

13 A. Yes, that's correct.

14

15 Q. How does that work?

16 A. So when the police attend an incident they then input
17 the data into the Redbourne program and it pushes out a
18 referral to several agencies. So it may come to the
19 Far West program, but it may also go to Lifeline. So it's
20 just sort of dependent on what service picks that up and
21 then follows up with the client. There is a section where
22 we can input data to let the police know as well as the
23 other service that it has been followed up on and also
24 whether the client has accepted support from the service or
25 not.

26

27 Q. Do I understand your evidence that that referral will
28 go to Far West or Lifeline, which are victim support
29 agencies, but a referral for each occurrence will also go
30 to Strong Families Strong Communities for perpetrator
31 intervention; is that correct?

32 A. Yes, that's correct. So as my role with the Strong
33 Families - sorry, chairperson, I receive the referrals to
34 be able to push it out to the support workers at the Strong
35 Families program to ensure that the intervention happens
36 with the perpetrators as well.

37

38 Q. Do I understand your evidence correctly that, as well
39 as that formal Redbourne referral service, there is also a
40 number of informal referrals that might occur at any stage
41 and the police would call you if, for example, they need
42 help from your service at a call-out for domestic and
43 family violence?

44 A. Yes. So they will call us out to support at the time
45 of need, but then there's also a follow-up where they send
46 through a referral as well so that we've got that
47 information in our system.

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. So at times would you attend with first responding police to a crisis situation?

A. Not so much a crisis situation in the home environment. However, if the victim is over at the Cunnamulla Police Station we will attend at the police station to support the victim whilst there.

Q. And you also talk about the STYMIE anonymous reporting program. Can you tell the Commission about that?

A. So, yes, it's an anonymous online reporting program which is ideally implemented within the school environment, but when we heard about it we decided to try and have a go at using it as a community approach. So basically if there's an incident that's occurring within the community, the community member that is aware of it can get online, put in the details and then it pushes an alert out to the Strong Families committee members for us to respond to that alert.

Q. And is that an initiative that's run by Strong Families Strong Communities, that's sort of their initiative?

A. Yes. Yes, that's correct, yes.

Q. Now, they're I guess the formal collaborations specifically in relation to domestic and family violence. You also outline in your statement that there's a good relationship with the police at Cunnamulla due to their high levels of community engagement. Are you able to outline briefly some of the activities and community engagement that the police are involved in that assist in that relationship building?

A. Yes, sure. So there is the Blue Edge Program, which is a self-development program for children to participate in with physical activity, and they do that over a duration of eight weeks. They meet every morning, I believe, at around 6 o'clock. They do their exercise from six until seven, then they have breakfast after that, and then they're dropped to school for the day, and that's on a Tuesday and a Thursday. It's really around resilience, again self-development and belief in themselves.

The other one is the learners drivers program, which is implemented by Blue Light. So the Blue Light Committee purchased the vehicle and the community students painted the vehicle and got it all prepped for registration. The

1 PL0 is the supervised driver and he goes driving with
2 the learner drivers to help them get their hours up in
3 preparation for getting their licence as well. I think
4 there is another one that I listed.

5
6 Q. You also talked about the mentoring program?

7 A. Yes, sorry, the mentoring program at the Cunnamulla
8 P-12 State School, which is a joint initiative with
9 Queensland Police, Lifeline's involved, the Deadly Choices
10 Program, the Far West Indigenous Family Violence Service
11 and Strong Families Strong Communities, and that's going
12 into the school every Wednesday for an hour and having the
13 discussions with the children based on their requests
14 around lifestyle, healthy relationships. Through the
15 program the staff in the Far West Indigenous
16 Family Violence Service have been trained to facilitate the
17 Love Bites Healthy Relationship Program and the Water Rock
18 Program as well.

19
20 Q. What's the Water Rock Program?

21 A. So I believe it's around building their self-esteem
22 and, like, a retaliation program, so helping them not to
23 retaliate to negative influences and stuff like that.

24
25 Q. You've talked about the PL0 involvement on a few
26 occasions throughout your evidence. Is that an important
27 role in terms of that relationship building between
28 community and police?

29 A. 100 per cent, yes. So the PL0s, the person in the
30 middle that's able to liaise with community and then also
31 support the police as well, yes, it's definitely a vital
32 position within communities.

33
34 Q. Do I understand your evidence correctly that the PL0
35 currently in Cunnamulla isn't an Indigenous PL0; is that
36 correct?

37 A. Yes, that's correct. So we have two positions in
38 Cunnamulla, and the position that is filled at the moment
39 is by a gentleman who I think is from South African
40 ethnicity. However, he does have the respect and he has a
41 really good relationship with the community.

42
43 Q. Is there merit as well in having a First Nations PL0?

44 A. Yes, there would be. I guess it's just a different
45 relationship around that cultural connection as well.

46
47 Q. And is the PL0 who 's currently there more broad sort

1 of community relationships rather than explaining specific
2 cultural relationships; is that more the role that he
3 takes?

4 A. I don't know. He's very, very much involved, and he's
5 respected. So, yes.

6
7 Q. The positive relationship that you have with the
8 police, you indicate that there's not currently an OIC and
9 there is a positive relationship sort of throughout the
10 police station; it's not just one sergeant or high-ranking
11 officer; is that the case?

12 A. Yes, that's correct.

13
14 Q. In terms of when new people come into the police
15 station how do you meet them?

16 A. So generally there's an induction process where the
17 police are taken around and introduced to all agencies in
18 the community. They're heavily involved in the community
19 interagency group, which is once a month. In the past
20 there's been an adopt-a-cop program within the school
21 environment as well. Programs that are run, so NAIDOC
22 activities and any annual activities that are run through
23 the medical centre or any other agencies in the community,
24 the police are heavily involved with as well.

25
26 Q. Do I understand you correctly that new officers are
27 introduced to people like yourself who are important
28 stakeholders within the community when they come to
29 Cunnamulla to start with?

30 A. Yes, that's correct. So there's not one officer that
31 inputs data, not one specific officer. It's a job for all
32 officers. So I think it's vital that they are taken around
33 and introduced to the agencies so they understand who they
34 are speaking with when they need to discuss matters as
35 well.

36
37 Q. And you've talked about a lot of these positive
38 relationships and the positive initiatives and
39 collaboration between community organisations and police.
40 Are you able to articulate how that relates to assisting
41 helping people specifically in relation to domestic and
42 family violence matters?

43 A. It obviously starts with the information that we're
44 provided by Queensland Police Service and how accurate that
45 is coming through. In my statement there's a point where
46 I discuss the police are also supportive of variations to
47 domestic and family violence orders, given that the

1 perpetrator works towards and shows improvements around his
2 behaviour. So that's being inclusive and participating in
3 men's behaviour change programs and programs such as the
4 men's group that we run, and anger management as well to
5 show improvement and to show that they're working towards a
6 better relationship with their partner to be able to
7 support that in court to get a variation approved. If they
8 can show that they're making those changes then the police,
9 the majority of the time, are happy to support a variation
10 as well.

11
12 Q. And is it also the case that because of that
13 relationship that leads to less breaches down the track as
14 well?

15 A. Yes, 100 per cent. So at the moment if there's a no
16 contact order in place the police are obliged to breach it.
17 But whereas if they work together to try and show evidence
18 that they're making change and we can get it pushed
19 through, there are less breaches.

20
21 Q. Is it also the case - and this is something you talk
22 about at paragraph 19 of your statement - that having this
23 collaborative relationship leads to intervention at an
24 earlier stage with victims and perpetrators, which then
25 reduces the escalation of violence?

26 A. Yes, that's correct.

27
28 MS CAPPELLANO: Thank you, Ms Wharton. They're the only
29 questions that I have for you.

30
31 COMMISSIONER: Ms Hillard?

32
33 **<EXAMINATION BY MS HILLARD:**

34
35 Q. Ms Wharton, you gave some evidence and you were asked
36 about the Redbourne referral process. There's been at
37 least two other witnesses who do the Redbourne referrals in
38 different regions across Queensland.

39 A. Yes.

40
41 Q. And their experiences may or may not be the same as
42 yours. They had on occasion come across misidentification
43 of a woman as a respondent when she shouldn't be, and on
44 occasion have come across maybe threats to kill and police
45 hadn't perhaps actioned things appropriately. Are these
46 things that you have seen and, if you have, how has it been
47 dealt with bearing in mind the relationships you're talking

1 about?

2 A. So I guess given that we're a small community, I think
3 we're a population of about 1,800, I have not seen issues
4 like that. When the referral is sent through I follow up
5 with the clients and get the information required to be
6 able to do the correct intake with the client and then
7 support the client to the best of their needs. As
8 mentioned before, the Redbourne referral program has a
9 section where we can input data back to the police to give
10 them an update around engagement and where we are at with
11 that referral. So I guess it's just that initial response
12 between us and the clients back to police as well to keep
13 them informed of how we're progressing.
14

15 Q. One of the things that the Commission has heard
16 evidence about is that First Nations women may be
17 reactively violent if they're in a domestic violence
18 relationship and then they get misidentified as a
19 respondent by police. Is that something you have seen and,
20 if you have, how has it been resolved?

21 A. So the majority of the time if there's reaction
22 between clients within my service there's cross-orders put
23 in place to cover - to sort of give that protection for
24 both clients. There has been times where we've attempted
25 to get variations with the courts around those
26 cross-orders, but again if we're not working towards making
27 change in the relationship there's the reluctance to do a
28 variation.
29

30 Q. I'm gathering because of the very positive and
31 collaborative long-term relationship with police in your
32 community that there are less policing problems in failing
33 to act properly when it comes to domestic and family
34 violence from their perspective that you observe?

35 A. Yes and no, I guess. Yes, the police are policing it
36 to my knowledge in my position to the best of their ability
37 and, like I said before, whatever information is left
38 within the referral process or coming through to us, we're
39 able to pick up on that when we're triaging the client and
40 supporting them.
41

42 Q. There's been some evidence before the Commission of
43 First Nations women in particular being fearful of
44 reporting domestic and family violence to police because of
45 fear connected with their children being taken. Is that
46 something that you have seen or is it overcome because you
47 support more than perhaps other models? Do you have a view

1 about any of that?

2 A. Yes. So it's not something that I see. I know that
3 there has been notifications put through to Child Safety
4 when there is an incident within the home environment. But
5 Child Safety follow up with our service to check on the
6 engagement and the support that's provided to the client
7 and then that's a part of our process, is to reassure the
8 client that we're supporting them to the best of their
9 ability and that Child Safety has been checking in with us
10 and let them know where we're at with that as well.

11

12 Q. Is it the case that sometimes the Department of Child
13 Safety does have to be notified, that's reality, but you're
14 able to support if the victim of the domestic and family
15 violence is a woman or the father, whichever it is, through
16 the process of understanding why the department is
17 involved?

18 A. Yes, 100 per cent, yes.

19

20 Q. And one of the things as well is the prevalence or the
21 statistical data shows us that First Nations women are more
22 likely to have head injuries from domestic and family
23 violence. Did I understand that in your response model and
24 integration model that you speak about that there's also
25 health provision to assist with that?

26 A. Yes. So as mentioned our program is auspiced by the
27 Cunnamulla Aboriginal Community Health and we have access
28 to doctors, counselling services, so we've got the support
29 there to be able to assist with any incidents that come
30 through our office, yes.

31

32 Q. And do you think based on what you have described with
33 your relationship with police that the police have a better
34 understanding in your area and in your community of the
35 impact of those head injuries on trying to get an account
36 from a victim?

37 A. Yes, police have access to the information from the
38 victim but also from the service that triages the clients
39 with those incidents, yes.

40

41 MS HILLARD: Thank you, Commissioner, those are my
42 questions.

43

44 MS MORRIS: No questions.

45

46 MR HUNTER: No questions.

47

1 MS CAPPELLANO: Thank you. I have no further questions.

2

3 COMMISSIONER: Thanks very much, Ms Wharton. You're free
4 to leave. Thank you for dialling in and giving evidence.

5

6 MS CAPPELLANO: Ms Wharton, I understand that
7 Sergeant Costelloe is also there with you. If you could
8 not end the connection but tell him to come in?

9 A. Sure. No problem.

10

11 <THE WITNESS WITHDREW

12

13 <MATT COSTELLOE, sworn:

14

15 <EXAMINATION BY MS CAPPELLANO:

16

17 Q. Thank you, Sergeant Costelloe. Can you see and hear
18 me okay?

19 A. I can hear you. Yes, there we go. Perfect.

20

21 Q. You've provided a statement to the Commission of
22 Inquiry; is that the case?

23 A. Yes, I have.

24

25 Q. And have you got a copy of your statement with you?

26 A. Yes, I do. Thank you.

27

28 Q. Feel free to refer to that as necessary throughout
29 your evidence. Firstly, can I just establish your current
30 role. Is it the case that you're the current shift
31 supervisor at the rank of sergeant at Cunnamulla Police
32 Station?

33 A. Yes, it is correct.

34

35 Q. And you've been a police officer since May 2009, so
36 about 13 years?

37 A. Yes, correct.

38

39 Q. And during that time you've largely worked throughout
40 regional and remote Queensland?

41 A. Yes, that's correct.

42

43 Q. And you've been at Cunnamulla since December 2020?

44 A. Yes.

45

46 Q. Do I understand your evidence correctly that your
47 partner is also a police officer at Cunnamulla?

1 A. Yes, she is.

2

3 Q. And do you identify as a First Nations person?

4 A. Yes, we do.

5

6 Q. In your statement you talk about your observations and
7 experiences as a police officer in Cunnamulla and the first
8 thing that you discuss in this regard is the historic
9 relationship between the police and the community having
10 not always been positive. Can you outline for
11 the Commission some of that history and perhaps even the
12 more recent events you talk about?

13 A. Yes. So I think when I sort of talked about the
14 history I'm talking about it's not historical but it's a
15 time ago. In the early colonial days obviously those
16 actions back in those times weren't faux pas but they were
17 obviously in line with the policy of the day. But probably
18 more recently if we talk about sort of modern issues - I'm
19 just trying to find the paragraph. Yes, sorry, obviously
20 the early 70s when there was still the Yumba in Cunnamulla
21 where First Nations residents were displaced outside of the
22 community and left down in an area that was probably less
23 than hygienic and certainly no access to suitable services,
24 such as running water, medical, electricity and all those
25 sorts of things. That gives you a little bit of a picture
26 about the early suffering they had whilst in Cunnamulla.

27

28 Then sort of more recent events that have created
29 maybe less than desirable relationships was back in 2017,
30 I think it was like New Year's Day or New Year's Eve, there
31 was a bit of a riot in town. I'm not aware of what those
32 incidents or what the issues were that resulted in those
33 riots or issues. I'm also aware that previously there was
34 a police officer who got into an incident off duty with a
35 First Nations community member which painted the police in
36 a poor light. Then more recently we had an incident where
37 a plain clothes police officer had made an untoward or
38 threatening remark towards a First Nations male who was
39 currently wanted for some matters where he threatened to
40 assault the First Nations male if he didn't hand himself
41 in, and that was obviously released through the media and
42 attracted some pretty - and rightly so - negative criticism
43 towards the police.

44

45 Q. And that most recent incident occurred as recently as
46 late last year?

47 A. Yes, I think I had just come back from rec leave. We

1 were on rec leave late November. So I'm not 100 per cent
2 sure when the actual reporting or comments were made, but
3 it sort of came to light around that December time.
4

5 Q. And you indicate in your statement that that has led
6 to - "historical" might be the wrong word, but there has
7 been a level of distrust in Cunnamulla previously in
8 relation to community relations and police relations; is
9 that correct?

10 A. Yes, correct.
11

12 Q. And is there still a level of distrust, in your
13 opinion?

14 A. Yes and no. Certainly when we get new staff into town
15 where the community haven't had the opportunity to form
16 those relationships with new staff there's that initial
17 distrust or unwillingness to talk to that particular police
18 officer because they don't know them. But the more time
19 that you are here, I certainly don't think there's a level
20 of distrust the longer that you stay here.
21

22 Q. You talk in your statement about the relationship
23 between - particularly over the last 18 months the
24 relationship between the majority of police and community
25 having improved and I think the word you used to describe
26 it might even be "exceptional". What initiatives has the
27 police been involved in and community been involved in to
28 be able to build that relationship?

29 A. So probably - it's fairly lengthy, the stuff that
30 we've done. But if we look sort of starting from this year
31 we worked really closely with our stakeholders groups,
32 particularly CACH. They're our major partner in community.
33

34 Q. And CACH, can you just --

35 A. Sorry, Cunnamulla Aboriginal Corporation of Health.
36 We delivered a very successful NAIDOC week and it's
37 important obviously for, like, all organisations to get
38 together to support that week, but particularly for the
39 police I think it gives us the ability to introduce the new
40 police to the community in a much bigger picture. But it
41 also lets them buy in or gives them an idea of what NAIDOC
42 week - the importance about it and why we do it. It's good
43 the police can drive that. I think it shows a level of
44 respect towards the First Nations community and just helps
45 build that trust to say, "Hey, we understand that we can do
46 better in our relationships." Then obviously we have
47 Reconciliation Week. Again, that was driven by us and CACH

1 as well.

2

3 Some of the other initiatives that we've delivered,
4 too, has been Look to the Stars, which is a QPS driven
5 program, which is an artwork and a story that goes along
6 with the artwork that helps build that - just starts that
7 conversation with - it was limited to First Nations
8 communities, but I think it's been very well received
9 across other places that have delivered the First Nations
10 artwork around the vehicle and the stations. I think it
11 just generates that conversation about, "Hey, what's that
12 about," and then we get to tell our story about why we've
13 done that and what the significance of the artwork was

14

15 And then more --

16

17 Q. Sorry, just to explain Look to the Stars, is that
18 artwork that's been done by members of the community then
19 that's wrapped up with vehicle or is that something
20 different?

21 A. No, so the Look to the Stars one was a police
22 initiative done with an artist from the Northern Territory,
23 and that's just basically the artwork tells the story of
24 where we've come from, where we are, talks about our
25 history, our past and incorporates the nine principles of
26 Sir Robert Peel's policing and those sort of things. So
27 it's not community specific. It's artwork that can be used
28 right across the QPS.

29

30 Q. And there is something to do with artwork and a car as
31 well that you talk about in your statement?

32 A. Yes, we've just gotten a grant for that. So part of
33 the feedback process when we did the Look to the Stars
34 artwork was that the community really appreciated the
35 sentiment of the Look to the Stars artwork. But part of
36 the feedback was that they would really like to see one of
37 their own artists have their own artwork on the car.

38

39 Bearing in mind we do have - like, Kunja have now got
40 native title and are recognised as the traditional owners
41 of Cunnamulla. But there are also a number of other tribes
42 that historically traded with and had marriages and family
43 relationships and connections to the community in
44 Cunnamulla because it is a fairly small community and the
45 neighbouring traditional owner communities are very close
46 as well.

47

1 So part of the artwork that we're going to do with
2 Uncle Andrew Nelson, who's a local Cunnamulla man, Kunja
3 man, he's going to design an artwork with the school, with
4 the P to 12 school, and that artwork is going to be a
5 symbol of all the family groups or tribunal groups around
6 the area, and then that's going to overlay on our police
7 vehicle that gives us a little bit more of a - gives also
8 the kids a sense of ownership to the artwork and obviously
9 gives the community a sense of ownership to that artwork
10 and that police vehicle.
11

12 Q. And you have a learner driver vehicle as well? We've
13 just heard evidence from Ms Wharton about that.

14 A. Yes, so that was a really good initiative driven by
15 our station, Blue Light and we actually partnered with
16 Paroo Shire Council with that one to obtain a grant to
17 purchase a vehicle from a local business here. Then we
18 engaged some artists to come out and teach the children at
19 the P to 12 school obviously how to paint, firstly, but
20 also they wanted to design the artwork to go on the car.
21 So again that provided a sense of ownership and that the
22 car belonged to the community. It's hosted or managed by
23 Blue Light. Obviously they're the ones that look after the
24 funds so if we need the car serviced or whatever they take
25 care of it.
26

27 Initially we rolled the car out to try to help those
28 that may be, you know, from low socioeconomic backgrounds
29 are backgrounds of disadvantage that haven't had access to
30 cars or people with licences that could sit beside them and
31 obtain the necessary hours to progress from their learners
32 to their provisionals. So that was sort of our driving
33 force. We initially sort of targeted those in that 16 to
34 18 bracket that were going for their learners and trying to
35 progress to provisionals.
36

37 But we also identified that when we rolled the program
38 out some of the feedback was, "Hey, there's a number of
39 other community members that may fall into that bracket
40 that aren't in that age group." So we went back to the
41 funding body and the program coordinator and said, "Look,
42 we have had this feedback. Can we expand the program to
43 not only allow other members of the community to use the
44 vehicle, but also to allow that vehicle to be used for
45 their driver assessments?" So it's allowed us to obviously
46 roll that out to the entire community to help with the
47 issues associated that not having a licence has and

1 obviously allow people to get their licences and not get
2 caught in that cycle of driving unlicensed and then being
3 caught in the criminal justice system. So that was sort of
4 the theory behind the car.

5
6 Q. You talk in your statement about the mentoring program
7 done by QPS in Cunnamulla.

8 A. Yes. So there's the informal mentoring where we will
9 just hang out with people outside of work hours and play
10 sport or help with homework club and stuff like that. Then
11 there's the more formal one which is done through the P to
12 12 school where we - it's been primarily our PLO, but other
13 staff have done it as well where we will go down and
14 provide support to Education Queensland and the staff there
15 and we can talk and engage with children in a different
16 environment.

17
18 We've also somewhat rolled that out to our
19 (indistinct) school or our private school in the way where
20 on our days off we're getting our staff to volunteer at the
21 canteen and that just provides us with an opportunity to
22 engage with another school, who don't have like a formal
23 mentoring program but it just gives an opportunity to talk
24 to the kids at the private school as well.

25
26 Q. Some of the other initiatives that you talk about in
27 this community engagement sense is coffee with a cop and
28 self-defence classes. Is the self-defence classes also
29 through the CACH organisation, the health --

30 A. Yes and no. Some of us donated money out of our own
31 pocket to buy the mats that we're training on, and then we
32 also got a donation from Blue Light to purchase some of the
33 other equipment that we didn't have. We have a local gym,
34 which is managed by CACH, and they have provided us the
35 space to deliver this program.

36
37 Q. They're some of the community engagement type
38 initiatives. If I could turn now to talk about some of the
39 more I guess police operational orientated collaborative
40 initiatives that are happening in Cunnamulla. You talk at
41 paragraph 17 about the cell-visitor program. What's that?

42 A. Yes, so the QPS already has an existing cell-visitor
43 program where you can have outreach services come in and
44 act as a conduit between people on the outside and people
45 that are currently incarcerated and pass on messages or
46 that sort of thing and check on their welfare and the like.
47 We sort of have like, I guess, an informal one where we

1 just let family come up and talk to each other and stuff.
2 That obviously presents an issue where there's an element
3 of domestic violence involved where the perpetrator is
4 maybe calling the victim's family up or calling their own
5 family up to put pressure on the victim. So we're trying
6 to formalise it where we'll have a committee of our
7 stakeholder groups who can act as that conduit between us,
8 the person in custody and the family on the outside. But
9 it's also hoped or designed that the stakeholder group will
10 be part of that support agency network. So they'll then
11 obviously be able to talk to the person that's currently in
12 custody about programs to change behaviour and stuff. So
13 I guess it's two pronged.
14

15 Q. And you talk about in your statement that you're part
16 of the interagency stakeholder group, including the shire
17 council, QPS, QAS, the CACH, Queensland Health, Education,
18 Lifeline and Strong Families Strong Communities. How often
19 does that group meet?

20 A. So I probably combined them all into one but there's
21 the interagency group and then there's the strong families.
22 So interagency try and meet monthly which, you know, that's
23 dependent upon - because the interagency is more designed
24 around the stakeholder groups to come and present about
25 what they have got going on as an organisation. It's not
26 really I guess - it's probably not a policing forum per se.
27 It's just where we can come and - for us we turn up and
28 say, "We've had a couple of break and enters in the last
29 month," or whatever the case may be, just general
30 information and whether we've got new staff coming or any
31 initiatives that we're needing assistance with.
32

33 The second committee is the Strong Families Strong
34 Communities run by or auspiced by CACH and run by Far West
35 Indigenous Domestic and Family Violence and obviously--
36

37 Q. I was just going to ask you to explain how the Strong
38 Families Strong Communities program works?

39 A. I guess it's in a similar vein, but it's more focused
40 around us as a stakeholder group sharing what information
41 we can with other stakeholders in that interagency group.
42 So, for example, there's a representative from or supposed
43 to be a representative from Queensland Health and sometimes
44 Child Safety and sometimes Lifeline. But CACH are always
45 there. We are always there. There's a couple of our major
46 partners in town that are always there. So that's sort of
47 more looking at, like, policing responses or how we as a

1 community can address any issues that we're seeing trends
2 occurring. I don't know if that answers it.

3
4 Q. And is that domestic and family violence specific?

5 A. Yes, correct. So that committee - that is the
6 lifeblood of what we do out here, that Strong Families
7 Strong Communities Committee. We've got Anita, who you
8 guys just spoke to, Anita Wharton, who is the chair of
9 that. Without her the committee really falls apart. So
10 we're really heavily reliant on her efforts and she does an
11 exceptional job 24 hours a day, seven days a week. We can
12 ring her at 2 am in the morning and say, "Hey, we have a
13 client that needs support. Can you come out?" She will
14 get a room, she has her own commitments as well, but she's
15 fantastic.

16
17 But that committee is focused primarily on domestic
18 and family violence and sharing the information as
19 stakeholders as we can to try and better address the issues
20 or underlying issues that may be being attributed to
21 domestic and family violence incidents.

22
23 Q. And we've heard about plans for that to be rolled out
24 more extensively, that sort of collaborative group in terms
25 of looking at all police occurrences rather than just focus
26 on domestic and family violence; is that the case through
27 the community response group?

28 A. Yes. That's correct. I can't pronounce the name
29 properly but it's based off the Bourke model justice
30 re-investment program that they're running out of Bourke.
31 I think it's Mataranka or Maranka or something like that.
32 Basically what that is is that's led by New South Wales
33 police or in our situation it will be QPS, and it will just
34 bring all the stakeholders together. We can review
35 incidents or trends that we're seeing in the community.
36 So, you know, for example, it might be break and enters and
37 it might be a bunch of young children that the reason
38 they're breaking in is because they have got no supportive
39 network at home or they're breaking in because they have
40 got no food or whatever the case may be or what the
41 contributing factors are so they're offending.

42
43 It's hoped that that committee, we can share that
44 information in that committee and then Child Safety can
45 come along if they turn up to meetings and they can say,
46 "We're already working with that family. So we can provide
47 this support to that family to try and address the

1 offending behaviour," and we can get Youth Justice to come
2 along and we can get CACH et cetera et cetera, so we can
3 bring all those stakeholders together to try and have a
4 multi-pronged attack to address the issues to prevent the
5 incidents in future.

6
7 Q. We've heard evidence from Ms Wharton that that initial
8 work has been begun to start to set that up but it is on
9 pause at the moment due to quite low staffing levels with
10 the QPS; is that the case?

11 A. Yes.

12
13 Q. And what do you see is needed to allow that progress
14 to continue?

15 A. So we have definitely struggled to get staff out here.
16 We were running at four I think for a very long time.
17 We're now pretty much back up to full complement of staff,
18 which is excellent, so it means that we can kick back into
19 the community engagement, we can do everything else that we
20 do so well out here.

21
22 Q. What is full capacity at Cunnamulla? You had four at
23 one stage. What's full capacity?

24 A. We've a senior sergeant. We have two sergeants.
25 Four, five, six - I think it 's 13, from memory, plus CIB,
26 two officers CIB and two PLOs, one of which is vacant. So
27 I think off the top of my head it's 13, but I would have to
28 check if you wanted those specific figures.

29
30 But, yes, sorry, back to your questions, my apologies,
31 yes, so the staffing level has certainly been a hindrance
32 to us driving that further. But another issue that we have
33 found around it is around that information sharing. When
34 it's domestic and family violence, like, we have got the
35 support, the stakeholder group, we've got legislation that
36 allows us to share information. But sometimes if we're
37 talking about break and enters or we are talking about,
38 like, as a community response group if we have people
39 wanted on warrants that we're trying to get them to
40 surrender them so they don't spiral and commit further
41 offences, there are roadblock with respect to sharing
42 information with other organisations because obviously they
43 have got their own information privacy principles. And
44 also, too, where the information being shared
45 requires client consent that can also be a barrier to
46 success as well. So we're trying to get some legal advice
47 around how we can allow that information sharing to occur

1 amongst multiple stakeholders, yes, so we can progress the
2 community forward to make it a safer and more welcoming
3 community for all.
4

5 Q. You've talked about the PLO role in your evidence. Is
6 that an important role in Cunnamulla?

7 A. Yes. Currently we've got a PLO who is of
8 South African background. He is phenomenal. Like, he is
9 heavily involved in the sporting committee. He works very
10 well with all our stakeholders. He's very well respected
11 in the community. We've just had our PLO who has been on
12 long-term secondment because his wife has been very unwell.
13 He's been on long-term secondment in Brisbane, and he's
14 just won a position down there. So that will make the
15 secondary position become vacant. So that will be filled
16 in the near future.
17

18 Q. I would like to ask you now about the level of
19 preparedness of new people who - new police who come to the
20 community, and I understand your evidence to be that there
21 are some good resources within the QPS but that the level
22 of preparedness really can depend on individuals and
23 individual locations as to what sort of programs are in
24 place. Can you outline the current induction program that
25 you do informally but are in the process of formalising for
26 the Cunnamulla induction?

27 A. Yes. So at present when new staff come to town we
28 will take them initially around to our major stakeholders.
29 So they obviously get to know who they're talking to and
30 know who to turn to if they need assistance for certain
31 things. Then more broadly speaking with the community it's
32 about - it relies really on individual officers and, I
33 guess, their personal drive to want to take the staff out
34 and meet the extended community other than those that we're
35 just dealing with from a policing aspect. So that's
36 probably, I guess, the ad hoc or informal thing that we
37 have.
38

39 But we're trying to - our Superintendent Gareth
40 Channells and our Patrol Inspector Tim Mowle have been
41 really supportive with coming up with something much more
42 formal, because the QPS does an exceptional job with, like,
43 our online training and stuff that we have, but it's sort
44 of - we can always do better, there's no buts or maybes
45 about that, and it's hoped that the initiative that we're
46 trying to get off the ground, it's hoped that that will
47 hopefully allow police officers to be better prepared when

1 they do get here. So the idea is that we'll have two
2 documentaries that staff will be shown when they turn up.
3 One will be the ABC's "Out of Sight Out of Mind", which
4 provides an historical context to the First Nations
5 relationships and what they suffered in the early 70s when
6 the Yumba was around.

7
8 Q. That's specific about the Cunnamulla situation with
9 the Yumba?

10 A. Yes. It's a really - like, I found it to be quite
11 upsetting and it's fairly confronting. So, you know,
12 I guess we probably need to caveat that with new staff that
13 there are confronting scenes and obviously commentary that
14 certainly isn't, you know, appropriate today but you've got
15 to look at it in the context of when it was said and when
16 it was filmed.

17
18 Then the other one will be a recent documentary called
19 "Incarceration Nation", which looks at the underlying
20 casual and causal factors that result in overrepresentation
21 of First Nations members entering into the criminal justice
22 system. So those two documentaries will provide context
23 around what the issues are historically and what the
24 contemporary issues are around First Nations incarceration.

25
26 Then the other one will be an on country tour with two
27 of our respected Elders and they'll take the staff to
28 cultural sites and sites of significance in the community
29 so they get a broader understanding of what's important to
30 the First Nations community here.

31
32 Then we're just trying to work out how we, I guess,
33 introduce our new staff to our Elders in the community so
34 they know who to turn to when there are issues within
35 family groups within the community. You're not going to
36 invite your First Nations Elders down to the police station
37 and say, "Hey, this is our new staff." So we're just
38 trying to work out how we deliver that, whether we take the
39 staff around to the old people's homes and talk to them
40 there or whether we have like a coffee with a cop where we
41 do it just with our First Nations community.

42
43 Q. And is part of the induction also meeting other
44 stakeholders in the community like Anita Wharton and other
45 service providers?

46 A. Yes. Yes. So I guess I probably should have
47 clarified that. That part of the induction won't change.

1 That will still remain the same. But it's more so,
2 I guess, giving an understanding of the nuances of the
3 community and the First Nations community particularly.
4

5 Q. And you're in the process along with Charleville, is
6 that correct, and the broader patrol group --

7 A. Yes.

8
9 Q. -- in trying to formalise that for that region?

10 A. Yes. So our patrol group is Charleville patrol group,
11 and that's part of the south-west district. So we've got
12 our superintendent, Garrett Channells, and then we have our
13 inspector, Tim Mowle, who is up in Charleville. Both
14 myself, Constable Laurie Bateman and Inspector Mowle are
15 pretty close to delivering that. So that will cover -
16 I think Charleville are just going to do the "Incarceration
17 Nation" and the on country tours, and then we'll deliver
18 the "Out of Sight Out of Mind", "Incarceration Nation" and
19 the on country tours.
20

21 Q. Can I ask you now, Sergeant Costelloe, about some of
22 the challenges that you have identified from paragraph 30
23 onwards in your statement relating to - specifically to the
24 investigation of domestic and family violence matters for
25 First Nations people?

26 A. Sure. In my statement I think I spoke about
27 statistics around paragraph 30, yes. So the ABS
28 statistics, the Australian Bureau of Statistics, suggest
29 that our community is roughly around 20 per cent
30 First Nations. But then if you looked at our calls for
31 service we would have a higher engagement with the
32 First Nations community. Most of our calls for service are
33 around the incidents of domestic and family violence.
34

35 So I guess one of the issues that we often face,
36 I guess there's a reluctance from victims of domestic and
37 family violence to speak to us initially when they don't
38 know you. That's completely understandable. They don't
39 know. You could be anyone to them. But once you've been
40 here for a while and you get to talk to people the
41 reluctance stems from family pressures in that cultural
42 sphere, whether it's pressure from the aggrieved's family
43 to not cooperate or pressure from the respondent's family
44 to not cooperate. That's certainly a barrier.
45

46 Sometimes, too, you've got to take into consideration
47 that there are family issues. The victims of the crime may

1 not want to come down to the police station or been seen to
2 be reporting with police. So for us to physically take the
3 victims down to the police station and take a statement and
4 stuff, that can obviously cause a little bit of harm and
5 detriment to the victim of the thing as well to be seen to
6 be cooperating with the police. So that's definitely
7 another challenge.

8
9 It's hoped, and obviously, you know, without going to
10 specifics of legislation, it's hoped as we move forward
11 that the body-worn camera footage will be able to be
12 introduced as part of evidence moving forward. So that
13 will certainly alleviate that issue.

14
15 There's also, I guess, whether it's relevant to
16 the Commission I'm not sure, you can pull me up if you
17 like, the two issues of your cultural law and your
18 Queensland law. You know, like, we may get involved in
19 something that obviously we're obliged to, as police
20 officers we're obliged to take a certain course of action
21 or do a certain thing with respect to the Queensland law.
22 Sometimes those actions can destabilise the family group
23 where things might have been handled internally between two
24 family groups and they might have been able to resolve the
25 issue without us becoming involved. That can obviously
26 create a destabilisation amongst the family dynamics which
27 can then obviously lead to larger, more significant issues
28 within the community such as the street fights which then
29 can lead to more serious assaults and the like.

30
31 Probably one of the other issues, too, that we do sort
32 of face here is around the, I guess, wording of domestic
33 and family violence orders. Sometimes they can be - like,
34 I sometimes struggle to interpret what the meaning is
35 behind them. So I can only imagine, you know, someone with
36 less education may struggle even further. So conditions
37 that sort of - I guess it's important to protect the
38 victim, but sometimes they can do the opposite by, you
39 know, removing people from family groups by using no
40 contact conditions or not to attend an address when that
41 sometimes is their only address or that is their only
42 family options in the community.

43
44 So, absolutely, those conditions are important. But
45 it's just I guess working out how we put those conditions
46 still in place but make sure they're culturally appropriate
47 to make sure that not only the victim is first and foremost

1 safe but that the perpetrator isn't isolated from their
2 community.

3
4 Q. We've heard from Ms Wharton that there is a
5 willingness for police to be prepared to vary orders if
6 through the collaboration the police can see that there are
7 support structures in place for both victims and
8 perpetrators and they're working towards building
9 relationships or working towards those identified issues
10 which may have led to the domestic and family violence to
11 begin with. Is that your experience as well?

12 A. I don't really know because that's more of I guess a
13 prosecutions - they would be better qualified to answer
14 that question. But I do know that orders do get varied
15 from time to time for a myriad of reasons.

16
17 Q. And you talk in your statement as well that a barrier
18 to investigations can also be police officers' perceptions
19 toward domestic and family violence in First Nations
20 communities. What do you mean by that?

21 A. So I guess, like, sometimes police officers may for
22 whatever reason not had any engagement with a First Nations
23 friend or family member or throughout their growing up they
24 haven't had an engagement, so they don't necessarily
25 understand there are certain cultural barriers around who
26 you can speak to and who you can't speak to and who you
27 should engage with and who you should approach and how you
28 maintain eye contact or don't maintain eye contact or the
29 setting in which you talk to the person or changing your
30 communication styles to an appropriate level, just little
31 things like that that, I guess, it's important that when
32 people are coming out here that they are aware they are
33 some of the issues that you may face.

34
35 And probably not understanding the complexities of
36 First Nations relationships either is a big one that
37 obviously can impact their ability to investigate a
38 domestic violence incident where, "He's my brother cousin,"
39 you know, as a police officer that hasn't had much
40 involvement with a First Nations community may not
41 understand that that relationship is actually a relevant
42 relationship. So there are those little nuances as well
43 that I guess you pick up throughout your service.

44
45 Q. As a person who is a First Nations person and a police
46 officer do you think that that is important to have people
47 with First Nations background or identify as First Nations

1 people as members of the Queensland police force as well?

2 A. Yes, 100 per cent. It builds cultural capacity,
3 doesn't it? It's easy for me to understand the issues that
4 come along with that. It makes me probably accepted
5 quicker into a community knowing that. Yes, I think it has
6 to be the right person for the community as well. You
7 can't just say, "Oh, well, you're First Nations background.
8 Out you go to Doomadgee or Mornington Island or somewhere
9 like that where they may not actually be accepted. So it
10 is making sure that you still have the right person for the
11 right position.

12
13 Q. And as a person who is of First Nations - identifies
14 as First Nations and been in the Queensland Police Service
15 for upwards of 13 years, have you found there any barriers
16 to either you yourself having those dual roles or dual hats
17 and also other people coming into the police force?

18 A. Yes, I guess someone said to me one time, I think it
19 was Superintendent Kerry Johnson many, many moons ago said
20 to me, "You sometimes wear three hats. You wear your
21 First Nations hat, you wear your community member hat and
22 you wear your police hat." So sometimes it is hard getting
23 told things that are relevant that then I have to act on as
24 a police officer but otherwise, you know, as a
25 First Nations community member I would be able to resolve
26 in another fashion. That's certainly a challenge.

27

28 MS CAPPELLANO: Thank you, Sergeant Costelloe. They are
29 the questions that I have for you.

30 A. Okay. Thank you.

31

32 COMMISSIONER: I've just got one question for you,
33 Sergeant. You say at paragraph 4 of your statement that
34 you're coming to the end of your two-year tenure, and at
35 the end of your tenure you're not sure where your career
36 will take you. Do you not have the option to stay at the
37 end of the two years?

38 A. Yes, I do. Yes, absolutely. It's more so career
39 trajectory, I guess. I'm now a sergeant, have been for
40 sort of four or five years now. Looking to progress to
41 senior sergeant, and those opportunities may present
42 elsewhere. But by and large I'm not really interested in
43 leaving Cunnamulla.

44

45 COMMISSIONER: Okay. You might have to get your senior
46 sergeant to leave.

47 A. I still have to pass an interview and write a resume.

1 There's many jokes within our organisation about my ability
2 to interview.

3
4 COMMISSIONER: Ms Hillard, do you have any questions?

5
6 MS HILLARD: Just a couple of very short ones.

7
8 **<EXAMINATION BY MS HILLARD:**

9
10 Q. Sergeant, there's been evidence before the Commission
11 about fear from First Nations women about their children
12 being taken away from them and the involvement of the
13 Department of Child Safety. How have you been able to work
14 with women to keep children safe and them safe and explain
15 that to them?

16 A. It's a delicate process that because obviously we've
17 got an obligation where there's harm to report on that
18 harm. I guess for me it's just explaining the process as
19 simply as I can to say, "We're obliged to do this. They
20 may contact you and this is why they're contacting you.
21 This is important that you put these strategies in place
22 within your home to make sure your child is safe," if that
23 answers the question. I'm not sure.

24
25 Q. That's okay. Thank you. There's also been some
26 evidence about women generally and in particular
27 First Nations women preferring to speak to female police
28 officers if they're available. Alternatively there might
29 be a view taken that a male officer can be just as
30 effective if they're properly trained. Do you have a view
31 on either of those?

32 A. Yes, I guess it's more so like making sure the victim
33 is comfortable to talk to them, whether that's a male or
34 female officer. I think as males we can probably - we're
35 more - if you come to me with a problem I just want to
36 solve it, whereas females are better able to listen and
37 engage in conversation. So I definitely think there's pros
38 and cons to both.

39
40 Q. Have you got any female officers up there at your
41 station at the moment?

42 A. Yes, we've got two.

43
44 COMMISSIONER: He's got his wife.

45 A. Yes, my partner. She'll tell you that I'm good at
46 answering questions, maybe not listening. So she's
47 First Nations as well. So again that makes it really easy

1 for her to bridge that cultural divide with the
2 First Nations ladies in town when she's talking to them.
3 We just got a new police officer from the Gold Coast who
4 has just transferred out, and she's just finding her feet.

5
6 MS HILLARD: And just the last thing I wanted to ask you
7 about, you spoke about perceptions of police officers when
8 they come out there and you have to do a training and
9 induction and the like. It sounds maybe like common sense
10 but there's room for knowing more before they land there,
11 before they arrive into that environment; would you agree?

12 A. Yes, definitely. As I said, we as an organisation are
13 always continually learning and listening and we've already
14 done a fantastic job in delivering cultural awareness
15 packages that are delivered through the academy. But
16 I think it would be important moving forward, and it's been
17 a very long time since I've been through the academy, 2009,
18 feels like a lifetime ago, but we actually had people from
19 different cultural communities come to the academy and talk
20 to us. I don't know whether that still occurs. But
21 I think that's probably something that as we move forward
22 as an organisation I think that's definitely an area that
23 we probably need to harness on so people know the people in
24 those communities that they may be policing or being posted
25 to.

26
27 Q. Just out of interest did you do your training at the
28 Townsville academy or the Oxley academy?

29 A. Townsville. Again I can only speak about Brisbane, we
30 when down there for driver training, and I think it's a
31 very different training environment. Townsville we're sort
32 of - it's always a very small intake and you're very close
33 with your facilitators.

34
35 MS HILLARD: Thank you. They're the only questions
36 I have, but someone else might have some questions.

37
38 MS MORRIS: No questions.

39
40 MR HUNTER: No, thank you.

41
42 MS CAPPELLANO: Thank you, Commissioner. May Sergeant
43 Costelloe be excused?

44
45 COMMISSIONER: Thanks very much, Sergeant. You're free to
46 disconnect.

47 A. Thank you very much for your time.

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 WITHDREW

MS CAPPELLANO: Thank you, Commissioner. I call Emma Jane Reilly.

<EMMA REILLY, sworn:

<EXAMINATION BY MS CAPPELLANO:

Q. Inspector Reilly, you've provided a statement to the Commission?

A. Yes, I have.

Q. And you have a copy of your statement there?

A. I do, yes.

Q. And feel free to refer to that if needed throughout your evidence today.

A. Thank you.

Q. Inspector, you're currently working as a metro patrol inspector in the Ipswich district; is that right?

A. Yes, that's correct. I'm acting inspector at the moment.

Q. And you have 21 years of experience in law enforcement?

A. That's correct, yes.

Q. And most of that time was with the QPS, but you've also spent three years in Western Australia working for the Crime and Corruption Commission?

A. That's correct, yes.

Q. And you've also worked for the Australian Crime Commission?

A. That's correct.

Q. You have a pretty varied background in your time with the QPS, and you've had specialist roles, corporate roles and also general duties roles?

A. And some education and training and surveillance. I was involved in intelligence as well.

Q. And you've also been - and this is from August 2017 to April 2020 - you were the officer in charge at Mornington

1 Island Police Station?

2 A. Yes, I was.

3

4 Q. And more recently this year you've acted as the
5 relieving inspector at the First Nations Multicultural
6 Affairs Unit?

7 A. That's correct.

8

9 Q. Does that about covers it?

10 A. That about covers it, yes.

11

12 Q. Now, in relation to your work in First Nations
13 communities, if I could ask you about that to begin with.
14 You say at paragraph 4 of your statement that, "The
15 importance of living and working within a First Nations
16 community cannot be understated. The relationships that
17 are formed within community are extremely important and
18 assist in the everyday running of the station and keeping
19 the community safe." The importance of relationship is a
20 consistent message that the Commission has heard,
21 particularly when looking at policing in First Nations
22 communities. One role that you identified vitally
23 important is that of a police liaison officer. Can you
24 explain if that is the case and why that is important?

25 A. Absolutely. Police liaison officers, or PLOs as
26 they're referred to, are extremely important in the
27 community. I suppose they're that link between the
28 community and yourself as police. In Mornington Island we
29 had one PLO that was associated with the work from
30 the police station with us, and then two PLOs that worked
31 from the PCYC. So they were more youth focused. And then
32 general duties focus was our PLO based from the station.

33

34 Q. And in terms of the role that - the Commission
35 understands that the PLOs can play a variety of different
36 roles, even those who are focused within the policing
37 rather than the PCYC side of things. In terms of the role
38 of the PLO when you were at Mornington Island did the PLO
39 there attend call-outs with police?

40 A. So, yes, he would work a roster. The weekends,
41 afternoons, wouldn't work nights but would be on
42 afternoons, day shifts, so work a rolling roster with the
43 crews and would be in with the crews going to jobs;
44 absolutely.

45

46 Q. And did that help in terms of responding particularly
47 to domestic and family violence incidents?

1 A. Yes, it definitely can. Although there is some
2 barriers there because sometimes due to the cultural aspect
3 the PLO wouldn't be able to talk to some families or some
4 members of different families because of cultural
5 traditions. However, yes, he's awesome. He was just -
6 like, for me as an officer in charge he was my rock.
7 Anything cultural that I had questions about I would always
8 confer with him and ask him his thoughts on how we were
9 going about things, and he would always be very helpful in
10 that respect, anything that cultural side.

11
12 Q. And in terms of that role was it also important for
13 him to be able to convey operational themes from the
14 policing point of view to community to explain that going
15 the other way, I guess?

16 A. Yes, absolutely. Just having him being able to keep
17 the community calm, that was one of the biggest things.
18 I can give an example. We had a homicide on the island,
19 and when that sort of information gets out in the community
20 obviously it's like Chinese whispers and lots of
21 information gets out in the community and can cause angst.
22 So having those relationships with the PLOs and being able
23 to bring them in and, like, if they're not working we would
24 call them in or go and see them and tell them what was
25 happening and get them to spread that word throughout the
26 community of what really was going on. He was very well
27 respected in the community. So they would listen to him.

28
29 For example, of that homicide as well, having those
30 close relationships with the mayor, I would always contact
31 the mayor with anything big that was happening, let him
32 know what was happening and keep him informed, and he would
33 do the same to keep the community calm.

34
35 Q. In terms of staff, new staff coming into Mornington
36 Island when you were the officer in charge, you outline in
37 your statement that in your view the induction of new staff
38 into community was vital and you actually implemented quite
39 a formalised induction program. Can you outline that for
40 the Commission?

41 A. Yes. So Mornington Island is probably - it's very
42 different to other communities in the fact that it is the
43 most isolated station in Queensland, police station in
44 Queensland, and you can only fly in and out. You can't
45 drive out obviously. There's no ferry going back and forth
46 to the island or passenger ferry. So flying in and out is
47 the only way.

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

COMMISSIONER: How far is the island from the mainland?
A. It's about 24 kilometres from the mainland. But when I say "mainland", like, it's not --

COMMISSIONER: There's not a town there.
A. No. So from there when someone was posted to Mornington Island, because it's also just the logistics of moving to the island, it's a big deal. So just explaining to them, contacting them. I would also send a welcome email out which would outline lots of things, lots of nuances on the island, like, you can only have Telstra on your phone. So people would have to - just logistic things like that. There are lots of things you have to fix and change before you get there.

Also I would make sure that - in the QPS we had I think there were about four or five what we call OLPs, or online learning products, in relation to cultural awareness and cultural training. In that email those would be listed and my expectation as an officer in charge is that they would either have them completed prior to coming to the island or within a couple of weeks of coming to island, just to help with that cultural induction, so to speak. So that was the first part of it.

The second part on arrival I would then complete an induction, which a police officer would get anywhere that they go to a new office or to a new command, I would give them that type of induction just from my point of view, all that housekeeping stuff. My PLO would then give them like a cultural induction from his point of view within the community, and that included taking them out to meet Elders, stakeholders, showing them traditional areas, and just talking about things like men's business, women's business, sorry business, so really making sure that they have an overall view of the community. It's only a small community there. So the town of Gununa, which is where the town is based on the island, it's only small. So he would be able to get them around and take them and show them all those significant areas.

MS CAPPELLANO: How long would that take?
A. That would be sort of a day thing. They would be back and forth throughout the day, ensuring that they get that good look at the town basically and just getting to know the people and really getting to know the PLO as well and

1 him getting to know them and asking about the families and
2 stuff like that.

3
4 On Mornington Island, the Mornington Island Council
5 would then run a four hour cultural awareness for everyone
6 coming to the island, any new obviously police officers,
7 ambulance, teachers, anyone from the hospital, any tradies
8 that would come to the island. It was basically a
9 compulsory four hour training that they would have to do.
10 It was run by the locals and again just on all the
11 traditions of the island. Each community is very different
12 and very specific. So it was always really great to have
13 that training that was run by the council, which was really
14 great.

15
16 Sorry, I'll just refer to my --

17
18 Q. You also talk about rostering?

19 A. Yes. So that first couple of weeks or maybe even
20 month, depending on staffing issues within the island,
21 I would then try to roster the new person, the new officer,
22 on with a more experienced officer. Again that's just to
23 really get to know the community, and that would definitely
24 help in that induction and orientation.

25
26 Also when new staff would come I'd try to have
27 barbecues out the front, station barbecues out the front of
28 the station. We would have them quite often, just inviting
29 all the stakeholders and everyone in just to meet the new
30 officers. That always was really helpful, I found.

31
32 Q. And what's the tenure at Mornington Island?

33 A. The tenure is two years, yes.

34
35 Q. And this induction that you have just outlined that's
36 something that you sort of designed and implemented in your
37 time there, but is not certainly mandatory?

38 A. No, it's not a mandatory thing. I implemented it
39 whilst I was there because I saw the need for it, and
40 speaking to officers that had been there previously and
41 saying that they probably didn't have the best inductions,
42 it was something that we wanted to work on and build to
43 make better, so be supportive of the officers that are
44 coming there, especially a place like Mornington Island
45 because it is so isolated, you know, you really need to
46 give that support to those officers and provide them with
47 the means to have a good time and get involved in the

1 community while they're there.

2

3 Q. You talk about such an induction being vital to jump
4 start those relationships --

5 A. Yes, absolutely. Any policing in an Indigenous
6 community, those relationships are vital just to everyday
7 policing and to be able to communicate correctly and to
8 protect the community.

9

10 Q. And do I understand your evidence correctly that as
11 well as there's this initial induction but then the ongoing
12 relationships with building relationships with community
13 there was a lot of community engagement that you and your
14 team engaged in during your time there?

15 A. Absolutely.

16

17 Q. What are the sorts of things?

18 A. I think we had two big focuses on the island. One was
19 youth and one was domestic violence. So they were our two
20 main focus. So on the youth side of things I had six
21 adopt-a-cops. So my younger staff were all adopt-a-cop for
22 the school, and we started a junior police program. That
23 program involved each of my six adopt-a-cops having four to
24 five children that they would be - it was like they were
25 like mentors to them, and it involved going to the school,
26 helping out with reading and ensuring they're getting to
27 school, like, going to pick them up in the mornings. If
28 they're on an afternoon shift they'd be going to make sure
29 they had dinner and they were home and going to bed, all
30 that sort of stuff. That was part of what they did. And
31 just being more involved in the school. It's funny because
32 just being involved with that one child, they then became
33 involved with that family as well. So it really grew those
34 good relationships.

35

36 Q. And in terms of the more operational side of
37 collaboration and engagement you outline in your statement
38 the QPS approach to domestic and family violence on
39 Mornington Island. Can I start by asking you this: was
40 there high rates at your time there of domestic and family
41 violence in Mornington Island?

42 A. Yes, it would definitely be one of our biggest
43 call-outs. It was a dry community at the time. It's a
44 restricted alcohol community now. But at the time when
45 I was there it was a dry community, but we did have large
46 rates of alcohol fuelled violence because of the use of
47 home brew there. So that didn't help in terms of the

1 domestic violence rate, I don't think. It was definitely
2 quite high whilst I was there. We implemented quite, like,
3 a stringent - like, for me domestic violence is - it was
4 definitely our number 1 there. With youth, those were our
5 two focus.

6
7 Q. You talk about how domestic violence was taken
8 seriously and one of the ways in which it was was that all
9 the incidents would be reviewed daily by the DVLO and --

10 A. Yes, so I had a domestic violence liaison officer or
11 an officer who that was their portfolio, so to speak. So
12 they would look at the occurrences, any domestic violence
13 occurrence every day, and then the sergeants would overview
14 as well every day when they're on, and then I would audit
15 all the occurrences monthly as the OIC. We also
16 implemented the sergeant was in charge of - we had a weekly
17 meeting, domestic and family violence meeting, with all our
18 stakeholders --

19
20 Q. Who are those stakeholders?

21 A. Let me just make sure I get them all in.

22
23 Q. Paragraph 10 of your statement.

24 A. Thank you. So our stakeholders within the community
25 was our Community Justice Group, which was called Junkuri
26 Laka; Mission Australia, which included the women's safe
27 house; Save the Children, Gigea Healing; Queensland Health;
28 the psyche with Queensland Health; Probation and Parole;
29 and North-West Remote Health. They were our sort of
30 biggest contributors for our domestic and family violence
31 weekly meeting.

32
33 So the sergeant would then - any domestic violence
34 occurrence that occurred in the last week would obviously
35 build up all those occurrences, send them out to all the
36 stakeholders ensuring - we had a policy on the island where
37 we would refer every victim and every respondent to our
38 services on the island. So that was something that we did
39 on the island. Then every domestic violence meeting those
40 occurrences, every one would go through ensuring that they
41 had received the referrals and it was basically like a case
42 management. So those cases would be managed and then we'd
43 go back and look at how any of the other cases are going
44 from the weeks before.

45
46 Q. And did these sort of initiatives in terms of
47 reviewing the files, having weekly meetings, did that help

1 in terms of addressing domestic and family violence?

2 A. Yes, I think so, definitely.

3

4 Q. And can you articulate how it's improved the
5 situation?

6 A. It's hard to say if there's a reduction. It's hard to
7 say. But definitely providing and giving a push to the
8 stakeholders to provide that support to both victims and
9 respondents, I definitely think that assisted because at
10 times it is hard on the island, especially because you
11 wouldn't always have - all the stakeholders wouldn't
12 actually have people in positions for support of
13 domestic violence because it is very hard to get people to
14 come and work on the island.

15

16 Q. And that is one of the challenges that you identify in
17 your statement as a significant challenge, that lack of
18 access to - lack of staffing for support services.

19 A. Yes.

20

21 Q. Would that be one of the biggest challenges that you
22 faced?

23 A. Definitely. You would see people, they would be new
24 to the island in stakeholder positions. You might see them
25 for two weeks and people - it is very isolated and people
26 don't realise that sometimes when they take jobs there. So
27 they would be there for two weeks and then we wouldn't see
28 them again. So it was quite frustrating. But also the
29 people that were there long-term, they did a fantastic job
30 with what they had.

31

32 Q. And was that challenge in terms of retaining and
33 recruiting staff also something that you experienced as
34 part of the Police Service?

35 A. Yes, it's not just stakeholders. Definitely for
36 police as well. Like I said earlier, it's the most
37 isolated station in the state. So the fatigue that police
38 officers have when you work on the island is huge,
39 especially if you're short-staffed. People don't want to
40 move away from their families and, like I said, you can't
41 drive out from the island. So just flying out is the only
42 way to get off the island. So you can't even have that
43 break sometimes when you need it. So I think, yes, it's
44 definitely hard to get people there.

45

46 And housing is a challenge for stakeholders and police
47 there. There's never enough housing for people to be

1 housed on the island. So that was one of my biggest
2 challenges to try to get people to come. If people
3 sometimes - if all my housing was taken up, I might just
4 have single housing available, like what we call barracks
5 accommodation. If I had a family that wanted to come to
6 the island I would have to say no, which is hard because
7 you want people to come. I used to find that when families
8 came to the island they would stay longer because they have
9 got that support mechanism with them and their children get
10 involved in the school and get involved in sports and all
11 that sort of thing. So they stay longer.

12

13 Q. Other than housing, is there anything specific that
14 you are able to identify that would assist in terms of that
15 staff retention or attraction?

16 A. I think on the island - we get pretty good allowances
17 on the island as police, but I think because you can't
18 drive out I think you get two flights a year, maybe having
19 one or two extra flights a year would be of assistance,
20 I definitely think for the island itself because it's so
21 specific.

22

23 COMMISSIONER: Do you think it would help if you knew at
24 the end of the two years you could pick where you were
25 going to go back to?

26 A. Yes, I definitely think it would help. But
27 I understand there's a lot of HR issues to be able to make
28 that happen. I know when I left the island it wasn't easy.

29

30 COMMISSIONER: But nothing's impossible.

31 A. No, nothing is impossible.

32

33 COMMISSIONER: And you think that would help?

34 A. I think so, yes. I think it's something that they
35 have previously looked at and the union has previously
36 talked about. But nothing has ever sort of come to
37 fruition with it. I have heard it talked about previously
38 and it's something that as police on the island you do talk
39 about and think that, yes, it would be good. Definitely.

40

41 MS CAPPELLANO: In terms of the lack of services you've
42 talked about that in terms of services, just having staff
43 on the ground, but another aspect of the sort of gap
44 perhaps in the service industry is the 24-hour nature of
45 policing but perhaps not service providers. Is that
46 something you experienced?

47

A. Yes. Police are pretty much the only 24-hour service

1 on the island really available. QAS obviously get called
2 out as well, but there are only two QAS officers on the
3 island and they work one up. So even if QAS are called out
4 police will be called with them because you're assisting
5 them with anything that might be going on. I definitely
6 think it is harder. You would like to think that other
7 services could assist longer hours, but it's not always the
8 case. I think it is just a staffing issue.

9
10 COMMISSIONER: So when Ben Allen was there, I don't know,
11 he might still be there?

12 A. Yes, I think he is. He works for Mission.

13
14 COMMISSIONER: He only worked nine to five? Like, he
15 wouldn't come on at night?

16 A. No, yes. So I think it's more that staffing issue.
17 Like, they have limited staffing so they really only can
18 work during the day. So the women's safety house was there
19 and it was available 24/7, but you couldn't always raise
20 people to open it up. You'd have to go out into the
21 community and find those people, wake them up, get them
22 back to the house to get people into a safe - you know,
23 safety.

24
25 MS CAPPELLANO: And you say that in your opinion if there
26 were more services some incidents would be able to be
27 prevented because there's not enough intervention and
28 support services?

29 A. I think if the services there were fully staffed, yes,
30 there could be lots of prevention and lots more prevention
31 happen. I think in a community like Mornington Island
32 education, education of domestic violence, what
33 domestic violence is, would be very helpful.

34
35 Q. And that's something that you indicate in the
36 statement, that there is a lack of understanding perhaps
37 and education on what constitutes domestic violence, and is
38 that limited to lack of understanding around concepts such
39 as coercive control or more broadly?

40 A. I think more broadly. Coercive control definitely
41 comes into it. But I think sometimes in community people
42 have been in those situations their whole life and they
43 actually don't know that it's probably not the way to live
44 your life, which is sad. So that education, and education
45 from a really young age, I think would make an extreme
46 difference.

47

1 Q. You also talk about the comprehension of orders once
2 they're in place and you give an example. Could you
3 outline that example?

4 A. Yes, I remember being in court and a defendant was
5 being spoken to by the magistrate, and I just remember he
6 told the magistrate he understood everything, and then as
7 I was walking him back into the cells and just chatting to
8 him he just said, "Ms, I don't understand what just
9 happened." I said, "That's all right. We'll sit down and
10 we'll talk about it and I'll take you through everything."
11 So I think sometimes it takes a little bit longer and just
12 have to sit down. I think courthouses can be very
13 overwhelming for small communities, just the fact that they
14 don't really know what it's about and they don't understand
15 what's going on. I've been a police officer for 22 years.
16 So I understand this process. But for someone who's never
17 been in a court before it can be very overwhelming and they
18 won't really take in the information.

19
20 Q. You also talk about legal services - talking about
21 courts and access to justice - that that's an area that you
22 saw as lacking in terms of the access to legal services?

23 A. Yes. So we had court once a month on the island. The
24 magistrate and all the court - all legals would fly in for
25 the day and then fly out. So a lot of - all the legal
26 process would happen at the front of the station prior to
27 the court happening. Sometimes they would fly in, like,
28 once I think throughout the month. I don't think I ever
29 saw them fly - be there for one or two days, do some work
30 and fly out, but that wasn't a regular thing whilst I was
31 there.

32
33 Q. So people's contact with lawyers might be on the day
34 of court?

35 A. That's right.

36
37 Q. In a pretty time poor environment.

38 A. Very time poor, yes.

39
40 Q. In terms of the housing issue that you talked about
41 making it difficult to recruit police staff you also
42 indicate the limited housing causing overcrowding is a
43 challenge which is then leading to domestic and family
44 violence on Mornington Island.

45 A. Yes. So definitely more housing is needed for the
46 community. When there isn't enough housing, obviously
47 families then all congregate at the one house and live in

1 the one house. So you're looking at two, three, four
2 families sometimes that are living in a three bedroom
3 house. So of course that's going to cause some issues,
4 especially when there's alcohol involved. So, yes,
5 definitely in my opinion housing is definitely an issue.
6 And I think design of housing for Indigenous communities is
7 definitely a big issue.

8
9 Q. What do you mean by that?

10 A. I used to talk about this to my PLO all the time, but
11 just the way First Nations people live their lives and how
12 important family is and the way they live within their
13 houses, the design could be very different and would be
14 very helpful.

15
16 Q. And practically what do you mean?

17 A. I think just, like, a normal, you know, square house,
18 it just doesn't suit how First Nations people on Mornington
19 Island, that's my experience, how they live.

20
21 COMMISSIONER: You mean like grouping the houses with a
22 central courtyard or something like that?

23 A. Yes, that's right.

24
25 COMMISSIONER: So that they could congregate together as a
26 family?

27 A. Yes, and they have their yarning time with their fire
28 and everything like that. The design could be - it could
29 be awesome, yes. Very different. Like I said, I used to
30 have these conversations with my PLO, Jimmy, all the time
31 and we would come up with lots of designs.

32
33 MS CAPPELLANO: And in terms of living and working on the
34 island was that - it was the only option for police, but
35 was that also important in terms of building that
36 relationship?

37 A. Yes, definitely. I think it's vital in a
38 First Nations community to be living within the community
39 because you become part of the community. When you go to
40 the shop - you know, I used to go to the shop thinking
41 I would be 10 minutes. No, you would be there an hour or
42 more just because everyone wants to talk to you and ask
43 questions and talk to you about what's happening in the
44 community. So it's definitely a vital part. First Nations
45 people want you to be a part of the community and you get
46 more respect when it's like that. Fly-in fly-out of
47 Indigenous communities policing will never work.

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. In terms of the fly-in fly-out services you've talked about community services who are living on the island but just not having staff.

A. Yes.

Q. In terms of government services an issue that you identify is that that really is a fly-in fly-out model at present, and that's problematic?

A. Yes. So the main two was Department of Housing and also the Department of Child Safety. They definitely flew in and flew out, and I don't know how hard it would have been for them to go and see those families because they had no relationship. They would come to us and ask us then to go out with them and introduce them to the families, which we did if we could and we had time, but obviously if we're busy and had other jobs we couldn't always do that.

Q. And how often would those support services, the government services, be on the island?

A. I would like to say once a month, but whilst I was there that wasn't a consistent thing.

Q. It seems from the evidence that you've given about those challenges that the issue of domestic and family violence and properly addressing domestic and family violence stems beyond looking just at police responses; would that be accurate?

A. Yes, 100 per cent.

Q. I would like to ask you now about your role - and I know it was only a brief period of time - but with the First Nations Multicultural Affairs Unit and I understand that --

COMMISSIONER: Before you leave Mornington Island, how many people are on Mornington Island?

A. Anywhere from 900 to about 1,300, depending on the time of year and what may be on on the island.

COMMISSIONER: Is there a high school there?

A. It only goes to year 10. That's another issue. If you want people to stay there's not, like, schooling for police families. They just don't have that continuous schooling. So year 10. Any children that do year 11 and 12 go to boarding school.

1 MS CAPPELLANO: And in terms of the question I was asking
2 you about you can't address it by just focusing on police
3 response, in terms of intervention and support would that
4 also require commitment from not only the community sector,
5 who are on the island, but also that government support
6 having a greater presence?

7 A. Yes, definitely. It's that working together with the
8 community, in conjunction with the community, and building
9 those relationships is how you move forward and get things
10 done.

11
12 Q. And is it the case - I think this is evidence that you
13 have given in your statement or earlier - that in your view
14 there are people in gaol in relation to domestic and family
15 violence matters that wouldn't be there if there simply
16 were the services to help them out?

17 A. Yes, and that education, I think; yes, definitely.

18
19 COMMISSIONER: Just one more thing that occurred to me.
20 Is Mornington one of the places where the Stolen Generation
21 were placed?

22 A. Yes. So it started off as a mission. That's the
23 background of it, stems from a mission. The missionaries
24 took them across, and they came from lots of
25 different - it's Lardil people in that area, but they are
26 from all the islands. There's about 14, 15 islands in the
27 Wellesley Islands group, but Mornington Island is the
28 biggest island.

29
30 MS CAPPELLANO: Thank you, Commissioner. Moving on now to
31 your role with the First Nations Multicultural Affairs
32 Unit, that was earlier this year until June of this year
33 you were relieving as the Acting Inspector in charge of
34 that unit and your role was in relation to working in
35 collaboration with PCAP in order to start to develop a
36 training package to increase cultural awareness; is that
37 correct?

38 A. Yes, so I was the Acting Inspector on the
39 First Nations side of the First Nations Multicultural
40 Affairs Unit. So when I got there my main focus - I was
41 only there for about two months, but my main focus was to
42 assist in the development of cultural training, starting
43 from recruiting. That was our main focus. But it will
44 extend up into in service training as well, and also the
45 updating of all our community specific profiles for each
46 discrete Indigenous community. So that was all started,
47 and it will continue.

1
2 In conjunction with that we started the Woorabinda
3 video project. So that's in conjunction with the community
4 specific profiles. So each community specific profile will
5 then have a video attached to it where each officer in
6 charge has been tasked to go out into the community, talk
7 to the Elders, traditional owners, stakeholders, and get
8 all the information that's needed for the community
9 specific profile and to update it to make sure that it is
10 as updated as possible. Then the video will also include
11 our Elders, stakeholders and the police and just talk about
12 basically what a police officer can expect when they're
13 first coming into community. It's just to assist in
14 familiarising a new officer with what they might come into
15 and what they might see and have to do and just making them
16 more culturally aware.

17
18 Q. And the Woorabinda video has been tendered in the
19 course of the Commission.

20 A. Yes.

21
22 Q. That's what's intended to be in partnership with the
23 locality profile for all --

24 A. Each discrete community, yes. So we have 15.

25
26 Q. And that's the work of the First Nations Multicultural
27 Affairs Unit in collaboration with PCAP?

28 A. No, that's in collaboration with Media and Public
29 Affairs Group.

30
31 Q. And it's the recruit training which is in
32 collaboration with PCAP?

33 A. That's right.

34
35 Q. Having worked in remote communities in Queensland,
36 including the position of officer in charge, how important
37 is it to have a unit such as the First Nations
38 Multicultural Affairs Unit there in order to build cultural
39 capability throughout the service?

40 A. I think it's extremely important.

41
42 COMMISSIONER: Only if it's got staff.

43 A. That's right, yes. So when I was there it was - it is
44 understaffed and the positions are only temporary. The
45 frustration that I felt when I was there is that because
46 the positions are only temporary there you might start a
47 project and start to build that capacity, but you don't

1 know if it's going to be seen through because they're only
2 temporary positions at this time. So is the project
3 I start going to be seen through and continue to build that
4 capability? So that was one of the challenges I found
5 working in the unit. But definitely it's very important to
6 have I think a centralised unit so then you can be
7 assisting all the communities around Queensland. I think
8 as an officer in charge if I had had that centralised unit
9 and be able to just ring up for some advice on different
10 things it would have been extremely helpful.

11
12 MS CAPPELLANO: And really the thing that you identify
13 which is limiting for that unit currently is the temporary
14 nature of the staffing structure?

15 A. Yes.

16
17 Q. And I think you indicated that you were the third
18 inspector --

19 A. That's correct.

20
21 Q. In perhaps an 18-month period?

22 A. Yes, that's right.

23
24 Q. And further staff - from what you say in your
25 statement, that unit is also understaffed?

26 A. Yes, and to be able to also be involved and get out to
27 those communities and be supportive and assist them it
28 definitely would need more staff.

29
30 MS CAPPELLANO: Thank you, Acting Inspector. They are the
31 questions that I have for you. Some of the other lawyers
32 may have some questions.

33
34 **<EXAMINATION BY MS HILLARD:**

35
36 Q. Acting Inspector, I'll just start with the housing
37 matters. Out of interest, my experience as a lawyer when
38 I go to these communities is that when the Department of
39 Child Safety, for example, turn up they will judge the fact
40 that there might be four or six children in one room.

41 That's very common in Indigenous communities, isn't it?

42 A. Even more, yes; more than four or five, yes.

43
44 Q. That would be a modest view.

45 A. Yes.

46
47 Q. In fact it wouldn't be uncommon for entirely families

1 to come over and stay and the entire family would be living
2 in one room in that house, wouldn't it?

3 A. Not uncommon at all.

4
5 Q. When you were talking about the ability and the
6 challenges trying to recruit people to go to the islands
7 you were talking about family and you're talking about the
8 ability to bring families in, how positive that is, but
9 then equally it's hard, the housing, but also because of
10 schooling.

11 A. Yes.

12
13 Q. Is there any capacity for schooling fees to be
14 supported, noting that you said that for grades 10 and 11
15 they have to be boarded; they can't be completed on the
16 island?

17 A. Yes, possibly. It could be something that could be
18 looked at.

19
20 Q. You're also talking about the difficulties in
21 attracting people, and I notice that you didn't once refer
22 to the fact that women don't want to go to the island
23 because they're afraid for their safety.

24 A. No.

25
26 Q. Not been an issue that you've experienced at all?

27 A. I had more women whilst I was OIC there than men.

28
29 Q. You've been involved in placing people in other places
30 in Queensland; is that right?

31 A. In placing people in?

32
33 Q. In filling other spots in Queensland or just mostly at
34 Mornington Island where you've --

35 A. No, just Mornington Island as OIC, yes.

36
37 Q. You spoke about the stakeholder group at paragraph 10
38 of your statement doesn't include Child Safety but it has
39 Save the Children and other stakeholders.

40 A. M'hmm.

41
42 Q. So I presume that they would identify risk to children
43 and act to protect children if that needs to happen if
44 there's a domestic and family violence incident?

45 A. They will be involved, yes.

46
47 Q. It must be incredibly difficult for you to perceive

1 Department of Child Safety to have a good relationship with
2 this community if they're fly-in and fly-out and go to you
3 to broker the introductions?

4 A. Yes, I don't know how they would do it.

5
6 Q. There was some evidence, you may or may not have been
7 present in the back of the courtroom. One of the issues
8 that the Commission has heard about is the fear of children
9 being taken and fear of children being stolen because the
10 department can be involved can be a barrier to people
11 reporting domestic and family violence. Is that something
12 you experienced or did you find that because you had those
13 good relationships that you could explain it to the
14 families?

15 A. Yes, I heard you mentioned that earlier, but I have
16 actually never come across that, to tell you the truth.
17 Yes, it's not something that I can even remember people
18 being frightened about, not on the island anyway; yes.

19
20 Q. Given that there seems to be some evidence about that
21 from different groups, First Nations groups and people and
22 the like, is that something that would be included in the
23 videos once they're completed perhaps?

24 A. Yes, it's definitely something that could be included,
25 yes.

26
27 Q. Forgive me, I haven't seen the Woorabinda video that's
28 been tendered, so I don't know the contents of it so
29 I apologise. Does it include information, for example, on
30 educating the officers about demeanours of Indigenous
31 person, misunderstanding the rolling of the eyes, they
32 might appear uncooperative when that's not really the case,
33 all of that sort of stuff?

34 A. Yes, it does; yes.

35
36 Q. Does it also include specific information about
37 domestic and family violence responses about how
38 statistically First Nations women often have head injuries?

39 A. It doesn't go into that sort of detail, no.

40
41 Q. Is that something that the officers are told about
42 when they sometimes go and where we know they'll be working
43 particularly closely with First Nations people?

44 A. Not in my experience, no. I also heard you say that
45 earlier, but it's not something that I have - I have never
46 heard that statistic before.

47

1 Q. Perhaps something that the higher-ups can develop and
2 work on educating everyone about perhaps. And just in
3 respect of those videos as well do they talk about supports
4 for the victim of domestic and family violence as being
5 supported to go through the court process to have charges
6 laid, social worker involvement and all that sort of stuff
7 on there?

8 A. I think overall the video is more general. It's not
9 so specific to domestic violence because you're just
10 looking for that general orientation. But that sort of
11 thing is something that you would go into more and I know
12 I would when I would orientate my new officers coming in.
13 It is dependent on I think each officer in charge, though,
14 and what they do because nothing is mandatory. So it
15 definitely would depend on the officer in charge and how
16 they orientate their staff.

17

18 Q. Just generally statistically speaking First Nations
19 women are often misidentified as respondents because they
20 reactively are violent to an incident in a history pattern
21 of domestic and family violence. I presume that's not also
22 part of the videos or explaining that?

23 A. No, because it's a general video, yes.

24

25 MS HILLARD: Commissioner, those are my questions.

26

27 MS MORRIS: I have no questions.

28

29 MR HUNTER: No questions.

30

31 MS CAPPELLANO: Thank you. I have no further questions,
32 Commissioner. If Acting Inspector Reilly could be excused?

33

34 COMMISSIONER: Yes, thanks for coming in.

35

36 <THE WITNESS WITHDREW

37

38 MS CAPPELLANO: That the last witness for today.

39

40 COMMISSIONER: Start at 9.30 tomorrow?

41

42 MS CAPPELLANO: Perhaps. Two of the longer witnesses are
43 only available after 2 pm.

44

45 COMMISSIONER: And how many witnesses do you have in the
46 morning?

47

1 MS CAPPELLANO: The first witnesses who are available are
2 the experts who are only available from 10.

3
4 COMMISSIONER: Okay.

5
6 MS CAPPELLANO: But I think we will comfortably
7 fit - "comfortably" might be an overstatement. I think we
8 will fit the morning witnesses in by lunchtime, but then
9 Assistant Commissioners Scanlon and Kelly are available
10 only in the afternoon.

11
12 COMMISSIONER: Okay. Counsel are aware that the first
13 witnesses tomorrow morning are three witnesses giving
14 evidence at once?

15
16 MS HILLARD: I am now, thank you.

17
18 COMMISSIONER: All right. Thank you.

19
20 **AT 4.35PM THE COMMISSION WAS ADJOURNED UNTIL FRIDAY,**
21 **5 AUGUST 2022**

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

#	1534:4, 1539:38 138,551 [2] - 1532:7, 1535:12 139 [1] - 1497:18 14 [3] - 1533:43, 1552:46, 1606:26 14,000 [1] - 1540:14 15 [10] - 1479:3, 1479:34, 1480:42, 1481:37, 1485:21, 1519:9, 1543:30, 1566:33, 1606:26, 1607:24 158 [1] - 1493:40 16 [2] - 1541:1, 1580:33 16/17 [7] - 1534:24, 1534:40, 1535:1, 1535:16, 1535:18, 1536:2, 1536:8 160 [1] - 1551:26 17 [3] - 1506:38, 1536:11, 1581:41 17-year-old [1] - 1541:1 17/18 [3] - 1534:36, 1535:6, 1535:22 18 [5] - 1483:37, 1516:43, 1540:40, 1578:23, 1580:34 18-month [1] - 1608:21 18/19 [2] - 1535:9, 1535:25 19 [1] - 1573:22 19,500 [1] - 1534:30 19,598 [1] - 1534:27 19/20 [3] - 1534:27, 1535:9, 1535:25	2010 [1] - 1553:15 2014 [1] - 1553:15 2015 [2] - 1476:17, 1480:45 2016 [4] - 1475:2, 1481:16, 1481:33, 1553:30 2017 [5] - 1536:10, 1536:13, 1549:6, 1577:29, 1593:46 2018 [3] - 1475:28, 1552:30, 1553:30 2018/2019 [1] - 1534:34 2019 [2] - 1488:2, 1567:15 2020 [4] - 1501:45, 1511:28, 1576:43, 1593:47 2021 [7] - 1501:45, 1506:34, 1511:28, 1520:15, 1539:47, 1544:1, 1544:6 2022 [8] - 1473:40, 1486:38, 1491:13, 1505:18, 1505:40, 1509:16, 1509:24, 1612:21 2023 [2] - 1509:17, 1509:25 2025 [3] - 1482:13, 1482:16 21 [2] - 1510:6, 1593:27 21,112 [1] - 1534:35 21,142 [1] - 1534:36 21,224 [1] - 1534:20 21/22 [1] - 1533:13 22 [3] - 1474:7, 1502:43, 1603:15 22,259 [1] - 1534:40 22,702 [1] - 1534:10 22,771 [1] - 1535:16 23 [2] - 1485:6, 1552:27 24 [4] - 1505:37, 1554:6, 1583:11, 1596:3 24-hour [3] - 1565:45, 1601:44, 1601:47 24/7 [2] - 1558:34, 1602:19 25 [2] - 1549:14, 1550:22 25,000 [1] - 1549:13 25,771 [1] - 1535:22 26 [2] - 1551:16, 1551:32 26,000 [1] - 1549:15 26,224 [1] - 1535:22	28,366 [1] - 1535:25	3	3 [1] - 1487:10 30 [5] - 1506:34, 1522:21, 1543:47, 1587:22, 1587:27 313 [1] - 1541:5 319 [1] - 1502:22 34,029 [1] - 1535:25 357 [1] - 1502:29 39 [1] - 1529:13	1537:12 83 [1] - 1537:10 85 [1] - 1539:1 86 [2] - 1511:32, 1537:24 89 [1] - 1498:37 89,458 [1] - 1535:2
'						
'hang [1] - 1536:38						
0						
0006 [2] - 1488:16, 1491:9						
1						
1 [3] - 1487:10, 1532:39, 1599:4 1,000 [1] - 1536:13 1,060 [1] - 1536:3 1,300 [1] - 1605:38 1,800 [1] - 1574:3 10 [8] - 1485:18, 1599:23, 1604:41, 1605:42, 1605:45, 1609:14, 1609:37, 1612:2 10,000 [1] - 1532:36 100 [7] - 1530:42, 1571:29, 1573:15, 1575:18, 1578:1, 1590:2, 1605:29 105,533 [1] - 1535:9 109 [1] - 1551:26 11 [2] - 1605:45, 1609:14 12 [13] - 1497:36, 1504:14, 1533:39, 1537:11, 1537:13, 1540:9, 1540:15, 1540:32, 1580:4, 1580:19, 1581:12, 1605:46 12-month [1] - 1562:18 120,618 [1] - 1535:10 120,985 [1] - 1539:38 125,000 [1] - 1549:16 13 [7] - 1537:11, 1537:20, 1537:21, 1576:36, 1584:25, 1584:27, 1590:15 133 [1] - 1532:4 133,000 [1] - 1527:5 1374 [2] - 1505:17, 1505:39 138,000 [3] - 1532:5,						
	2					
	2 [6] - 1487:10, 1520:15, 1544:5, 1552:12, 1583:12, 1611:43 2,145 [1] - 1536:3 20 [4] - 1501:45, 1535:21, 1537:13, 1587:29 20,000-odd [3] - 1532:31, 1532:34, 1549:3 20/21 [2] - 1535:10, 1535:26 20/21year [1] - 1539:45 200 [1] - 1502:23 2009 [2] - 1576:35, 1592:17					
			4			
			4 [6] - 1473:40, 1492:47, 1493:3, 1544:35, 1590:33, 1594:14 4.35PM [1] - 1612:20 40,039 [1] - 1535:26 43 [1] - 1540:25 46,601 [1] - 1535:26			
			5			
			5 [1] - 1612:21 5,169 [2] - 1533:14, 1534:10 50 [1] - 1502:37 500 [1] - 1557:41 53 [2] - 1520:44, 1540:26			
			6			
			6 [1] - 1570:38 6,835 [2] - 1533:17, 1534:20 60 [2] - 1552:42, 1552:43			
			7			
			7 [1] - 1540:24 7,898 [1] - 1534:41 7,900 [1] - 1534:28 7,914 [1] - 1534:31 70s [2] - 1577:20, 1586:5 75 [1] - 1538:47 77 [1] - 1484:20 7924 [1] - 1534:36			
			8			
			8,237 [1] - 1534:35 8/362 [1] - 1473:35 80 [2] - 1511:28,			
				9		
				9.3.1 [2] - 1497:20, 1499:17 9.30 [1] - 1611:40 90,018 [1] - 1535:6 900 [1] - 1605:38 96,792 [1] - 1535:9 98 [1] - 1534:31		
				A		
				ABC's [1] - 1586:3 abdomen [1] - 1545:9 ability [12] - 1475:37, 1489:37, 1517:26, 1565:9, 1567:32, 1574:36, 1575:9, 1578:39, 1589:37, 1591:1, 1609:5, 1609:8 able [64] - 1479:15, 1480:41, 1486:30, 1487:24, 1487:26, 1487:37, 1488:36, 1490:11, 1491:36, 1492:37, 1494:23, 1500:30, 1504:24, 1505:27, 1517:28, 1517:43, 1518:6, 1518:27, 1539:40, 1540:3, 1549:45, 1554:17, 1554:18, 1556:47, 1557:2, 1560:2, 1560:34, 1560:38, 1561:11, 1561:30, 1565:9, 1566:11, 1566:12, 1567:31, 1568:17, 1568:30, 1568:47, 1569:34, 1570:30, 1571:30, 1572:40, 1573:6, 1574:6, 1574:39, 1575:14, 1575:29, 1578:28, 1582:11, 1588:11, 1588:24, 1590:25, 1591:13, 1591:36, 1595:3, 1595:13, 1595:16, 1595:22, 1596:40, 1598:7, 1601:14, 1601:27,		

<p>1602:26, 1608:9, 1608:26</p> <p>Aboriginal [6] - 1525:8, 1565:3, 1565:7, 1565:17, 1575:27, 1578:35</p> <p>abreast [1] - 1520:30</p> <p>ABS [1] - 1587:27</p> <p>absolute [1] - 1516:7</p> <p>absolutely [22] - 1486:17, 1488:26, 1489:1, 1492:9, 1496:14, 1502:34, 1507:24, 1507:27, 1511:20, 1518:40, 1528:24, 1537:2, 1537:33, 1537:47, 1548:15, 1588:44, 1590:38, 1594:25, 1594:44, 1595:16, 1598:5, 1598:15</p> <p>abuse [3] - 1539:18, 1543:35, 1543:39</p> <p>academic [1] - 1553:40</p> <p>academics [1] - 1522:7</p> <p>academy [6] - 1554:29, 1592:15, 1592:17, 1592:19, 1592:28</p> <p>accept [33] - 1480:44, 1489:10, 1513:15, 1514:7, 1519:38, 1519:42, 1521:42, 1524:31, 1526:7, 1526:8, 1526:10, 1526:12, 1526:37, 1526:46, 1527:24, 1528:2, 1528:18, 1528:19, 1528:28, 1529:3, 1529:8, 1529:19, 1529:36, 1530:14, 1532:29, 1537:34, 1537:35, 1537:47, 1538:27, 1539:8, 1543:38, 1543:42, 1544:40</p> <p>acceptable [2] - 1483:23, 1554:38</p> <p>acceptance [1] - 1515:41</p> <p>accepted [4] - 1547:8, 1569:24, 1590:4, 1590:9</p> <p>accepting [2] - 1484:9, 1531:1</p> <p>access [9] - 1488:34, 1500:41, 1575:27, 1575:37, 1577:23,</p>	<p>1580:29, 1600:18, 1603:21, 1603:22</p> <p>accessible [1] - 1491:40</p> <p>accessing [1] - 1514:2</p> <p>accommodation [4] - 1558:36, 1565:31, 1565:33, 1601:5</p> <p>accounting [3] - 1533:13, 1550:37, 1565:12</p> <p>account [3] - 1519:39, 1538:16, 1575:35</p> <p>accountable [2] - 1489:4, 1560:37</p> <p>accounts [1] - 1514:12</p> <p>accuracy [1] - 1512:17</p> <p>accurate [7] - 1480:19, 1537:14, 1538:31, 1540:30, 1551:23, 1572:44, 1605:28</p> <p>achieve [10] - 1479:24, 1479:25, 1479:31, 1487:10, 1490:31, 1492:22, 1492:34, 1495:18, 1549:35, 1560:5</p> <p>achieved [5] - 1475:39, 1488:11, 1490:11, 1490:15</p> <p>achievements [1] - 1563:4</p> <p>achieving [1] - 1490:30</p> <p>acknowledge [1] - 1526:42</p> <p>ACs [1] - 1503:5</p> <p>Act [5] - 1515:16, 1540:43, 1540:46, 1541:8, 1549:6</p> <p>act [8] - 1507:32, 1542:33, 1542:41, 1574:33, 1581:44, 1582:7, 1590:23, 1609:43</p> <p>acted [1] - 1594:4</p> <p>Acting [3] - 1606:33, 1606:38, 1608:36</p> <p>acting [6] - 1478:7, 1544:46, 1555:46, 1593:24, 1608:30, 1611:32</p> <p>ACTION [1] - 1505:40</p> <p>action [34] - 1486:27, 1486:37, 1486:42, 1487:8, 1487:9, 1487:19, 1487:38, 1490:27, 1490:30,</p>	<p>1505:17, 1509:17, 1510:22, 1512:22, 1512:44, 1513:2, 1515:30, 1516:6, 1516:37, 1517:35, 1523:37, 1524:23, 1524:25, 1535:43, 1536:28, 1536:32, 1540:23, 1543:7, 1545:18, 1545:21, 1545:42, 1546:46, 1554:7, 1588:20</p> <p>action's [1] - 1536:33</p> <p>actioned [1] - 1573:45</p> <p>actions [6] - 1510:14, 1515:27, 1517:17, 1523:17, 1577:16, 1588:22</p> <p>active [1] - 1483:10</p> <p>activities [7] - 1486:45, 1490:28, 1492:33, 1508:39, 1570:31, 1572:22</p> <p>activity [5] - 1487:12, 1495:25, 1532:19, 1566:32, 1570:36</p> <p>acts [2] - 1513:6, 1513:24</p> <p>actual [4] - 1516:44, 1559:19, 1561:33, 1578:2</p> <p>ad [1] - 1585:36</p> <p>add [5] - 1489:26, 1499:6, 1526:43, 1536:2, 1541:44</p> <p>added [1] - 1543:14</p> <p>adding [2] - 1542:10, 1544:22</p> <p>addition [3] - 1484:28, 1496:28, 1521:23</p> <p>additional [6] - 1477:10, 1491:23, 1509:5, 1510:15, 1511:45, 1541:35</p> <p>address [10] - 1503:32, 1511:20, 1527:1, 1583:1, 1583:19, 1583:47, 1584:4, 1588:40, 1588:41, 1606:2</p> <p>addressed [2] - 1544:42, 1547:25</p> <p>addressing [2] - 1600:1, 1605:26</p> <p>adduced [1] - 1520:31</p> <p>adequacy [1] - 1517:6</p> <p>adjourn [2] - 1519:8, 1552:11</p> <p>ADJOURNED [1] - 1612:20</p>	<p>ADJOURNMENT [2] - 1519:13, 1552:14</p> <p>adjust [1] - 1487:20</p> <p>adjusting [1] - 1487:35</p> <p>admin [1] - 1476:38</p> <p>administration [2] - 1556:32, 1556:40</p> <p>administrative [2] - 1541:25, 1541:31</p> <p>admissions [1] - 1547:13</p> <p>admitted [1] - 1515:36</p> <p>adopt [4] - 1572:20, 1598:21, 1598:23</p> <p>adopt-a-cop [2] - 1572:20, 1598:21</p> <p>adopt-a-cops [2] - 1598:21, 1598:23</p> <p>adopted [1] - 1494:45</p> <p>adopting [2] - 1497:26, 1567:35</p> <p>advantage [1] - 1563:42</p> <p>advice [8] - 1475:14, 1501:18, 1507:42, 1538:2, 1543:25, 1555:13, 1584:46, 1608:9</p> <p>advise [1] - 1556:8</p> <p>advisory [1] - 1531:10</p> <p>affair [1] - 1557:43</p> <p>affairs [3] - 1594:6, 1605:33, 1607:29</p> <p>Affairs [4] - 1606:31, 1606:40, 1607:27, 1607:38</p> <p>affirmed [2] - 1552:21, 1564:26</p> <p>afoot [1] - 1483:26</p> <p>afraid [1] - 1609:23</p> <p>African [2] - 1571:39, 1585:8</p> <p>after-hours [2] - 1558:25, 1565:47</p> <p>afternoon [2] - 1598:28, 1612:10</p> <p>afternoons [2] - 1594:41, 1594:42</p> <p>age [3] - 1552:42, 1580:40, 1602:45</p> <p>agencies [29] - 1475:23, 1478:19, 1482:29, 1482:35, 1509:7, 1548:10, 1555:14, 1555:23, 1555:36, 1556:8, 1556:15, 1558:11, 1558:15, 1558:47, 1559:3, 1559:43,</p>	<p>1559:44, 1560:12, 1560:21, 1560:46, 1561:10, 1561:13, 1568:4, 1569:5, 1569:18, 1569:29, 1572:17, 1572:23, 1572:33</p> <p>agency [14] - 1490:16, 1493:36, 1538:13, 1548:27, 1555:39, 1558:30, 1559:4, 1559:13, 1560:28, 1560:36, 1560:43, 1561:1, 1566:42, 1582:10</p> <p>aggregated [2] - 1496:32, 1497:30</p> <p>aggregating [1] - 1482:29</p> <p>aggrieved [10] - 1502:2, 1506:45, 1512:23, 1515:31, 1515:33, 1516:2, 1524:12, 1533:24, 1541:11, 1544:37</p> <p>aggrieved's [2] - 1513:1, 1587:42</p> <p>aggrieveds [5] - 1478:20, 1502:17, 1503:39, 1515:28, 1517:6</p> <p>aggrieveds' [1] - 1514:32</p> <p>ago [4] - 1480:45, 1577:15, 1590:19, 1592:18</p> <p>agree [13] - 1474:39, 1482:10, 1497:9, 1511:35, 1512:27, 1520:38, 1523:44, 1537:29, 1538:26, 1544:15, 1547:5, 1592:11</p> <p>agreed [6] - 1479:29, 1479:32, 1501:6, 1523:31, 1523:43, 1547:32</p> <p>agreement [4] - 1500:17, 1500:19, 1500:23, 1500:46</p> <p>aid [1] - 1521:36</p> <p>Ainsworth [1] - 1520:43</p> <p>aired [1] - 1530:24</p> <p>alarms [1] - 1511:18</p> <p>albeit [4] - 1479:16, 1479:22, 1525:41, 1529:24</p> <p>alcohol [4] - 1560:25, 1598:44, 1598:46,</p>
---	--	---	--	--

1604:4 alert [2] - 1570:17, 1570:19 aligned [2] - 1514:42, 1542:18 alike [1] - 1525:31 allegations [1] - 1516:35 alleged [1] - 1510:7 Allen [1] - 1602:10 alleviate [1] - 1588:13 alleviated [1] - 1512:39 allocated [9] - 1476:26, 1483:33, 1484:17, 1486:13, 1497:36, 1498:39, 1498:40, 1503:13, 1503:34 allocation [3] - 1484:46, 1493:6, 1503:4 allow [10] - 1479:12, 1489:12, 1517:20, 1557:41, 1580:43, 1580:44, 1581:1, 1584:13, 1584:47, 1585:47 allowances [1] - 1601:16 allowed [3] - 1477:11, 1559:15, 1580:45 allowing [3] - 1529:1, 1539:27, 1539:28 allows [4] - 1488:33, 1495:10, 1530:23, 1584:36 almost [7] - 1502:4, 1502:13, 1502:25, 1502:26, 1526:18, 1554:40, 1563:36 alone [1] - 1484:19 alternate [2] - 1510:25, 1544:26 alternative [2] - 1498:21, 1569:6 alternatively [1] - 1591:28 amazing [2] - 1486:16, 1486:19 ambit [1] - 1545:44 ambulance [1] - 1597:7 amended [4] - 1497:20, 1497:25, 1499:18, 1549:6 amendments [2] - 1488:31, 1491:25 amount [5] - 1538:30, 1538:32, 1538:36,	1549:24, 1558:38 analogy [1] - 1531:21 analytical [2] - 1503:44, 1517:32 analytics [1] - 1504:43 AND [4] - 1473:12, 1550:24, 1551:18 Andrew [1] - 1580:2 anger [1] - 1573:4 angst [1] - 1595:21 ANITA [1] - 1564:26 Anita [5] - 1474:3, 1564:23, 1583:7, 1583:8, 1586:44 ANNA [1] - 1473:28 annexed [2] - 1486:28, 1490:34 annual [3] - 1492:15, 1535:34, 1572:22 anonymous [2] - 1570:9, 1570:11 answer [12] - 1477:33, 1480:4, 1480:34, 1494:4, 1504:24, 1505:42, 1505:46, 1509:25, 1530:16, 1540:34, 1548:33, 1589:13 answering [2] - 1476:36, 1591:46 answers [3] - 1491:16, 1583:2, 1591:23 Anthony [1] - 1508:45 anyway [3] - 1512:14, 1547:17, 1610:18 apart [4] - 1513:4, 1560:27, 1560:36, 1583:9 apologies [1] - 1584:30 apologise [1] - 1610:29 apparent [3] - 1514:14, 1524:2, 1527:32 Appeal [1] - 1536:16 appear [5] - 1497:23, 1515:3, 1539:10, 1545:14, 1610:32 appeared [3] - 1515:23, 1532:8, 1563:1 appearing [1] - 1552:19 applicable [1] - 1529:9 application [7] - 1502:6, 1502:10, 1502:14, 1502:19, 1502:27, 1524:25,	1533:25 applications [26] - 1482:15, 1502:20, 1504:46, 1521:26, 1532:32, 1532:42, 1533:14, 1534:7, 1534:8, 1534:10, 1534:11, 1534:19, 1534:20, 1534:28, 1534:31, 1534:35, 1534:36, 1534:41, 1535:32, 1535:34, 1536:29, 1549:2, 1549:4 apply [3] - 1500:43, 1500:44, 1539:24 appreciate [2] - 1490:2, 1512:1 appreciated [1] - 1579:34 apprehend [1] - 1538:28 approach [16] - 1475:45, 1476:21, 1494:8, 1494:14, 1495:5, 1498:2, 1518:10, 1522:46, 1544:11, 1547:18, 1548:12, 1548:14, 1559:20, 1570:14, 1589:27, 1598:38 approached [1] - 1566:7 approaches [2] - 1518:11, 1546:19 appropriate [13] - 1475:18, 1475:23, 1491:45, 1492:7, 1500:5, 1537:15, 1545:21, 1548:16, 1549:19, 1565:14, 1586:14, 1588:46, 1589:30 appropriately [3] - 1494:41, 1515:27, 1573:45 appropriateness [1] - 1545:45 approval [4] - 1541:42, 1541:44, 1541:46, 1541:47 approved [1] - 1573:7 April [3] - 1501:45, 1593:47 apt [3] - 1523:22, 1523:26, 1529:37 archaic [1] - 1489:4 area [45] - 1475:23, 1478:12, 1479:22, 1482:17, 1482:31,	1482:35, 1484:3, 1484:34, 1488:6, 1490:8, 1493:44, 1494:12, 1494:13, 1494:18, 1494:39, 1495:6, 1495:31, 1497:30, 1500:18, 1504:8, 1504:30, 1504:39, 1505:30, 1506:31, 1512:31, 1517:5, 1522:7, 1522:8, 1535:41, 1535:46, 1537:29, 1554:26, 1557:18, 1559:37, 1560:43, 1566:20, 1567:5, 1575:34, 1577:22, 1580:6, 1592:22, 1603:21, 1606:25 areas [30] - 1479:23, 1481:29, 1482:31, 1484:39, 1486:7, 1490:10, 1490:46, 1490:47, 1494:11, 1494:17, 1497:32, 1498:17, 1499:39, 1505:1, 1513:38, 1528:26, 1529:20, 1533:15, 1535:37, 1536:1, 1541:18, 1547:7, 1548:27, 1551:26, 1553:9, 1553:10, 1563:28, 1596:34, 1596:41 argue [2] - 1487:16, 1518:9 argument [3] - 1484:43, 1542:38, 1545:20 arising [4] - 1497:15, 1514:37, 1543:20, 1543:30 armed [1] - 1515:35 arose [1] - 1474:38 arrange [3] - 1492:47, 1496:17, 1561:24 arrangement [1] - 1482:4 arrangements [2] - 1518:36, 1558:44 arresting [1] - 1521:32 arrival [2] - 1554:32, 1596:27 arrive [5] - 1474:24, 1554:6, 1554:16, 1557:4, 1592:11 arrived [6] - 1476:16, 1480:8, 1492:46, 1493:25, 1511:34, 1512:40	articulate [3] - 1532:13, 1572:40, 1600:4 articulated [4] - 1487:38, 1498:27, 1508:39, 1513:29 artist [1] - 1579:22 artists [2] - 1579:37, 1580:18 artwork [17] - 1579:5, 1579:6, 1579:10, 1579:13, 1579:18, 1579:23, 1579:27, 1579:30, 1579:34, 1579:35, 1579:37, 1580:1, 1580:3, 1580:4, 1580:8, 1580:9, 1580:20 aspect [7] - 1527:25, 1529:26, 1531:6, 1537:19, 1585:35, 1595:2, 1601:43 aspects [6] - 1476:46, 1494:34, 1526:13, 1526:30, 1526:46, 1529:11 aspirational [1] - 1481:39 aspirations [1] - 1515:45 aspire [1] - 1479:3 aspired [1] - 1491:28 assault [2] - 1515:37, 1577:40 assaults [2] - 1542:20, 1588:29 asserted [1] - 1545:8 assess [2] - 1479:34, 1490:27 assessed [1] - 1541:43 assessment [40] - 1478:41, 1479:42, 1480:11, 1480:16, 1481:26, 1488:17, 1491:20, 1502:44, 1503:4, 1503:13, 1504:8, 1506:10, 1506:14, 1506:31, 1507:1, 1507:4, 1509:11, 1509:12, 1509:16, 1509:21, 1509:23, 1509:24, 1509:31, 1510:5, 1510:6, 1510:9, 1510:29, 1511:2, 1512:34, 1513:45, 1516:33, 1516:34, 1517:24, 1518:28, 1535:42, 1543:47,
---	--	---	---	---

<p>1544:30, 1545:13, 1551:41</p> <p>ASSESSMENT [1] - 1485:9</p> <p>assessment" [1] - 1509:45</p> <p>assessments [5] - 1504:31, 1517:29, 1517:44, 1518:6, 1580:45</p> <p>assigned [1] - 1485:44</p> <p>assist [14] - 1475:13, 1477:23, 1478:10, 1530:43, 1537:43, 1570:32, 1575:25, 1575:29, 1594:18, 1601:14, 1602:7, 1606:42, 1607:13, 1608:27</p> <p>assistance [11] - 1499:30, 1504:15, 1504:29, 1505:43, 1530:14, 1554:4, 1565:29, 1566:8, 1582:31, 1585:30, 1601:19</p> <p>Assistant [26] - 1474:12, 1474:18, 1474:29, 1474:35, 1476:15, 1479:39, 1480:9, 1481:7, 1485:3, 1485:12, 1503:3, 1505:19, 1509:28, 1509:46, 1510:35, 1510:36, 1510:41, 1511:24, 1516:24, 1516:27, 1519:15, 1531:37, 1540:2, 1552:3, 1552:5, 1612:9</p> <p>assistant [3] - 1484:1, 1510:3, 1531:47</p> <p>assisted [2] - 1568:35, 1600:9</p> <p>Assisting [3] - 1538:18, 1539:14, 1543:45</p> <p>ASSISTING [1] - 1473:26</p> <p>assisting [5] - 1544:42, 1565:32, 1572:40, 1602:4, 1608:7</p> <p>associated [3] - 1488:41, 1580:47, 1594:29</p> <p>assume [4] - 1503:37, 1520:28, 1537:38, 1539:10</p>	<p>assuming [2] - 1500:41, 1513:8</p> <p>assumption [1] - 1510:10</p> <p>assumptions [2] - 1511:25, 1511:34</p> <p>assurance [1] - 1503:45</p> <p>asterisk [1] - 1551:6</p> <p>AT [1] - 1612:20</p> <p>ATSILS [1] - 1521:46</p> <p>attach [1] - 1500:28</p> <p>attached [3] - 1500:17, 1510:5, 1607:5</p> <p>attaching [1] - 1499:30</p> <p>attachment [2] - 1500:35, 1500:36</p> <p>attack [1] - 1584:4</p> <p>attacked [1] - 1559:32</p> <p>attempted [3] - 1489:43, 1511:42, 1574:24</p> <p>attempting [1] - 1490:36</p> <p>attempts [1] - 1549:34</p> <p>attend [13] - 1503:39, 1511:29, 1513:42, 1524:3, 1555:8, 1568:13, 1568:22, 1569:16, 1570:2, 1570:6, 1588:40, 1594:39</p> <p>attendance [1] - 1522:45</p> <p>attendances [1] - 1502:5</p> <p>attended [1] - 1502:2</p> <p>attending [10] - 1475:14, 1488:24, 1489:40, 1492:20, 1510:11, 1525:38, 1533:30, 1554:32, 1568:24, 1568:26</p> <p>attends [1] - 1565:26</p> <p>attention [19] - 1491:2, 1506:13, 1507:26, 1507:31, 1508:27, 1511:15, 1512:25, 1512:32, 1513:33, 1514:19, 1514:25, 1514:30, 1515:26, 1516:4, 1525:32, 1527:15, 1535:47, 1538:46, 1540:33</p> <p>attitude [3] - 1527:11, 1527:36, 1563:3</p> <p>attitudes [14] - 1523:9,</p>	<p>1523:16, 1523:22, 1523:28, 1523:33, 1523:36, 1525:42, 1526:29, 1527:31, 1527:34, 1527:35, 1528:14, 1528:29, 1563:5</p> <p>Attorney [1] - 1565:23</p> <p>Attorney-General [1] - 1565:23</p> <p>attracted [1] - 1577:42</p> <p>attracting [1] - 1609:21</p> <p>attraction [1] - 1601:15</p> <p>attributed [1] - 1583:20</p> <p>audible [1] - 1522:33</p> <p>audio [1] - 1522:32</p> <p>Audit [1] - 1497:29</p> <p>audit [1] - 1599:14</p> <p>AUGUST [1] - 1612:21</p> <p>August [2] - 1473:40, 1593:46</p> <p>Aurukun [10] - 1553:14, 1553:23, 1553:25, 1555:8, 1557:19, 1558:28, 1558:46, 1559:6, 1559:23, 1559:39</p> <p>auspice [1] - 1565:2</p> <p>auspiced [2] - 1575:26, 1582:34</p> <p>Australia [2] - 1593:32, 1599:26</p> <p>Australian [2] - 1587:28, 1593:36</p> <p>authored [1] - 1553:36</p> <p>authorising [1] - 1509:3</p> <p>automatic [1] - 1514:40</p> <p>automatically [2] - 1539:9, 1540:42</p> <p>availability [2] - 1487:43, 1558:10</p> <p>available [11] - 1492:24, 1496:25, 1563:34, 1591:28, 1601:4, 1602:1, 1602:19, 1611:43, 1612:1, 1612:2, 1612:9</p> <p>avoid [6] - 1478:21, 1528:23, 1530:34, 1531:30, 1533:23</p> <p>avoiding [2] - 1510:23, 1523:46</p> <p>aware [41] - 1478:22, 1478:24, 1489:21,</p>	<p>1489:30, 1490:46, 1491:44, 1500:19, 1500:25, 1501:39, 1501:43, 1502:17, 1502:36, 1503:13, 1504:19, 1506:17, 1511:38, 1514:30, 1515:5, 1516:15, 1519:16, 1521:2, 1521:16, 1521:45, 1521:47, 1522:5, 1522:44, 1524:9, 1524:44, 1524:47, 1526:3, 1526:4, 1546:3, 1546:41, 1554:11, 1554:19, 1570:16, 1577:31, 1577:33, 1589:32, 1607:16, 1612:12</p> <p>awareness [8] - 1510:16, 1514:22, 1544:19, 1566:27, 1592:14, 1596:20, 1597:5, 1606:36</p> <p>awesome [2] - 1595:5, 1604:29</p>	<p>barriers [4] - 1563:37, 1589:25, 1590:15, 1595:2</p> <p>barristers [1] - 1501:7</p> <p>base [2] - 1483:38, 1562:39</p> <p>based [17] - 1478:17, 1478:40, 1479:14, 1488:7, 1506:26, 1511:25, 1511:34, 1513:8, 1518:42, 1536:37, 1565:39, 1571:13, 1575:32, 1583:29, 1594:32, 1596:39</p> <p>basis [13] - 1478:18, 1478:39, 1482:10, 1482:30, 1484:38, 1502:39, 1505:5, 1516:40, 1530:8, 1544:46, 1558:16, 1558:34, 1568:33</p> <p>Bateman [1] - 1587:14</p> <p>Bay [3] - 1485:34, 1485:36, 1485:37</p> <p>bear [1] - 1536:26</p> <p>bearing [4] - 1513:32, 1536:44, 1573:47, 1579:39</p> <p>became [3] - 1506:17, 1511:37, 1598:32</p> <p>become [3] - 1516:15, 1585:15, 1604:39</p> <p>becoming [1] - 1588:25</p> <p>bed [1] - 1598:29</p> <p>bedroom [1] - 1604:2</p> <p>begin [4] - 1559:26, 1565:19, 1589:11, 1594:13</p> <p>begun [1] - 1584:8</p> <p>behalf [2] - 1496:32, 1503:45</p> <p>behaviour [5] - 1523:37, 1573:2, 1573:3, 1582:12, 1584:1</p> <p>behavioural [1] - 1542:22</p> <p>behaviours [4] - 1523:17, 1526:29, 1528:7, 1563:5</p> <p>behind [4] - 1487:11, 1494:24, 1581:4, 1588:35</p> <p>belief [3] - 1512:45, 1515:38, 1570:42</p> <p>beliefs [7] - 1523:9, 1523:16, 1523:23, 1523:28, 1523:33,</p>
			B	
				<p>background [12] - 1475:1, 1492:43, 1507:4, 1508:16, 1512:38, 1525:9, 1585:8, 1589:47, 1590:7, 1593:40, 1606:23</p> <p>backgrounds [2] - 1580:28, 1580:29</p> <p>bad [2] - 1517:46, 1535:47</p> <p>bail [6] - 1501:37, 1502:38, 1503:25, 1514:5, 1539:34, 1551:39</p> <p>balance [4] - 1491:37, 1492:35, 1527:40, 1539:1</p> <p>balanced [1] - 1528:25</p> <p>balancing [2] - 1528:11, 1538:12</p> <p>balk [1] - 1524:31</p> <p>bang [1] - 1489:10</p> <p>Bar [1] - 1551:43</p> <p>barbecues [2] - 1597:27</p> <p>barracks [1] - 1601:4</p> <p>barrier [4] - 1584:45, 1587:44, 1589:17, 1610:10</p>

<p>1523:36, 1525:33 believes [1] - 1516:16 bell [1] - 1521:41 belonged [1] - 1580:22 Ben [1] - 1602:10 bench [1] - 1557:21 benchmarks [1] - 1509:7 beneath [1] - 1530:15 beneficial [1] - 1548:30 benefit [2] - 1505:28, 1517:47 benefits [1] - 1547:29 Bentley [2] - 1497:14, 1499:26 beside [1] - 1580:30 best [17] - 1478:46, 1484:3, 1484:33, 1484:45, 1498:19, 1501:2, 1503:31, 1511:43, 1518:4, 1553:37, 1559:7, 1561:47, 1567:32, 1574:7, 1574:36, 1575:8, 1597:41 better [25] - 1489:3, 1496:33, 1496:47, 1497:2, 1499:44, 1517:20, 1519:43, 1529:47, 1535:39, 1539:16, 1539:25, 1547:18, 1554:12, 1554:14, 1558:31, 1561:27, 1573:6, 1575:33, 1578:46, 1583:19, 1585:44, 1585:47, 1589:13, 1591:36, 1597:43 between [28] - 1475:35, 1477:2, 1482:7, 1483:41, 1492:35, 1494:10, 1501:44, 1501:45, 1504:28, 1514:7, 1523:31, 1523:35, 1532:39, 1555:45, 1556:22, 1558:47, 1559:29, 1571:27, 1572:39, 1574:12, 1574:22, 1577:9, 1578:23, 1578:24, 1581:44, 1582:7, 1588:23, 1594:27 beyond [8] - 1476:40, 1482:24, 1489:8, 1528:30, 1529:22, 1532:19, 1556:18, 1605:27</p>	<p>biases [1] - 1539:27 big [9] - 1554:3, 1558:9, 1563:42, 1569:11, 1589:36, 1595:31, 1596:9, 1598:18, 1604:7 bigger [4] - 1528:15, 1537:32, 1558:40, 1578:40 biggest [6] - 1595:17, 1598:42, 1599:30, 1600:21, 1601:1, 1606:28 birth [2] - 1514:32, 1516:44 bit [14] - 1482:7, 1487:34, 1487:35, 1523:25, 1531:18, 1555:36, 1556:18, 1556:23, 1567:46, 1577:25, 1577:31, 1580:7, 1588:4, 1603:11 bites [1] - 1571:17 Bjarnesen [1] - 1539:9 BJC.002.0005 [1] - 1486:35 black [1] - 1515:31 blame [1] - 1562:43 blaming [1] - 1481:6 blanket [1] - 1498:6 bloodied [1] - 1515:31 Blue [6] - 1570:34, 1570:45, 1580:15, 1580:23, 1581:32 blue [1] - 1561:22 board [3] - 1493:32, 1540:28, 1565:16 boarded [1] - 1609:15 boarding [1] - 1605:46 boat [2] - 1554:18, 1557:1 boats [1] - 1514:3 body [8] - 1481:23, 1491:22, 1503:29, 1521:24, 1521:30, 1545:20, 1580:41, 1588:11 body-worn [4] - 1503:29, 1521:24, 1521:30, 1588:11 books [1] - 1554:30 bottom [1] - 1486:36 boundaries [2] - 1494:2, 1494:10 boundary [2] - 1493:43, 1494:20 Bourke [3] - 1567:37, 1583:29, 1583:30 box [5] - 1481:18,</p>	<p>1486:36, 1488:13, 1488:45, 1491:8 bracket [2] - 1580:34, 1580:39 breach [1] - 1573:16 breaches [10] - 1504:6, 1516:16, 1530:10, 1534:44, 1535:14, 1535:15, 1535:28, 1535:37, 1573:13, 1573:19 breaching [3] - 1513:25, 1530:10, 1532:17 break [6] - 1494:2, 1495:17, 1582:28, 1583:36, 1584:37, 1600:43 breakdown [1] - 1504:46 breakdowns [1] - 1536:4 breakfast [1] - 1570:39 breaking [2] - 1583:38, 1583:39 breath [2] - 1536:17, 1536:19 Brendan [1] - 1474:3 Brendon [1] - 1552:18 BRENDON [1] - 1552:21 brew [1] - 1598:47 Brian [2] - 1474:12, 1474:29 BRIAN [1] - 1474:31 bridge [1] - 1592:1 brief [1] - 1605:32 briefed [2] - 1493:24, 1557:7 briefing [1] - 1509:2 briefings [1] - 1562:4 briefly [3] - 1474:22, 1553:44, 1570:31 bring [7] - 1499:10, 1550:30, 1562:41, 1583:34, 1584:3, 1595:23, 1609:8 bringing [2] - 1494:23, 1527:37 Brisbane [11] - 1473:34, 1473:35, 1485:27, 1485:33, 1500:12, 1500:18, 1500:29, 1500:44, 1585:13, 1592:29 broad [1] - 1571:47 broader [6] - 1492:36, 1527:5, 1531:26, 1568:32, 1586:29,</p>	<p>1587:6 broadly [3] - 1585:31, 1602:39, 1602:40 broken [1] - 1550:36 broker [1] - 1610:3 brother [1] - 1589:38 brought [13] - 1474:18, 1474:20, 1483:44, 1491:2, 1506:12, 1507:26, 1507:31, 1511:15, 1512:25, 1514:18, 1516:4, 1540:33, 1568:13 Brown [1] - 1476:19 bruise [1] - 1545:9 bruises [1] - 1545:6 budgetary [1] - 1556:26 build [13] - 1546:16, 1546:17, 1557:33, 1562:3, 1567:20, 1578:28, 1578:45, 1579:6, 1597:42, 1599:35, 1607:38, 1607:47, 1608:3 building [12] - 1482:37, 1488:7, 1524:40, 1531:21, 1551:25, 1570:33, 1571:21, 1571:27, 1589:8, 1598:12, 1604:35, 1606:8 builds [1] - 1590:2 built [4] - 1482:16, 1484:19, 1494:40, 1495:44 bulk [2] - 1510:36, 1520:32 bunch [2] - 1537:27, 1583:37 bundle [2] - 1474:2, 1474:13 BUNDLE [1] - 1474:9 burdens [1] - 1541:31 bureau [1] - 1587:28 Burnett [1] - 1485:37 burnout [1] - 1525:37 business [5] - 1486:18, 1580:17, 1596:35, 1596:36 businesses [1] - 1559:14 busy [1] - 1605:17 but [1] - 1585:44 button [1] - 1489:7 buy [3] - 1494:12, 1578:41, 1581:31 BY [11] - 1474:33, 1531:45, 1548:46,</p>	<p>1552:23, 1563:15, 1564:28, 1573:33, 1576:15, 1591:8, 1593:9, 1608:34</p>
C				
<p>Caboolture [4] - 1485:40, 1485:43, 1494:16, 1494:18 CACH [9] - 1578:32, 1578:34, 1578:47, 1581:29, 1581:34, 1582:17, 1582:34, 1582:44, 1584:2 Cairns [2] - 1486:2, 1558:27 CALD [1] - 1525:9 calendar [1] - 1532:6 call-out [1] - 1569:42 call-outs [4] - 1523:46, 1524:3, 1594:39, 1598:43 callout [1] - 1533:30 callouts [3] - 1496:39, 1546:44, 1546:45 calm [3] - 1514:13, 1595:17, 1595:33 camera [3] - 1521:24, 1521:30, 1588:11 cameras [1] - 1503:29 cannot [2] - 1519:46, 1594:16 canteen [1] - 1581:21 canvass [1] - 1544:10 capabilities [1] - 1484:12 capability [44] - 1478:40, 1479:4, 1479:14, 1479:15, 1479:29, 1479:33, 1479:35, 1480:10, 1480:42, 1481:34, 1482:2, 1482:9, 1482:15, 1482:24, 1482:33, 1483:5, 1483:9, 1483:29, 1484:15, 1484:37, 1485:3, 1485:22, 1487:1, 1488:7, 1488:33, 1489:11, 1494:3, 1494:13, 1497:33, 1503:21, 1503:43, 1503:45, 1517:27, 1517:28, 1517:31, 1517:32, 1517:33, 1518:5, 1518:21, 1518:34, 1546:15, 1607:39, 1608:4</p>				

<p>CAPABILITY [1] - 1485:8</p> <p>Capability [1] - 1503:6</p> <p>capacity [15] - 1483:29, 1484:5, 1484:19, 1487:1, 1503:44, 1504:3, 1504:9, 1518:32, 1527:40, 1561:23, 1584:22, 1584:23, 1590:2, 1607:47, 1609:13</p> <p>CAPPELLANO [28] - 1473:28, 1552:18, 1552:23, 1563:9, 1564:14, 1564:23, 1564:28, 1573:28, 1576:1, 1576:6, 1576:15, 1590:28, 1592:42, 1593:4, 1593:9, 1596:43, 1601:41, 1602:25, 1604:33, 1606:1, 1606:30, 1608:12, 1608:30, 1611:31, 1611:38, 1611:42, 1612:1, 1612:6</p> <p>Capricornia [3] - 1481:47, 1482:17, 1482:30</p> <p>capture [3] - 1503:30, 1504:27, 1533:10</p> <p>captured [3] - 1499:41, 1501:12, 1506:7</p> <p>capturing [1] - 1503:29</p> <p>car [7] - 1579:30, 1579:37, 1580:20, 1580:22, 1580:24, 1580:27, 1581:4</p> <p>cards [1] - 1561:23</p> <p>care [6] - 1495:39, 1495:45, 1497:7, 1546:6, 1565:11, 1580:25</p> <p>career [3] - 1553:45, 1590:35, 1590:38</p> <p>careful [1] - 1528:10</p> <p>carer [1] - 1540:45</p> <p>carried [2] - 1565:11, 1565:25</p> <p>Carroll [6] - 1519:31, 1519:37, 1520:5, 1527:19, 1530:20, 1544:6</p> <p>Carroll's [1] - 1529:27</p> <p>cars [1] - 1580:30</p> <p>case [34] - 1482:47, 1498:5, 1499:24,</p>	<p>1499:33, 1501:11, 1515:25, 1526:39, 1529:17, 1532:2, 1552:25, 1552:41, 1553:8, 1553:24, 1558:18, 1561:17, 1564:4, 1565:32, 1568:4, 1569:12, 1572:11, 1573:12, 1573:21, 1575:12, 1576:22, 1576:30, 1582:29, 1583:26, 1583:40, 1584:10, 1594:24, 1599:41, 1602:8, 1606:12, 1610:32</p> <p>cases [10] - 1475:6, 1475:18, 1502:42, 1502:43, 1515:10, 1515:38, 1516:47, 1526:41, 1599:42, 1599:43</p> <p>casual [1] - 1586:20</p> <p>categories [3] - 1541:40, 1541:47, 1547:12</p> <p>categorise [1] - 1541:46</p> <p>categorised [2] - 1541:23, 1543:37</p> <p>categorising [1] - 1543:32</p> <p>category [6] - 1502:8, 1505:6, 1540:45, 1541:9, 1543:23, 1543:41</p> <p>caught [2] - 1581:2, 1581:3</p> <p>causal [1] - 1586:20</p> <p>caused [2] - 1559:29, 1563:3</p> <p>causes [3] - 1513:33, 1514:19, 1525:34</p> <p>causing [1] - 1603:42</p> <p>caveat [1] - 1586:12</p> <p>Caxton [5] - 1499:32, 1500:12, 1500:16, 1500:29, 1521:7</p> <p>CCC [1] - 1546:33</p> <p>cell [2] - 1581:41, 1581:42</p> <p>cell-visitor [2] - 1581:41, 1581:42</p> <p>cells [1] - 1603:7</p> <p>cent [27] - 1502:37, 1502:43, 1511:28, 1511:32, 1530:42, 1533:39, 1533:44, 1537:10, 1537:11, 1537:12, 1537:13,</p>	<p>1537:20, 1537:21, 1537:24, 1539:1, 1540:9, 1540:15, 1540:25, 1540:26, 1571:29, 1573:15, 1575:18, 1578:1, 1587:29, 1590:2, 1605:29</p> <p>central [3] - 1481:47, 1506:20, 1604:22</p> <p>centralised [2] - 1608:6, 1608:8</p> <p>Centre [2] - 1499:32, 1521:7</p> <p>centre [5] - 1537:42, 1565:10, 1565:15, 1566:45, 1572:23</p> <p>centred [1] - 1546:41</p> <p>centres [2] - 1498:3, 1498:46</p> <p>centric [2] - 1497:5, 1548:12</p> <p>CEOs [2] - 1521:6, 1526:39</p> <p>certain [11] - 1477:8, 1493:46, 1495:27, 1496:26, 1499:6, 1510:14, 1563:44, 1585:30, 1588:20, 1588:21, 1589:25</p> <p>certainly [40] - 1487:16, 1490:29, 1493:2, 1493:10, 1496:9, 1496:10, 1502:10, 1504:26, 1504:38, 1505:15, 1511:19, 1512:6, 1513:18, 1516:23, 1516:39, 1517:9, 1526:12, 1526:19, 1529:21, 1529:42, 1535:46, 1536:37, 1537:2, 1555:24, 1555:38, 1559:8, 1560:44, 1562:20, 1563:28, 1563:38, 1563:45, 1577:23, 1578:14, 1578:19, 1584:31, 1586:14, 1587:44, 1588:13, 1590:26, 1597:37</p> <p>cetera [21] - 1479:11, 1479:26, 1484:41, 1487:47, 1489:16, 1498:27, 1501:1, 1501:19, 1514:4, 1514:46, 1515:1, 1523:28, 1525:25, 1530:17, 1532:18, 1541:3, 1546:38,</p>	<p>1547:14, 1547:47, 1584:2</p> <p>chair [2] - 1566:40, 1583:8</p> <p>chairperson [2] - 1564:42, 1569:33</p> <p>chairs [1] - 1566:41</p> <p>challenge [8] - 1526:4, 1526:25, 1588:7, 1590:26, 1600:17, 1600:32, 1600:46, 1603:43</p> <p>challenges [14] - 1493:26, 1494:29, 1513:37, 1538:12, 1553:34, 1553:45, 1558:9, 1587:22, 1600:16, 1600:21, 1601:2, 1605:25, 1608:4, 1609:6</p> <p>change [14] - 1476:34, 1483:26, 1489:20, 1543:21, 1549:35, 1556:10, 1556:19, 1563:3, 1573:3, 1573:18, 1574:27, 1582:12, 1586:47, 1596:15</p> <p>change-over [1] - 1556:19</p> <p>changed [3] - 1494:44, 1497:24, 1543:14</p> <p>changes [4] - 1490:16, 1556:15, 1563:4, 1573:8</p> <p>changing [2] - 1489:43, 1589:29</p> <p>channells [2] - 1585:40, 1587:12</p> <p>characteristic [1] - 1563:27</p> <p>charge [37] - 1476:36, 1477:19, 1477:26, 1478:26, 1486:13, 1494:11, 1508:11, 1509:29, 1511:7, 1553:14, 1554:34, 1554:45, 1555:25, 1555:40, 1555:41, 1556:14, 1559:6, 1559:8, 1559:47, 1560:2, 1560:42, 1560:43, 1560:47, 1562:25, 1563:28, 1593:47, 1595:6, 1595:36, 1596:21, 1599:16, 1606:33, 1607:6, 1607:36, 1608:8, 1611:13,</p>	<p>1611:15</p> <p>charge's [1] - 1516:34</p> <p>charged [2] - 1502:37, 1513:25</p> <p>charges [3] - 1475:17, 1545:6, 1611:5</p> <p>charging [1] - 1510:23</p> <p>Charleville [6] - 1479:11, 1565:41, 1587:5, 1587:10, 1587:13, 1587:16</p> <p>charming [1] - 1514:13</p> <p>chase [2] - 1561:7, 1561:11</p> <p>chased [1] - 1561:13</p> <p>chatting [1] - 1603:7</p> <p>check [7] - 1477:41, 1492:27, 1492:30, 1575:5, 1581:46, 1584:28</p> <p>checking [1] - 1575:9</p> <p>checks [6] - 1501:37, 1502:31, 1503:26, 1503:42, 1539:34, 1551:39</p> <p>child [11] - 1540:44, 1542:22, 1542:24, 1575:3, 1575:5, 1575:9, 1582:44, 1583:44, 1591:22, 1598:32, 1609:38</p> <p>Child [6] - 1477:35, 1575:12, 1591:13, 1605:11, 1608:39, 1610:1</p> <p>children [24] - 1540:38, 1542:11, 1543:33, 1550:2, 1561:9, 1570:35, 1571:13, 1574:45, 1580:18, 1581:15, 1583:37, 1591:11, 1591:14, 1598:24, 1599:27, 1601:9, 1605:45, 1608:40, 1609:39, 1609:42, 1609:43, 1610:8, 1610:9</p> <p>Chinese [1] - 1595:20</p> <p>choice [1] - 1487:44</p> <p>choices [4] - 1527:38, 1528:12, 1528:28, 1571:9</p> <p>Chris [1] - 1510:38</p> <p>CIB [2] - 1584:25, 1584:26</p> <p>CIC [6] - 1504:30, 1504:42, 1506:18, 1506:20, 1518:44</p>
--	--	--	---	--

<p>circle [1] - 1566:32 circles [1] - 1568:23 circumstances [3] - 1520:28, 1538:6, 1542:1 civil [1] - 1521:35 claim [1] - 1532:9 clan [1] - 1555:28 clans [2] - 1559:30, 1561:38 clarification [3] - 1490:43, 1543:5, 1543:24 clarified [3] - 1536:16, 1536:20, 1586:47 clarify [3] - 1498:28, 1539:36, 1543:17 clarity [5] - 1490:23, 1490:36, 1493:12, 1511:3, 1531:18 classes [2] - 1581:28 classified [1] - 1545:40 clear [6] - 1492:19, 1530:21, 1531:31, 1540:8, 1542:25, 1544:47 clearly [9] - 1487:24, 1493:30, 1515:44, 1516:12, 1526:26, 1527:8, 1527:32, 1530:4, 1545:8 client [11] - 1565:26, 1566:12, 1569:21, 1569:24, 1574:6, 1574:7, 1574:39, 1575:6, 1575:8, 1583:13, 1584:45 client's [1] - 1565:12 clients [11] - 1521:24, 1526:40, 1565:10, 1565:32, 1566:11, 1567:32, 1574:5, 1574:12, 1574:22, 1574:24, 1575:38 clients' [1] - 1521:37 clinic [1] - 1561:8 close [6] - 1502:23, 1558:24, 1579:45, 1587:15, 1592:32, 1595:30 closed [2] - 1557:19, 1559:16 closely [4] - 1566:4, 1567:8, 1578:31, 1610:43 clothes [1] - 1577:37 cloud [1] - 1486:20 club [1] - 1581:10 co [5] - 1476:25,</p>	<p>1478:30, 1479:20, 1479:23, 1498:26 co-located [2] - 1479:23, 1498:26 co-location [1] - 1479:20 co-opting [1] - 1476:25 co-responder [1] - 1478:30 coals [1] - 1516:20 Coast [13] - 1474:46, 1475:2, 1475:6, 1476:28, 1476:47, 1477:7, 1479:7, 1479:19, 1481:15, 1481:33, 1485:34, 1486:9, 1592:3 Codd [7] - 1474:12, 1474:18, 1474:29, 1474:35, 1485:4, 1519:15, 1552:3 CODD [1] - 1474:31 coercive [5] - 1497:1, 1514:15, 1524:19, 1602:39, 1602:40 coffee [2] - 1581:27, 1586:40 coherent [2] - 1488:10, 1491:27 cohort [2] - 1489:22, 1529:39 cohorts [1] - 1525:8 collaborate [1] - 1478:18 collaboration [9] - 1566:42, 1569:9, 1572:39, 1589:6, 1598:37, 1606:35, 1607:27, 1607:28, 1607:32 collaborations [1] - 1570:26 collaborative [6] - 1475:22, 1558:44, 1573:23, 1574:31, 1581:39, 1583:24 collapsing [1] - 1494:9 colleague [1] - 1540:2 colleagues [2] - 1483:47, 1530:31 colloquialism [1] - 1523:21 colloquialisms [1] - 1523:13 collusion [5] - 1524:28, 1524:33, 1524:37, 1524:42, 1539:15</p>	<p>colonial [1] - 1577:15 combination [1] - 1561:44 combine [1] - 1549:13 combined [1] - 1582:20 combining [1] - 1562:26 comfortable [3] - 1488:8, 1591:33 comfortably [3] - 1524:34, 1612:6, 1612:7 coming [29] - 1487:30, 1496:30, 1497:34, 1498:38, 1500:2, 1500:14, 1510:1, 1512:14, 1515:2, 1532:9, 1554:20, 1556:23, 1562:3, 1568:45, 1572:45, 1574:38, 1582:30, 1585:41, 1589:32, 1590:17, 1590:34, 1595:35, 1596:22, 1596:23, 1597:6, 1597:44, 1607:13, 1611:12, 1611:34 Command [74] - 1478:32, 1478:35, 1478:41, 1480:19, 1481:4, 1481:20, 1482:1, 1482:41, 1482:43, 1483:1, 1483:16, 1483:23, 1483:28, 1483:33, 1483:42, 1483:44, 1484:11, 1486:39, 1487:42, 1490:27, 1490:35, 1491:25, 1492:14, 1496:15, 1501:29, 1501:39, 1503:3, 1503:6, 1503:9, 1503:20, 1503:36, 1504:4, 1504:14, 1504:16, 1504:39, 1505:27, 1505:28, 1505:31, 1506:15, 1507:13, 1507:18, 1508:5, 1508:6, 1512:11, 1513:34, 1514:35, 1514:39, 1514:42, 1514:46, 1514:47, 1516:3, 1517:25, 1517:28, 1517:32, 1517:36, 1517:37, 1517:42, 1517:43, 1518:19, 1518:21, 1518:33, 1526:10,</p>	<p>1529:46, 1540:1, 1545:19, 1546:10, 1546:18, 1546:21, 1546:22, 1546:25, 1546:30 command [7] - 1497:4, 1506:20, 1507:16, 1518:9, 1539:21, 1551:39, 1596:29 Command's [3] - 1488:16, 1489:37, 1517:27 commands [1] - 1506:23 Commence [1] - 1486:42 commence [2] - 1474:2, 1487:12 commenced [2] - 1487:16, 1514:27 commenced" [1] - 1551:10 commencement [1] - 1567:16 commended [1] - 1508:25 comment [9] - 1477:47, 1481:47, 1507:35, 1511:11, 1511:36, 1529:35, 1539:19, 1567:16, 1568:17 commentary [2] - 1499:39, 1586:13 commented [1] - 1567:21 comments [5] - 1481:19, 1519:31, 1529:27, 1567:17, 1578:2 Commission [66] - 1474:37, 1478:12, 1480:14, 1482:45, 1487:32, 1488:39, 1490:42, 1491:2, 1491:43, 1493:1, 1493:10, 1496:19, 1499:6, 1508:46, 1511:6, 1511:40, 1512:3, 1519:16, 1519:26, 1519:32, 1519:46, 1520:7, 1520:8, 1520:19, 1520:38, 1521:1, 1521:17, 1522:9, 1522:12, 1522:38, 1523:43, 1526:3, 1526:11, 1526:27, 1527:25, 1528:36,</p>	<p>1530:22, 1530:30, 1530:33, 1530:38, 1530:46, 1531:6, 1551:21, 1552:33, 1555:20, 1557:30, 1557:31, 1564:33, 1565:19, 1566:6, 1570:10, 1574:15, 1574:42, 1576:21, 1577:11, 1588:16, 1591:10, 1593:12, 1593:33, 1593:37, 1594:20, 1594:34, 1595:40, 1607:19, 1610:8 COMMISSION [2] - 1473:11, 1612:20 Commission's [1] - 1525:32 commissioned [1] - 1475:28 COMMISSIONER [160] - 1473:19, 1474:7, 1474:16, 1474:27, 1477:16, 1477:25, 1477:28, 1477:32, 1477:39, 1477:43, 1480:22, 1480:30, 1480:37, 1480:44, 1481:1, 1481:6, 1481:10, 1481:14, 1482:21, 1485:6, 1485:11, 1485:16, 1485:20, 1485:25, 1485:32, 1485:36, 1485:40, 1486:1, 1486:5, 1486:15, 1486:25, 1495:20, 1495:24, 1495:42, 1496:4, 1496:7, 1496:12, 1496:21, 1496:37, 1496:44, 1500:16, 1500:22, 1500:27, 1500:34, 1500:41, 1503:9, 1503:12, 1503:16, 1504:2, 1505:37, 1505:42, 1505:46, 1506:2, 1507:40, 1507:45, 1508:2, 1508:23, 1508:33, 1508:36, 1508:42, 1509:20, 1510:27, 1512:3, 1512:8, 1516:19, 1516:23, 1516:30, 1518:2, 1518:14, 1518:19, 1518:27, 1518:39, 1519:8, 1522:16, 1522:28, 1522:35, 1528:40, 1531:41,</p>
--	--	--	---	--

<p>1532:12, 1534:3, 1534:7, 1534:14, 1534:17, 1534:23, 1534:26, 1534:30, 1534:33, 1534:39, 1534:43, 1534:47, 1535:5, 1535:8, 1535:14, 1535:18, 1535:21, 1535:24, 1535:28, 1535:32, 1535:45, 1536:7, 1536:13, 1536:19, 1536:23, 1536:36, 1539:44, 1540:5, 1541:13, 1541:16, 1541:20, 1541:28, 1541:38, 1542:15, 1542:24, 1542:44, 1543:1, 1543:10, 1543:20, 1543:27, 1548:40, 1549:22, 1549:30, 1550:22, 1550:33, 1550:39, 1550:45, 1551:16, 1551:28, 1551:32, 1551:47, 1552:5, 1552:11, 1552:16, 1563:11, 1564:17, 1573:31, 1576:3, 1590:32, 1590:45, 1591:4, 1591:44, 1592:45, 1596:2, 1596:6, 1601:23, 1601:30, 1601:33, 1602:10, 1602:14, 1604:21, 1604:25, 1605:36, 1605:41, 1606:19, 1607:42, 1611:34, 1611:40, 1611:45, 1612:4, 1612:12, 1612:18</p> <p>cOMMISSIONER [1] - 1508:14</p> <p>Commissioner [55] - 1474:1, 1474:12, 1474:18, 1474:29, 1474:35, 1476:15, 1479:39, 1480:9, 1481:7, 1485:2, 1485:4, 1485:12, 1493:25, 1493:27, 1493:35, 1503:3, 1505:19, 1509:28, 1509:47, 1510:35, 1510:36, 1510:41, 1516:24, 1516:27, 1519:15, 1519:31, 1519:37, 1520:5, 1527:19, 1528:10, 1529:27, 1530:20, 1530:31, 1530:43,</p>	<p>1531:31, 1531:37, 1531:47, 1540:2, 1543:29, 1544:6, 1548:37, 1552:3, 1552:5, 1552:18, 1552:25, 1555:11, 1564:7, 1564:23, 1575:41, 1592:42, 1593:4, 1606:30, 1611:25, 1611:32</p> <p>Commissioner's [1] - 1511:24</p> <p>Commissioners [1] - 1612:9</p> <p>commissioners [1] - 1484:1</p> <p>commissions [1] - 1497:28</p> <p>commit [7] - 1493:9, 1513:24, 1537:9, 1537:10, 1537:21, 1584:40</p> <p>commitment [3] - 1516:7, 1559:2, 1606:4</p> <p>commitments [1] - 1583:14</p> <p>committed [2] - 1531:27, 1541:2</p> <p>Committee [1] - 1570:45</p> <p>committee [15] - 1564:43, 1567:27, 1568:10, 1568:15, 1568:18, 1570:18, 1582:6, 1582:33, 1583:5, 1583:7, 1583:9, 1583:17, 1583:43, 1583:44, 1585:9</p> <p>committing [1] - 1542:6</p> <p>common [9] - 1526:43, 1527:4, 1527:5, 1527:12, 1527:18, 1538:21, 1544:37, 1592:9, 1608:41</p> <p>commonality [1] - 1477:37</p> <p>commonly [4] - 1526:41, 1527:1, 1528:1, 1529:4</p> <p>Commonwealth [1] - 1559:43</p> <p>communicate [1] - 1598:7</p> <p>communication [3] - 1492:14, 1563:22, 1589:30</p>	<p>communities [28] - 1482:34, 1555:38, 1557:33, 1557:40, 1558:9, 1559:1, 1567:1, 1567:10, 1569:30, 1570:22, 1571:32, 1579:8, 1579:45, 1582:18, 1589:20, 1592:19, 1592:24, 1594:13, 1594:22, 1595:42, 1603:13, 1604:6, 1604:47, 1607:35, 1608:7, 1608:27, 1608:38, 1608:41</p> <p>Communities [10] - 1564:43, 1566:24, 1566:25, 1568:5, 1568:9, 1568:30, 1571:11, 1582:34, 1582:38, 1583:7</p> <p>community [171] - 1475:35, 1488:25, 1494:35, 1509:7, 1515:45, 1516:11, 1519:40, 1521:11, 1525:15, 1525:43, 1528:22, 1528:47, 1529:32, 1529:37, 1529:40, 1530:1, 1530:24, 1537:40, 1537:41, 1538:32, 1538:36, 1538:40, 1539:6, 1545:30, 1545:31, 1545:34, 1554:13, 1554:16, 1554:32, 1555:21, 1555:24, 1555:35, 1556:4, 1557:6, 1557:34, 1558:7, 1558:21, 1558:34, 1558:38, 1561:37, 1563:5, 1563:46, 1565:15, 1565:17, 1567:19, 1567:43, 1567:46, 1568:28, 1568:35, 1570:14, 1570:15, 1570:16, 1570:30, 1570:31, 1570:46, 1571:28, 1571:30, 1571:41, 1572:1, 1572:18, 1572:23, 1572:28, 1572:39, 1574:2, 1574:32, 1575:27, 1575:34, 1577:9, 1577:22, 1577:35, 1578:8, 1578:15, 1578:24, 1578:27, 1578:32, 1578:40, 1578:44, 1579:18,</p>	<p>1579:27, 1579:34, 1579:43, 1579:44, 1580:9, 1580:22, 1580:39, 1580:43, 1580:46, 1581:27, 1581:37, 1583:1, 1583:27, 1583:35, 1584:19, 1584:38, 1585:2, 1585:3, 1585:11, 1585:20, 1585:31, 1585:34, 1586:28, 1586:30, 1586:33, 1586:35, 1586:41, 1586:44, 1587:3, 1587:29, 1587:32, 1588:28, 1588:42, 1589:2, 1589:40, 1590:5, 1590:6, 1590:21, 1590:25, 1594:16, 1594:17, 1594:19, 1594:27, 1594:28, 1595:14, 1595:17, 1595:19, 1595:21, 1595:26, 1595:27, 1595:33, 1595:38, 1596:33, 1596:37, 1596:38, 1597:11, 1597:23, 1598:1, 1598:6, 1598:8, 1598:12, 1598:13, 1598:43, 1598:44, 1598:45, 1599:24, 1599:25, 1602:21, 1602:31, 1602:41, 1603:46, 1604:38, 1604:39, 1604:44, 1604:45, 1605:3, 1606:4, 1606:8, 1606:45, 1606:46, 1607:3, 1607:4, 1607:6, 1607:8, 1607:13, 1607:24, 1610:2</p> <p>compared [1] - 1489:5</p> <p>comparison [1] - 1489:6</p> <p>compassionate [2] - 1519:44, 1526:23</p> <p>competence [1] - 1513:13</p> <p>competing [3] - 1480:32, 1484:7, 1484:17</p> <p>compiled [1] - 1521:31</p> <p>complained [1] - 1542:34</p> <p>complaint [1] - 1546:43</p>	<p>complaints [4] - 1514:37, 1515:1, 1533:39, 1546:23</p> <p>complement [1] - 1584:17</p> <p>complemented [1] - 1492:9</p> <p>complete [4] - 1495:28, 1495:29, 1555:1, 1596:27</p> <p>completed [14] - 1487:5, 1487:6, 1488:41, 1488:43, 1490:5, 1491:13, 1491:21, 1492:46, 1495:36, 1496:25, 1507:7, 1596:22, 1609:15, 1610:23</p> <p>completely [1] - 1587:38</p> <p>completion [3] - 1486:29, 1486:38, 1491:9</p> <p>complex [2] - 1525:45, 1531:34</p> <p>complexities [2] - 1539:11, 1589:35</p> <p>complexity [1] - 1488:19</p> <p>compliance [4] - 1503:25, 1504:5, 1514:45, 1515:24</p> <p>compliant [1] - 1515:43</p> <p>complicated [1] - 1494:5</p> <p>complications [1] - 1495:37</p> <p>complicity [1] - 1527:40</p> <p>complying [1] - 1516:36</p> <p>component [2] - 1514:26, 1566:10</p> <p>components [1] - 1509:34</p> <p>comprehension [1] - 1603:1</p> <p>comprehensive [1] - 1517:8</p> <p>comprises [2] - 1474:2, 1494:15</p> <p>comprising [1] - 1479:11</p> <p>compulsory [1] - 1597:9</p> <p>computer [1] - 1490:4</p> <p>concepts [1] - 1602:38</p> <p>concern [15] -</p>
--	---	---	--	---

<p>1510:40, 1513:33, 1513:43, 1514:9, 1514:19, 1514:26, 1515:19, 1517:10, 1523:12, 1529:20, 1529:46, 1530:28, 1535:37, 1535:41</p> <p>concerned [2] - 1491:44, 1511:39</p> <p>concerning [11] - 1507:23, 1507:30, 1515:42, 1516:10, 1517:1, 1518:7, 1525:22, 1526:13, 1528:14, 1529:11, 1529:42</p> <p>concerns [2] - 1517:4, 1527:14</p> <p>conclude [2] - 1511:33, 1519:24</p> <p>concluded [4] - 1475:33, 1475:43, 1511:27, 1512:20</p> <p>concludes [1] - 1481:26</p> <p>conclusion [1] - 1537:16</p> <p>conclusions [1] - 1515:21</p> <p>concur [2] - 1525:40, 1525:44</p> <p>condition [1] - 1561:7</p> <p>conditions [7] - 1484:16, 1514:6, 1588:36, 1588:40, 1588:44, 1588:45</p> <p>conductive [1] - 1498:22</p> <p>conduct [4] - 1510:17, 1514:45, 1515:14, 1517:28</p> <p>conducted [6] - 1478:3, 1505:27, 1511:16, 1520:19, 1520:44, 1522:6</p> <p>conducting [1] - 1524:6</p> <p>conducts [1] - 1523:24</p> <p>conduit [3] - 1546:35, 1581:44, 1582:7</p> <p>confer [1] - 1595:8</p> <p>confidence [6] - 1529:47, 1537:31, 1545:31, 1545:34, 1546:16, 1547:34</p> <p>confirm [2] - 1505:18, 1551:43</p> <p>confronted [1] - 1558:12</p>	<p>confronting [2] - 1586:11, 1586:13</p> <p>congregate [2] - 1603:47, 1604:25</p> <p>conjunction [3] - 1606:8, 1607:2, 1607:3</p> <p>connected [2] - 1546:26, 1574:45</p> <p>connecting [2] - 1566:31</p> <p>connection [4] - 1477:1, 1523:35, 1571:45, 1576:8</p> <p>connections [2] - 1479:25, 1579:43</p> <p>connotations [1] - 1524:34</p> <p>cons [1] - 1591:38</p> <p>conscious [1] - 1524:36</p> <p>consent [2] - 1547:13, 1584:45</p> <p>consequences [1] - 1516:3</p> <p>consequent [1] - 1487:41</p> <p>consider [11] - 1483:23, 1499:26, 1501:7, 1502:39, 1512:47, 1514:36, 1529:40, 1530:22, 1531:5, 1537:25, 1546:9</p> <p>considerably [3] - 1533:17, 1535:29, 1535:30</p> <p>consideration [4] - 1496:18, 1531:23, 1547:9, 1587:46</p> <p>considerations [1] - 1525:1</p> <p>considered [6] - 1497:37, 1499:20, 1501:13, 1501:26, 1515:25, 1545:36</p> <p>consistencies [1] - 1529:23</p> <p>consistency [5] - 1483:12, 1492:11, 1497:31, 1536:28, 1549:1</p> <p>consistent [8] - 1478:46, 1498:27, 1499:3, 1511:40, 1540:23, 1548:9, 1594:20, 1605:22</p> <p>consolidated [2] - 1480:18, 1480:27</p> <p>constable [2] -</p>	<p>1557:22, 1587:14</p> <p>constables [2] - 1484:26, 1484:27</p> <p>constantly [1] - 1495:15</p> <p>constitute [1] - 1512:47</p> <p>constitutes [2] - 1525:29, 1602:37</p> <p>constraints [1] - 1556:26</p> <p>constricted [1] - 1476:9</p> <p>construct [1] - 1548:1</p> <p>constructed [1] - 1476:45</p> <p>construction [1] - 1481:3</p> <p>consultation [3] - 1510:12, 1547:33, 1547:35</p> <p>contact [8] - 1504:41, 1573:16, 1588:40, 1589:28, 1591:20, 1595:30, 1603:33</p> <p>contacted [2] - 1505:43, 1508:4</p> <p>contacting [3] - 1530:9, 1591:20, 1596:10</p> <p>contain [1] - 1516:35</p> <p>contained [1] - 1511:39</p> <p>contains [1] - 1506:37</p> <p>contemporary [1] - 1586:24</p> <p>content [4] - 1492:9, 1516:28, 1518:45, 1551:44</p> <p>contents [2] - 1509:30, 1610:28</p> <p>context [14] - 1479:8, 1500:4, 1523:8, 1527:5, 1527:29, 1530:2, 1530:46, 1530:47, 1537:25, 1539:24, 1544:28, 1586:4, 1586:15, 1586:22</p> <p>contexts [1] - 1514:20</p> <p>continually [1] - 1592:13</p> <p>continue [12] - 1483:8, 1522:19, 1522:26, 1532:45, 1543:29, 1562:42, 1567:31, 1568:42, 1584:14, 1606:47, 1608:3</p> <p>continued [2] - 1475:43, 1562:11</p>	<p>continues [1] - 1478:16</p> <p>continuous [1] - 1605:44</p> <p>continuum [1] - 1527:17</p> <p>contracting [1] - 1547:37</p> <p>contractors [1] - 1562:2</p> <p>contradictory [2] - 1497:42, 1497:46</p> <p>contrary [2] - 1513:16, 1515:45</p> <p>contraventions [1] - 1504:46</p> <p>contribute [1] - 1546:34</p> <p>contributed [1] - 1547:46</p> <p>contributing [1] - 1583:41</p> <p>contributors [1] - 1599:30</p> <p>control [11] - 1489:45, 1490:2, 1490:6, 1497:1, 1514:15, 1517:42, 1524:20, 1545:45, 1556:19, 1602:39, 1602:40</p> <p>controlled [1] - 1565:16</p> <p>conundrum [1] - 1538:1</p> <p>conversation [4] - 1546:29, 1579:7, 1579:11, 1591:37</p> <p>conversations [4] - 1510:13, 1566:30, 1566:34, 1604:30</p> <p>converted [2] - 1476:28, 1489:2</p> <p>convey [1] - 1595:13</p> <p>cooking [1] - 1566:35</p> <p>cooperate [2] - 1587:43, 1587:44</p> <p>cooperating [1] - 1588:6</p> <p>coordinated [4] - 1487:38, 1558:6, 1558:47, 1559:4</p> <p>coordination [1] - 1484:31</p> <p>coordinator [6] - 1553:26, 1559:9, 1559:12, 1561:24, 1564:38, 1580:41</p> <p>cop [4] - 1572:20, 1581:27, 1586:40, 1598:21</p>	<p>copies [1] - 1474:20</p> <p>cops [2] - 1598:21, 1598:23</p> <p>copy [10] - 1474:20, 1503:22, 1506:13, 1520:14, 1549:38, 1552:37, 1552:39, 1564:34, 1576:25, 1593:15</p> <p>core [1] - 1565:36</p> <p>corner [1] - 1539:31</p> <p>Coroner [5] - 1497:14, 1497:19, 1499:26, 1501:5, 1545:28</p> <p>coronial [1] - 1522:13</p> <p>Corp [1] - 1493:28</p> <p>corporate [1] - 1593:41</p> <p>corporation [2] - 1565:3, 1578:35</p> <p>correct [92] - 1475:8, 1475:19, 1475:25, 1475:47, 1476:30, 1480:5, 1480:12, 1481:22, 1482:22, 1482:45, 1486:40, 1488:20, 1491:14, 1491:18, 1497:11, 1499:22, 1505:24, 1506:32, 1506:35, 1513:9, 1517:15, 1520:20, 1521:14, 1523:1, 1530:39, 1532:26, 1533:33, 1534:5, 1537:22, 1538:39, 1544:8, 1550:12, 1550:18, 1552:28, 1552:31, 1552:43, 1553:1, 1553:5, 1553:10, 1553:16, 1553:21, 1553:27, 1553:31, 1553:38, 1553:39, 1554:46, 1555:18, 1555:38, 1557:2, 1559:24, 1564:35, 1564:38, 1564:40, 1564:44, 1564:47, 1565:4, 1565:37, 1565:41, 1565:42, 1566:2, 1566:13, 1567:44, 1568:23, 1568:24, 1568:36, 1569:7, 1569:13, 1569:31, 1569:32, 1570:24, 1571:36, 1571:37, 1572:12, 1572:30, 1573:26, 1574:6, 1576:33, 1576:37,</p>
---	---	---	--	--

<p>1576:41, 1578:9, 1578:10, 1583:5, 1583:28, 1587:6, 1593:24, 1593:29, 1593:34, 1593:38, 1594:7, 1606:37, 1608:19 corrected [1] - 1540:46 correcting [1] - 1492:3 correctly [11] - 1482:39, 1509:29, 1565:44, 1568:29, 1569:3, 1569:38, 1571:34, 1572:26, 1576:46, 1598:7, 1598:10 correspondence [1] - 1509:46 Corruption [1] - 1593:33 Costelloe [5] - 1474:3, 1576:7, 1576:17, 1587:21, 1590:28 COSTELLOE [1] - 1576:13 costelloe [1] - 1592:43 council [8] - 1554:35, 1556:15, 1559:14, 1566:45, 1580:16, 1582:17, 1597:4, 1597:13 councillors [2] - 1555:28, 1555:42 Counsel [3] - 1538:18, 1539:14, 1543:45 counsel [3] - 1532:40, 1532:41, 1612:12 COUNSEL [1] - 1473:26 counselling [2] - 1499:29, 1575:28 count [1] - 1516:43 counter [8] - 1501:38, 1502:3, 1533:40, 1533:44, 1533:47, 1539:35, 1540:10, 1551:40 counters [5] - 1498:19, 1502:30, 1503:30, 1503:32, 1503:40 country [5] - 1566:29, 1566:30, 1586:26, 1587:17, 1587:19 couple [16] - 1474:19, 1474:40, 1506:18, 1511:38, 1515:9, 1548:44, 1556:30,</p>	<p>1556:39, 1557:26, 1558:3, 1560:46, 1582:28, 1582:45, 1591:6, 1596:23, 1597:19 course [16] - 1492:12, 1499:21, 1499:35, 1515:2, 1515:4, 1519:25, 1529:34, 1539:20, 1547:43, 1547:44, 1548:2, 1555:25, 1557:36, 1588:20, 1604:3, 1607:19 courses [3] - 1492:39, 1548:27, 1548:28 Court [3] - 1473:34, 1536:16 court [10] - 1474:19, 1522:31, 1573:7, 1603:4, 1603:17, 1603:23, 1603:24, 1603:27, 1603:34, 1611:5 court's [2] - 1522:16, 1532:41 courthouses [1] - 1603:12 courtroom [2] - 1520:22, 1610:7 courts [4] - 1500:11, 1533:6, 1574:25, 1603:21 courtyard [1] - 1604:22 cousin [1] - 1589:38 cover [4] - 1479:22, 1519:23, 1574:23, 1587:15 coverage [1] - 1496:34 covered [2] - 1501:44, 1509:34 covers [3] - 1492:31, 1594:9, 1594:10 COVID [3] - 1567:27, 1568:2 cowering [2] - 1539:29, 1539:30 CPIU [1] - 1477:35 CPIUs [1] - 1541:34 create [5] - 1499:4, 1528:7, 1528:14, 1530:1, 1588:26 created [2] - 1496:15, 1577:28 creating [1] - 1499:5 creation [1] - 1475:34 crew [1] - 1494:17 crews [3] - 1494:19,</p>	<p>1594:43 crime [5] - 1477:3, 1494:40, 1509:8, 1537:33, 1587:47 Crime [9] - 1504:15, 1505:27, 1505:30, 1506:15, 1508:4, 1517:26, 1517:43, 1593:33, 1593:36 criminal [9] - 1475:17, 1497:2, 1502:38, 1510:24, 1521:46, 1542:20, 1546:5, 1581:3, 1586:21 criminality [2] - 1477:2, 1477:10 crisis [5] - 1524:40, 1565:23, 1565:26, 1570:3, 1570:4 criteria [1] - 1484:40 critical [2] - 1524:40, 1548:26 criticism [2] - 1533:22, 1577:42 criticisms [1] - 1511:24 cross [2] - 1574:22, 1574:26 cross-orders [2] - 1574:22, 1574:26 crying [3] - 1489:22, 1489:31, 1561:40 cultural [50] - 1513:10, 1513:12, 1519:18, 1519:26, 1520:9, 1520:13, 1520:35, 1520:40, 1520:45, 1522:39, 1522:43, 1522:44, 1523:4, 1523:8, 1523:32, 1525:29, 1526:38, 1527:47, 1528:2, 1528:20, 1529:4, 1531:1, 1531:7, 1554:20, 1554:38, 1555:13, 1557:10, 1557:13, 1571:45, 1572:2, 1586:28, 1587:41, 1588:17, 1589:25, 1590:2, 1592:1, 1592:14, 1592:19, 1595:2, 1595:4, 1595:7, 1595:10, 1596:19, 1596:20, 1596:24, 1596:32, 1597:5, 1606:36, 1606:42, 1607:38 culturally [6] - 1554:26, 1554:37,</p>	<p>1563:43, 1565:14, 1588:46, 1607:16 culture [10] - 1523:4, 1523:12, 1526:13, 1526:30, 1526:47, 1529:11, 1531:13, 1554:21, 1555:7, 1566:31 Culture [1] - 1523:8 cumulative [1] - 1549:11 Cunnamulla [33] - 1564:46, 1565:3, 1565:26, 1565:40, 1565:46, 1566:44, 1566:45, 1566:47, 1570:6, 1570:29, 1571:7, 1571:35, 1571:38, 1572:29, 1575:27, 1576:31, 1576:43, 1576:47, 1577:7, 1577:20, 1577:26, 1578:7, 1578:35, 1579:41, 1579:44, 1580:2, 1581:7, 1581:40, 1584:22, 1585:6, 1585:26, 1586:8, 1590:43 current [14] - 1488:11, 1493:6, 1493:21, 1493:24, 1493:27, 1493:30, 1493:31, 1504:10, 1514:39, 1544:27, 1544:31, 1576:29, 1576:30, 1585:24 custody [3] - 1514:41, 1582:8, 1582:12 cycle [1] - 1581:2</p>	<p>1569:22, 1572:31, 1574:9, 1575:21 databases [1] - 1532:46 date [4] - 1492:33, 1494:43, 1506:7, 1547:40 dated [4] - 1505:17, 1506:34, 1520:15, 1543:47 DATED [1] - 1505:40 dates [2] - 1514:32, 1516:44 days [17] - 1474:40, 1476:19, 1495:26, 1495:29, 1506:18, 1507:46, 1508:33, 1511:38, 1511:43, 1515:9, 1520:23, 1520:24, 1577:15, 1581:20, 1583:11, 1603:29 de [1] - 1524:40 de-escalate [1] - 1524:40 deadly [1] - 1571:9 deal [8] - 1489:32, 1491:32, 1517:13, 1537:19, 1540:19, 1547:16, 1563:46, 1596:9 dealing [6] - 1484:8, 1497:3, 1517:40, 1521:13, 1539:23, 1585:35 dealings [1] - 1521:18 dealt [5] - 1499:20, 1499:34, 1502:9, 1516:8, 1573:47 death [3] - 1478:8, 1506:43, 1514:41 deaths [1] - 1497:15 DEBORAH [1] - 1473:19 December [7] - 1519:36, 1520:15, 1544:5, 1552:30, 1553:30, 1576:43, 1578:3 decentralise [1] - 1518:41 decided [2] - 1479:13, 1570:13 decision [9] - 1488:5, 1490:18, 1514:8, 1530:41, 1530:42, 1536:16, 1537:15, 1543:3, 1546:31 decisions [2] - 1545:23, 1568:10</p>
D				
			<p>daily [2] - 1568:33, 1599:9 Dalby [1] - 1479:11 damage [1] - 1542:20 darling [1] - 1566:47 Darling [1] - 1486:10 data [25] - 1504:43, 1504:45, 1504:47, 1505:5, 1506:3, 1506:5, 1512:29, 1532:38, 1532:39, 1532:40, 1532:42, 1532:44, 1532:45, 1532:47, 1533:38, 1534:8, 1534:9, 1537:8, 1538:47, 1540:34, 1569:17,</p>	

<p>decrease [1] - 1535:36 decreases [1] - 1568:16 decreasing [2] - 1533:15, 1533:16 deemed [2] - 1513:45, 1515:43 deeply [1] - 1525:42 defence [2] - 1581:28 defendant [2] - 1502:41, 1603:4 defendants [1] - 1502:37 deficiencies [3] - 1510:7, 1510:17, 1515:14 deficiency [2] - 1495:31, 1547:24 define [1] - 1530:17 defined [2] - 1493:42, 1494:11 definitely [36] - 1529:45, 1571:31, 1584:15, 1588:6, 1591:37, 1592:12, 1592:22, 1595:1, 1597:23, 1598:42, 1599:1, 1599:4, 1600:2, 1600:7, 1600:9, 1600:23, 1600:35, 1600:44, 1601:20, 1601:26, 1601:39, 1602:5, 1602:40, 1603:45, 1604:5, 1604:7, 1604:37, 1604:44, 1605:11, 1606:7, 1606:17, 1608:5, 1608:28, 1610:24, 1611:15 definition [4] - 1523:4, 1523:14, 1542:42, 1543:39 definitions [1] - 1523:12 degree [5] - 1533:22, 1536:33, 1541:2, 1541:42, 1559:13 delay [3] - 1546:42, 1546:46 delays [3] - 1490:24, 1513:22, 1514:7 deliberately [1] - 1515:34 delicate [1] - 1591:16 delineate [1] - 1504:28 delineating [1] - 1547:19 delineation [2] -</p>	<p>1476:24, 1523:29 deliver [10] - 1491:38, 1493:43, 1495:5, 1495:33, 1500:5, 1500:31, 1503:32, 1581:35, 1586:38, 1587:17 deliverable [1] - 1560:40 delivered [7] - 1548:23, 1566:17, 1566:18, 1578:36, 1579:3, 1579:9, 1592:15 delivering [2] - 1587:15, 1592:14 delivery [13] - 1478:47, 1489:16, 1493:19, 1493:38, 1493:39, 1494:8, 1494:30, 1494:45, 1498:16, 1547:36, 1548:1, 1548:20 delve [1] - 1492:39 demand [13] - 1479:12, 1479:23, 1481:35, 1482:17, 1484:38, 1484:40, 1493:28, 1493:32, 1494:1, 1494:4, 1494:17, 1494:18, 1497:8 demeanours [1] - 1610:30 Department [7] - 1565:22, 1575:12, 1591:13, 1605:10, 1605:11, 1608:38, 1610:1 department [5] - 1512:5, 1512:9, 1550:2, 1575:16, 1610:10 departments [1] - 1548:21 dependent [4] - 1560:30, 1569:20, 1582:23, 1611:13 deploy [1] - 1484:10 deployed [2] - 1483:1, 1484:32 depth [2] - 1492:40, 1492:43 Deputy [4] - 1497:14, 1497:19, 1499:25, 1501:5 derived [1] - 1516:45 describe [6] - 1490:26, 1523:22, 1529:37, 1559:7,</p>	<p>1562:8, 1578:25 described [8] - 1486:42, 1487:26, 1516:46, 1523:21, 1526:41, 1529:15, 1539:16, 1575:32 descriptors [1] - 1527:18 desensitisation [1] - 1495:14 design [5] - 1580:3, 1580:20, 1604:6, 1604:13, 1604:28 designed [6] - 1566:16, 1566:18, 1567:5, 1582:9, 1582:23, 1597:36 designing [1] - 1566:9 designs [1] - 1604:31 desirable [4] - 1536:45, 1537:17, 1547:6, 1577:29 desired [1] - 1479:37 desires [1] - 1538:13 desktop [1] - 1501:44 despite [2] - 1536:27, 1545:43 destabilisation [1] - 1588:26 destabilise [1] - 1588:22 detail [7] - 1494:28, 1514:36, 1539:40, 1544:11, 1553:44, 1555:37, 1610:39 details [2] - 1516:45, 1570:17 detective [8] - 1476:36, 1476:37, 1477:19, 1477:20, 1477:26, 1477:34, 1512:36, 1520:43 detectives [4] - 1475:11, 1477:17, 1477:22, 1477:32 determine [7] - 1478:36, 1492:7, 1504:24, 1542:30, 1543:2, 1543:7, 1558:23 determined [4] - 1482:26, 1495:11, 1541:41, 1545:10 determining [1] - 1513:2 detriment [1] - 1588:5 devastated [1] - 1519:45 develop [8] - 1479:16, 1482:11, 1483:10,</p>	<p>1503:44, 1511:2, 1606:35, 1611:1 developed [6] - 1484:13, 1491:31, 1499:32, 1527:11, 1567:11, 1567:25 developing [3] - 1481:28, 1508:17, 1550:28 development [5] - 1492:18, 1517:27, 1570:35, 1570:42, 1606:42 developments [1] - 1488:39 devolved [1] - 1506:19 DFV [1] - 1486:44, 1486:47, 1487:1, 1490:23, 1490:37, 1509:8, 1509:23, 1510:22, 1515:46, 1520:10, 1550:41 DFVVPVU [3] - 1480:10, 1485:3, 1485:8 DGs [1] - 1562:40 diagnostic [2] - 1479:42, 1480:16 dialling [1] - 1576:4 dialogue [3] - 1496:24, 1503:29, 1548:28 difference [2] - 1531:34, 1602:46 differences [2] - 1476:34, 1486:12 different [5] - 1476:20, 1477:11, 1478:43, 1478:44, 1479:25, 1482:29, 1483:12, 1488:44, 1488:45, 1493:38, 1494:1, 1495:2, 1496:1, 1497:44, 1498:8, 1498:12, 1498:13, 1501:1, 1510:19, 1514:5, 1525:34, 1529:26, 1539:19, 1539:33, 1539:39, 1545:3, 1548:10, 1548:21, 1548:30, 1557:32, 1559:29, 1561:46, 1563:46, 1568:34, 1571:44, 1573:38, 1579:20, 1581:15, 1592:19, 1592:31, 1594:35, 1595:4, 1595:42, 1597:11, 1604:13, 1604:29,</p>	<p>1606:25, 1608:9, 1610:21 differentiation [1] - 1527:6 differently [1] - 1479:17 difficult [10] - 1498:14, 1518:47, 1527:32, 1529:8, 1529:17, 1538:16, 1547:15, 1548:3, 1603:41, 1609:47 difficulties [3] - 1488:40, 1545:38, 1609:20 difficulty [1] - 1543:32 dig [1] - 1512:32 digitally [1] - 1491:40 dinner [1] - 1598:29 directed [2] - 1499:13, 1515:27 directly [1] - 1516:45 Director [1] - 1562:37 director [5] - 1521:35, 1521:45, 1555:26, 1555:41, 1562:36 Director-General [1] - 1562:37 directors [2] - 1556:18, 1565:16 disability [1] - 1525:12 disadvantage [1] - 1580:29 disagreed [1] - 1509:35 disagrees [3] - 1508:11, 1509:30, 1509:43 disappointing [2] - 1519:40, 1529:32 disciplinary [2] - 1498:3, 1498:45 discipline [4] - 1504:6, 1515:3, 1516:17, 1546:2 disconnect [1] - 1592:46 discontinued [2] - 1476:4, 1476:5 discredit [1] - 1516:25 discredited [1] - 1544:23 discrediting [3] - 1544:12, 1544:13, 1544:25 discrete [2] - 1606:46, 1607:24 discretion [1] - 1537:1 discuss [5] - 1567:29, 1568:16, 1572:34,</p>
--	---	--	---	--

<p>1572:46, 1577:8 discussing [1] - 1544:32 discussion [9] - 1482:2, 1482:3, 1482:5, 1483:22, 1483:40, 1498:15, 1504:32, 1523:3, 1530:8 discussions [8] - 1479:6, 1483:24, 1483:45, 1524:36, 1530:30, 1566:36, 1568:12, 1571:13 disengage [3] - 1533:31, 1537:36, 1537:39 disengages [1] - 1537:26 disinterest [1] - 1524:2 dismiss [2] - 1500:24, 1525:40 dismissed [1] - 1515:29 dismissing [2] - 1500:7, 1528:13 dismissive [1] - 1508:29 disparity [1] - 1532:39 displaced [1] - 1577:21 displaying [1] - 1524:2 disposal [1] - 1517:26 disrespect [1] - 1557:25 disruption [1] - 1486:43 dissimilar [1] - 1493:40 distil [1] - 1492:36 distributed [2] - 1479:31, 1480:25 distribution [1] - 1507:12 district [42] - 1478:5, 1478:7, 1478:40, 1479:10, 1479:14, 1479:30, 1481:26, 1481:47, 1482:19, 1482:28, 1484:2, 1484:4, 1486:18, 1488:7, 1492:41, 1493:18, 1494:7, 1494:8, 1494:14, 1494:23, 1504:33, 1506:11, 1506:12, 1506:21, 1506:26, 1508:5, 1508:7,</p>	<p>1509:1, 1509:2, 1509:15, 1509:22, 1509:44, 1509:47, 1510:1, 1510:3, 1510:30, 1515:44, 1516:13, 1587:11, 1593:23 district-based [3] - 1478:40, 1479:14, 1488:7 districts [27] - 1477:9, 1478:37, 1479:3, 1479:10, 1479:34, 1479:41, 1480:15, 1480:42, 1481:32, 1481:35, 1481:37, 1483:5, 1483:6, 1483:13, 1483:41, 1484:13, 1484:19, 1484:21, 1484:33, 1492:15, 1493:39, 1494:47, 1495:2, 1500:11, 1514:47, 1517:29, 1550:29 distrust [4] - 1578:7, 1578:12, 1578:17, 1578:20 disturbance [1] - 1541:5 disturbances [1] - 1511:29 disturbing [2] - 1508:24, 1545:1 divide [1] - 1592:1 division [4] - 1512:18, 1512:19, 1515:39, 1515:40 DJAG [6] - 1482:26, 1498:41, 1498:44, 1499:3, 1548:8, 1550:2 doctors [1] - 1575:28 doctrine [1] - 1491:47 DOCUMENT [2] - 1485:8, 1505:39 document [46] - 1480:3, 1480:10, 1480:14, 1480:28, 1481:39, 1483:20, 1485:2, 1485:11, 1485:17, 1486:35, 1488:46, 1489:27, 1490:3, 1499:31, 1505:16, 1505:19, 1505:34, 1506:17, 1506:39, 1507:41, 1508:24, 1508:29, 1510:42, 1511:5, 1511:8, 1511:10, 1511:15, 1511:24,</p>	<p>1511:26, 1511:37, 1512:4, 1512:17, 1512:28, 1513:27, 1515:11, 1515:22, 1518:23, 1533:43, 1540:8, 1543:44, 1550:10, 1550:17, 1551:22, 1551:23 documentaries [2] - 1586:2, 1586:22 documentary [1] - 1586:18 documents [11] - 1474:19, 1474:22, 1488:43, 1492:39, 1513:39, 1514:2, 1517:15, 1518:39, 1550:6, 1551:37, 1551:42 DOMESTIC [2] - 1473:12, 1505:39 domestic [131] - 1474:47, 1475:16, 1475:22, 1475:37, 1475:46, 1476:46, 1477:40, 1478:19, 1484:9, 1485:22, 1488:24, 1489:24, 1490:34, 1492:20, 1492:29, 1497:22, 1502:3, 1502:6, 1502:18, 1502:38, 1503:18, 1503:19, 1503:41, 1505:17, 1506:30, 1506:43, 1506:45, 1507:17, 1510:8, 1510:24, 1511:29, 1512:21, 1512:47, 1513:10, 1513:22, 1513:25, 1517:14, 1517:40, 1519:19, 1519:41, 1521:2, 1521:13, 1521:19, 1522:7, 1523:46, 1524:3, 1524:16, 1528:22, 1529:6, 1529:33, 1529:38, 1531:10, 1532:32, 1533:5, 1537:21, 1537:40, 1538:23, 1539:24, 1540:9, 1540:39, 1541:2, 1543:36, 1544:14, 1544:19, 1545:43, 1546:11, 1546:42, 1547:12, 1548:11, 1550:28, 1560:17, 1560:19, 1560:23, 1560:44, 1561:19, 1565:24,</p>	<p>1566:37, 1568:7, 1568:31, 1569:10, 1569:42, 1570:27, 1572:41, 1572:47, 1574:17, 1574:33, 1574:44, 1575:14, 1575:22, 1582:3, 1582:35, 1583:4, 1583:17, 1583:21, 1583:26, 1584:34, 1587:24, 1587:33, 1587:36, 1588:32, 1589:10, 1589:19, 1589:38, 1594:47, 1598:19, 1598:38, 1598:40, 1599:1, 1599:3, 1599:7, 1599:10, 1599:12, 1599:17, 1599:30, 1599:33, 1599:39, 1600:1, 1600:13, 1602:32, 1602:33, 1602:37, 1603:43, 1605:25, 1605:26, 1606:14, 1609:44, 1610:11, 1610:37, 1611:4, 1611:9, 1611:21 Domestic [1] - 1478:14 donated [1] - 1581:30 donation [1] - 1581:32 done [50] - 1475:5, 1482:25, 1483:4, 1487:22, 1488:37, 1489:11, 1490:28, 1494:37, 1499:18, 1500:18, 1500:23, 1502:42, 1503:23, 1504:31, 1505:31, 1508:40, 1513:17, 1513:45, 1514:6, 1515:12, 1516:24, 1516:38, 1521:30, 1523:26, 1523:34, 1523:39, 1528:47, 1538:7, 1541:32, 1542:21, 1542:22, 1542:37, 1543:15, 1547:6, 1547:14, 1556:25, 1558:31, 1561:35, 1563:20, 1563:25, 1578:30, 1579:13, 1579:18, 1579:22, 1581:7, 1581:11, 1581:13, 1592:14, 1606:10 doomadgee [1] - 1590:8 doubt [8] - 1487:33,</p>	<p>1492:5, 1507:1, 1508:28, 1529:12, 1531:9, 1539:3 down [34] - 1474:36, 1494:2, 1494:9, 1499:7, 1506:21, 1518:28, 1519:41, 1522:13, 1528:18, 1529:33, 1529:38, 1529:40, 1529:45, 1530:40, 1531:29, 1533:17, 1555:1, 1557:46, 1557:47, 1559:16, 1562:24, 1565:32, 1566:47, 1567:36, 1573:13, 1577:22, 1581:13, 1585:14, 1586:36, 1588:1, 1588:3, 1592:30, 1603:9, 1603:12 downplaying [1] - 1526:45 Downs [1] - 1486:10 draw [2] - 1508:26, 1514:25 drawing [1] - 1517:26 drawn [1] - 1525:32 draws [1] - 1512:32 drill [5] - 1504:47, 1505:2, 1510:43, 1518:6, 1518:28 drive [7] - 1554:17, 1554:18, 1578:43, 1585:33, 1595:45, 1600:41, 1601:18 driven [7] - 1504:32, 1515:34, 1523:27, 1568:44, 1578:47, 1579:4, 1580:14 driver [5] - 1561:22, 1571:1, 1580:12, 1580:45, 1592:30 drivers [2] - 1570:44, 1571:2 driving [4] - 1571:1, 1580:32, 1581:2, 1584:32 dropped [1] - 1570:40 drops [2] - 1562:23, 1562:29 drug [1] - 1560:30 drugs [1] - 1560:25 dry [2] - 1598:43, 1598:45 DSDSATSIP [2] - 1560:45, 1562:37 dual [2] - 1590:16 duck [1] - 1522:22 due [1] - 1486:29,</p>
---	--	--	---	---

<p>1486:38, 1491:13, 1499:21, 1499:35, 1514:15, 1540:2, 1568:45, 1570:29, 1584:9, 1595:2</p> <p> duplicated [1] - 1488:45</p> <p> duration [2] - 1549:7, 1570:36</p> <p> during [13] - 1509:16, 1509:23, 1510:15, 1511:28, 1522:12, 1557:12, 1558:45, 1567:27, 1567:30, 1568:1, 1576:39, 1598:14, 1602:18</p> <p> duties [7] - 1475:15, 1476:26, 1484:29, 1488:23, 1492:19, 1593:42, 1594:32</p> <p> duty [15] - 1514:37, 1515:15, 1515:19, 1516:36, 1518:12, 1526:31, 1545:39, 1546:4, 1546:6, 1546:24, 1547:3, 1554:27, 1557:22, 1577:34</p> <p> DV [99] - 1476:37, 1477:3, 1477:4, 1485:45, 1486:3, 1488:35, 1492:2, 1492:33, 1493:33, 1494:39, 1495:6, 1496:39, 1500:1, 1502:9, 1502:30, 1502:32, 1503:9, 1505:6, 1508:16, 1509:3, 1509:6, 1510:12, 1510:22, 1511:30, 1511:32, 1512:22, 1512:44, 1514:42, 1515:29, 1518:9, 1518:11, 1518:12, 1518:24, 1524:24, 1526:31, 1527:5, 1530:11, 1532:18, 1535:43, 1536:35, 1537:9, 1537:10, 1537:11, 1537:24, 1540:21, 1540:22, 1541:5, 1541:9, 1541:14, 1541:21, 1541:23, 1541:30, 1541:38, 1541:39, 1541:40, 1541:41, 1541:42, 1542:2, 1542:6, 1542:7, 1542:10, 1542:16, 1542:17,</p>	<p>1542:18, 1542:26, 1542:27, 1542:29, 1542:30, 1542:31, 1542:33, 1542:36, 1542:41, 1543:1, 1543:3, 1543:13, 1543:16, 1543:21, 1543:22, 1543:39, 1543:40, 1545:10, 1546:4, 1546:25, 1546:32, 1547:3, 1547:17, 1558:17, 1558:18, 1560:43, 1566:11, 1567:37, 1568:15</p> <p> DV-PAF [1] - 1488:35</p> <p> DV-related [3] - 1492:33, 1509:6, 1530:11</p> <p> DVLO [1] - 1599:9</p> <p> DVLOs [1] - 1496:31</p> <p> DVO [2] - 1521:25, 1533:8</p> <p> DVOs [1] - 1532:47</p> <p> DVs [2] - 1512:30, 1567:30</p> <p> DVU [2] - 1495:45, 1550:41</p> <p> dynamics [1] - 1588:26</p> <p> dysfunction [1] - 1563:6</p>	<p> effect [6] - 1501:28, 1541:33, 1549:11, 1549:24, 1559:40, 1561:34</p> <p> effective [5] - 1490:23, 1490:37, 1556:1, 1559:1, 1591:30</p> <p> effectiveness [1] - 1478:4</p> <p> effeminate [1] - 1539:10</p> <p> efforts [4] - 1558:6, 1558:47, 1559:4, 1583:10</p> <p> eight [6] - 1478:42, 1478:43, 1484:31, 1485:17, 1566:33, 1570:37</p> <p> either [11] - 1498:5, 1498:6, 1517:26, 1517:41, 1520:29, 1521:16, 1542:30, 1589:36, 1590:16, 1591:31, 1596:22</p> <p> elder [3] - 1543:35, 1543:38, 1555:5</p> <p> Elders [8] - 1554:35, 1556:4, 1586:27, 1586:33, 1586:36, 1596:34, 1607:7, 1607:11</p> <p> electricity [1] - 1577:24</p> <p> electronic [2] - 1489:15</p> <p> electronically [2] - 1489:10, 1500:37</p> <p> element [4] - 1505:22, 1527:13, 1540:32, 1582:2</p> <p> elements [5] - 1479:15, 1482:2, 1487:35, 1488:9, 1508:12</p> <p> elsewhere [2] - 1500:45, 1590:42</p> <p> ELT [1] - 1479:32</p> <p> email [9] - 1508:39, 1516:27, 1520:4, 1520:14, 1520:15, 1528:10, 1528:11, 1596:11, 1596:20</p> <p> emails [1] - 1509:33</p> <p> emanated [1] - 1481:3</p> <p> embarrass [1] - 1531:47</p> <p> embedded [6] - 1475:12, 1476:27, 1476:35, 1476:37, 1477:6, 1494:44</p>	<p> embedding [1] - 1477:9</p> <p> emerged [3] - 1523:42, 1543:34, 1547:28</p> <p> emergency [3] - 1565:29, 1565:30, 1565:33</p> <p> eminent [1] - 1531:12</p> <p> Emma [2] - 1474:4, 1593:4</p> <p> EMMA [1] - 1593:7</p> <p> empathetic [1] - 1526:23</p> <p> emphasise [3] - 1532:1, 1539:36, 1540:21</p> <p> employed [2] - 1553:26, 1567:15</p> <p> employee [1] - 1566:8</p> <p> employees [1] - 1545:5</p> <p> employment [2] - 1560:32, 1560:33</p> <p> enable [3] - 1482:14, 1529:46, 1546:37</p> <p> enabling [1] - 1513:24</p> <p> encompass [2] - 1523:32, 1523:33</p> <p> encouraged [1] - 1484:18</p> <p> end [27] - 1474:35, 1481:18, 1482:17, 1484:31, 1486:46, 1487:1, 1487:28, 1494:43, 1525:36, 1527:17, 1527:19, 1531:16, 1545:28, 1556:10, 1558:14, 1558:30, 1560:20, 1561:41, 1576:8, 1590:34, 1590:35, 1590:37, 1601:24</p> <p> end-to-end [2] - 1486:46, 1487:1</p> <p> endemic [1] - 1526:17</p> <p> endorsed [3] - 1479:2, 1479:32, 1481:4</p> <p> ends [1] - 1545:41</p> <p> enforcement [1] - 1593:28</p> <p> engage [8] - 1505:2, 1505:13, 1538:3, 1538:4, 1581:15, 1581:22, 1589:27, 1591:37</p> <p> engaged [8] - 1477:45, 1483:47, 1484:2, 1509:7, 1515:4, 1524:8,</p>	<p>1580:18, 1598:14</p> <p> engagement [15] - 1478:6, 1479:32, 1547:29, 1570:30, 1570:32, 1574:10, 1575:6, 1581:27, 1581:37, 1584:19, 1587:31, 1589:22, 1589:24, 1598:13, 1598:37</p> <p> Engagement [1] - 1478:14</p> <p> engaging [2] - 1525:7, 1530:11</p> <p> enhance [2] - 1503:22, 1563:21</p> <p> enhanced [1] - 1475:35</p> <p> enormous [2] - 1518:23, 1531:35</p> <p> enquiries [3] - 1496:34, 1507:5, 1508:2</p> <p> ensure [7] - 1475:23, 1495:4, 1496:27, 1517:6, 1567:39, 1568:37, 1569:35</p> <p> encompass [6] - 1515:27, 1559:12, 1596:45, 1598:26, 1599:36, 1599:40</p> <p> enter [1] - 1542:7</p> <p> entered [1] - 1488:46</p> <p> entering [1] - 1586:21</p> <p> enters [3] - 1582:28, 1583:36, 1584:37</p> <p> enthusiasm [3] - 1562:23, 1562:28</p> <p> entire [5] - 1489:39, 1529:9, 1537:44, 1580:46, 1609:1</p> <p> entirely [1] - 1608:47</p> <p> entirety [1] - 1550:11</p> <p> entities [4] - 1476:39, 1498:41, 1507:14, 1518:36</p> <p> entitled [1] - 1550:15</p> <p> ENTITLED [1] - 1550:24</p> <p> entity [7] - 1486:38, 1489:40, 1496:1, 1500:1, 1504:5, 1505:2, 1518:9</p> <p> environment [10] - 1476:47, 1554:20, 1570:5, 1570:12, 1572:21, 1575:4, 1581:16, 1592:11, 1592:31, 1603:37</p> <p> envisaged [1] -</p>
<p>E</p>		<p> early [9] - 1481:43, 1501:27, 1532:38, 1546:29, 1547:4, 1577:15, 1577:20, 1577:26, 1586:5</p> <p> easier [1] - 1563:46</p> <p> easily [1] - 1504:27</p> <p> east [2] - 1476:16, 1476:17</p> <p> easy [7] - 1488:34, 1491:35, 1491:41, 1543:21, 1590:3, 1591:47, 1601:28</p> <p> easy-to-read [1] - 1488:34</p> <p> Edge [1] - 1570:34</p> <p> educating [2] - 1610:30, 1611:2</p> <p> education [13] - 1538:33, 1548:9, 1566:26, 1581:14, 1582:17, 1588:36, 1593:43, 1602:32, 1602:37, 1602:44, 1606:17</p>	<p> elsewhere [2] - 1500:45, 1590:42</p> <p> ELT [1] - 1479:32</p> <p> email [9] - 1508:39, 1516:27, 1520:4, 1520:14, 1520:15, 1528:10, 1528:11, 1596:11, 1596:20</p> <p> emails [1] - 1509:33</p> <p> emanated [1] - 1481:3</p> <p> embarrass [1] - 1531:47</p> <p> embedded [6] - 1475:12, 1476:27, 1476:35, 1476:37, 1477:6, 1494:44</p>	<p> embedding [1] - 1477:9</p> <p> emerged [3] - 1523:42, 1543:34, 1547:28</p> <p> emergency [3] - 1565:29, 1565:30, 1565:33</p> <p> eminent [1] - 1531:12</p> <p> Emma [2] - 1474:4, 1593:4</p> <p> EMMA [1] - 1593:7</p> <p> empathetic [1] - 1526:23</p> <p> emphasise [3] - 1532:1, 1539:36, 1540:21</p> <p> employed [2] - 1553:26, 1567:15</p> <p> employee [1] - 1566:8</p> <p> employees [1] - 1545:5</p> <p> employment [2] - 1560:32, 1560:33</p> <p> enable [3] - 1482:14, 1529:46, 1546:37</p> <p> enabling [1] - 1513:24</p> <p> encompass [2] - 1523:32, 1523:33</p> <p> encouraged [1] - 1484:18</p> <p> end [27] - 1474:35, 1481:18, 1482:17, 1484:31, 1486:46, 1487:1, 1487:28, 1494:43, 1525:36, 1527:17, 1527:19, 1531:16, 1545:28, 1556:10, 1558:14, 1558:30, 1560:20, 1561:41, 1576:8, 1590:34, 1590:35, 1590:37, 1601:24</p> <p> end-to-end [2] - 1486:46, 1487:1</p> <p> endemic [1] - 1526:17</p> <p> endorsed [3] - 1479:2, 1479:32, 1481:4</p> <p> ends [1] - 1545:41</p> <p> enforcement [1] - 1593:28</p> <p> engage [8] - 1505:2, 1505:13, 1538:3, 1538:4, 1581:15, 1581:22, 1589:27, 1591:37</p> <p> engaged [8] - 1477:45, 1483:47, 1484:2, 1509:7, 1515:4, 1524:8,</p>

<p>1484:11 equally [2] - 1515:42, 1609:9 equation [1] - 1528:6 equipment [1] - 1581:33 erode [1] - 1563:5 ESC [3] - 1515:5, 1515:10, 1546:33 escalate [1] - 1524:40 escalation [1] - 1573:25 escapes [1] - 1478:28 especially [6] - 1554:13, 1556:9, 1597:44, 1600:10, 1600:39, 1604:4 essential [2] - 1517:41, 1518:2 essentially [9] - 1480:16, 1490:26, 1493:39, 1495:26, 1501:5, 1501:44, 1512:44, 1534:9, 1566:23 establish [15] - 1476:9, 1476:25, 1479:13, 1483:9, 1487:26, 1487:37, 1487:40, 1498:1, 1498:31, 1498:47, 1499:2, 1518:32, 1546:30, 1566:5, 1576:29 Establish [1] - 1486:45 established [12] - 1475:1, 1476:13, 1476:21, 1478:25, 1478:42, 1482:28, 1487:7, 1487:8, 1497:33, 1528:20, 1531:11, 1546:18 establishes [1] - 1542:32 establishing [3] - 1475:21, 1476:44, 1497:47 establishment [3] - 1493:41, 1498:30, 1540:11 esteem [1] - 1571:21 estimates [1] - 1532:8 et [21] - 1479:11, 1479:26, 1484:41, 1487:47, 1489:16, 1498:27, 1501:1, 1501:19, 1514:4, 1514:46, 1515:1, 1523:28, 1525:25,</p>	<p>1530:17, 1532:18, 1541:3, 1546:38, 1547:14, 1547:47, 1584:2 ether [1] - 1545:22 Ethical [8] - 1501:38, 1503:3, 1504:4, 1514:47, 1517:36, 1540:1, 1545:18, 1551:39 ethical [1] - 1504:42 ethnicity [1] - 1571:40 etiquette [1] - 1557:10 evaluation [2] - 1475:31, 1475:33 evasive [2] - 1506:6, 1526:15 Eve [1] - 1577:30 event [2] - 1474:37, 1523:31 events [4] - 1514:12, 1532:43, 1577:12, 1577:28 everyday [3] - 1557:43, 1594:18, 1598:6 everywhere [1] - 1529:24 evidence [107] - 1474:5, 1474:36, 1474:37, 1474:39, 1475:43, 1477:1, 1478:13, 1482:40, 1485:42, 1486:30, 1490:41, 1495:9, 1499:16, 1500:22, 1500:24, 1504:13, 1513:1, 1513:2, 1513:9, 1519:24, 1519:25, 1520:18, 1520:23, 1520:30, 1521:1, 1521:10, 1521:17, 1521:29, 1521:36, 1521:46, 1522:5, 1522:9, 1522:38, 1523:41, 1523:42, 1523:43, 1524:6, 1524:9, 1524:29, 1525:1, 1525:5, 1525:18, 1525:22, 1525:30, 1526:1, 1526:10, 1526:12, 1526:38, 1526:40, 1527:24, 1527:33, 1527:46, 1527:47, 1528:1, 1528:20, 1529:1, 1529:21, 1529:34, 1529:36, 1530:5, 1530:23, 1530:47,</p>	<p>1532:5, 1533:29, 1536:47, 1537:17, 1537:42, 1538:19, 1538:27, 1538:28, 1539:7, 1540:3, 1542:19, 1544:41, 1545:3, 1545:7, 1545:25, 1563:32, 1564:38, 1565:44, 1568:29, 1569:3, 1569:27, 1569:38, 1571:26, 1571:34, 1573:17, 1573:35, 1574:16, 1574:42, 1576:4, 1576:29, 1576:46, 1580:13, 1584:7, 1585:5, 1585:20, 1588:12, 1591:10, 1591:26, 1593:19, 1598:10, 1605:24, 1606:12, 1610:6, 1610:20, 1612:14 evident [1] - 1530:4 evolution [3] - 1478:24, 1493:24, 1551:21 evolve [3] - 1477:11, 1486:22, 1491:40 evolved [5] - 1477:8, 1478:29, 1478:44, 1485:21, 1485:38 evolving [3] - 1482:22, 1495:32, 1495:38 exact [1] - 1505:3 exactly [6] - 1476:31, 1476:40, 1490:46, 1561:26, 1563:7 examination [4] - 1486:47, 1513:18, 1517:9, 1547:14 EXAMINATION [11] - 1474:33, 1531:45, 1548:46, 1552:23, 1563:15, 1564:28, 1573:33, 1576:15, 1591:8, 1593:9, 1608:34 examinations [2] - 1478:8, 1493:28 examine [8] - 1476:20, 1491:38, 1505:10, 1511:41, 1518:15, 1520:8, 1530:40, 1540:30 examined [2] - 1497:31, 1536:41 examining [2] - 1500:47, 1548:25 example [38] -</p>	<p>1481:45, 1484:25, 1484:32, 1488:28, 1488:31, 1489:19, 1490:10, 1503:38, 1505:3, 1505:4, 1505:12, 1505:26, 1505:30, 1505:44, 1506:18, 1510:20, 1512:27, 1512:30, 1524:19, 1524:24, 1532:24, 1539:9, 1544:16, 1546:43, 1557:12, 1560:17, 1561:3, 1561:17, 1561:21, 1569:41, 1582:42, 1583:36, 1595:18, 1595:29, 1603:2, 1603:3, 1608:39, 1610:29 examples [6] - 1479:19, 1488:36, 1513:27, 1514:31, 1516:43, 1568:21 exceed [1] - 1483:29 excellent [6] - 1528:46, 1555:10, 1555:12, 1555:14, 1562:40, 1584:18 exception [1] - 1546:7 exceptional [2] - 1583:11, 1585:42 exceptional" [1] - 1578:26 exceptions [3] - 1538:44, 1538:45 exchange [1] - 1543:31 exchanged [1] - 1483:5 excuse [1] - 1545:10 excused [4] - 1552:6, 1564:15, 1592:43, 1611:32 execute [1] - 1545:39 executive [3] - 1479:2, 1483:47, 1493:23 exercise [2] - 1536:47, 1570:38 EXHIBIT [5] - 1474:9, 1485:8, 1505:39, 1550:24, 1551:18 exhibit [6] - 1474:7, 1485:6, 1505:37, 1550:22, 1551:16, 1551:32 exist [1] - 1482:12 existence [5] - 1483:37, 1486:19, 1494:46, 1531:1, 1557:42</p>	<p>existing [5] - 1478:42, 1484:34, 1518:36, 1569:5, 1581:42 exists [5] - 1476:28, 1476:39, 1530:2, 1545:17, 1546:10 expand [2] - 1568:30, 1580:42 expanded [1] - 1484:27 expect [2] - 1539:20, 1607:12 expectation [4] - 1480:41, 1513:47, 1516:13, 1596:21 expectations [3] - 1483:28, 1515:45, 1516:11 expected [3] - 1512:34, 1554:21, 1556:13 expecting [1] - 1491:33 expenditure [1] - 1568:11 experience [17] - 1508:16, 1510:11, 1517:14, 1517:16, 1517:19, 1517:21, 1525:45, 1526:20, 1538:10, 1540:6, 1544:15, 1558:46, 1589:11, 1593:27, 1604:19, 1608:37, 1610:44 experienced [8] - 1477:6, 1526:22, 1555:43, 1597:22, 1600:33, 1601:46, 1609:26, 1610:12 experiences [3] - 1521:37, 1573:41, 1577:7 experiencing [1] - 1526:34 expert [3] - 1493:22, 1537:41, 1547:29 expertise [3] - 1490:8, 1498:26, 1547:38 experts [1] - 1612:2 explain [15] - 1478:13, 1487:4, 1493:17, 1493:20, 1510:41, 1532:39, 1533:4, 1555:6, 1565:8, 1579:17, 1582:37, 1591:14, 1594:24, 1595:14, 1610:13 explained [4] - 1533:13, 1539:15,</p>
--	--	--	--	--

<p>1542:8, 1542:39 explaining [5] - 1559:26, 1572:1, 1591:18, 1596:9, 1611:22 explains [1] - 1480:14 explanations [1] - 1531:19 explore [1] - 1489:12 extend [1] - 1606:44 extended [1] - 1585:34 extensively [1] - 1583:24 extent [12] - 1477:8, 1478:9, 1493:46, 1498:44, 1499:6, 1507:8, 1518:41, 1518:44, 1519:18, 1531:2, 1547:34, 1549:18 external [6] - 1489:19, 1490:16, 1493:36, 1545:20, 1547:29, 1547:47 extra [4] - 1483:42, 1483:44, 1541:25, 1601:19 extreme [2] - 1525:37, 1602:45 extremely [5] - 1508:24, 1594:17, 1594:26, 1607:40, 1608:10 eye [2] - 1589:28 eyes [4] - 1515:32, 1524:44, 1531:24, 1610:31</p>	<p>1503:33, 1511:9, 1517:25, 1520:14, 1525:41, 1528:13, 1528:27, 1545:3, 1545:17, 1547:19, 1549:13, 1553:36, 1554:16, 1561:13, 1562:39, 1564:1, 1565:46, 1595:42, 1603:13, 1608:39, 1608:47, 1609:22 factored [1] - 1537:45 factors [3] - 1525:45, 1583:41, 1586:20 facts [3] - 1517:21, 1517:22 fade [1] - 1562:42 fades [1] - 1562:28 failing [2] - 1516:36, 1574:32 failings [2] - 1560:32, 1562:15 failure [9] - 1512:47, 1513:4, 1514:37, 1515:14, 1515:19, 1538:23, 1545:39, 1546:4, 1547:3 fair [11] - 1478:33, 1481:30, 1483:40, 1502:1, 1528:6, 1528:7, 1528:9, 1529:7, 1531:18, 1536:31, 1539:19 fairer [1] - 1547:19 fairly [4] - 1508:36, 1578:29, 1579:44, 1586:11 fall [4] - 1543:39, 1543:41, 1546:2, 1580:39 falls [1] - 1583:9 familiar [2] - 1507:11, 1521:42 familiarising [1] - 1607:14 Families [11] - 1564:42, 1566:24, 1566:25, 1568:5, 1568:9, 1568:30, 1571:11, 1582:18, 1582:33, 1582:38, 1583:6 families [22] - 1567:1, 1567:9, 1567:27, 1569:30, 1569:33, 1569:35, 1570:18, 1570:22, 1582:21, 1595:3, 1595:4, 1597:1, 1600:40, 1601:7, 1603:47,</p>	<p>1604:2, 1605:13, 1605:15, 1605:44, 1608:47, 1609:8, 1610:14 family [130] - 1475:16, 1475:22, 1475:37, 1475:46, 1476:46, 1478:19, 1484:9, 1485:22, 1488:24, 1489:24, 1490:34, 1492:20, 1492:29, 1497:22, 1502:3, 1502:6, 1502:18, 1503:18, 1503:19, 1506:30, 1506:43, 1506:45, 1507:17, 1510:8, 1512:21, 1513:11, 1513:22, 1517:41, 1519:19, 1519:41, 1521:2, 1521:13, 1521:19, 1521:35, 1522:8, 1523:46, 1524:3, 1524:16, 1528:22, 1529:6, 1529:33, 1529:38, 1531:10, 1532:32, 1533:5, 1537:41, 1538:23, 1539:25, 1540:9, 1540:45, 1541:5, 1543:36, 1544:14, 1544:19, 1545:43, 1546:11, 1546:43, 1548:11, 1555:11, 1555:29, 1558:23, 1559:30, 1561:19, 1561:46, 1564:39, 1565:24, 1566:1, 1566:37, 1567:39, 1568:7, 1568:31, 1569:43, 1570:27, 1572:42, 1572:47, 1574:33, 1574:44, 1575:14, 1575:22, 1579:42, 1580:5, 1582:1, 1582:4, 1582:5, 1582:8, 1583:4, 1583:18, 1583:21, 1583:26, 1583:46, 1583:47, 1584:34, 1586:35, 1587:24, 1587:33, 1587:37, 1587:41, 1587:42, 1587:43, 1587:47, 1588:22, 1588:24, 1588:26, 1588:33, 1588:39, 1588:42, 1589:10, 1589:19, 1589:23, 1594:47, 1598:33, 1598:38, 1598:40,</p>	<p>1599:17, 1599:30, 1600:1, 1601:5, 1603:43, 1604:12, 1604:26, 1605:25, 1605:26, 1606:14, 1609:1, 1609:7, 1609:44, 1610:11, 1610:37, 1611:4, 1611:21 FAMILY [1] - 1473:12 Family [6] - 1546:21, 1565:20, 1566:46, 1571:10, 1571:16, 1582:35 fantastic [4] - 1556:27, 1583:15, 1592:14, 1600:29 far [15] - 1483:29, 1486:2, 1491:40, 1498:22, 1511:44, 1525:38, 1526:2, 1526:31, 1538:46, 1549:10, 1553:19, 1558:40, 1561:27, 1564:39, 1596:2 Far [20] - 1506:12, 1506:26, 1507:6, 1508:5, 1508:7, 1509:2, 1509:44, 1509:47, 1510:35, 1510:41, 1565:20, 1566:22, 1566:46, 1567:28, 1569:19, 1569:28, 1571:10, 1571:15, 1582:34 fashion [3] - 1487:38, 1488:10, 1590:26 faster [1] - 1484:13 fatal [1] - 1516:3 father [1] - 1575:15 fatigue [2] - 1495:15, 1600:37 faux [1] - 1577:16 favour [1] - 1502:4 fear [6] - 1519:45, 1537:3, 1574:45, 1591:11, 1610:8, 1610:9 fearful [1] - 1574:43 feature [1] - 1477:43 fed [1] - 1560:30 federal [3] - 1556:9, 1559:13, 1559:43 feed [1] - 1522:32 feedback [7] - 1490:44, 1490:45, 1568:21, 1579:33, 1579:36, 1580:38, 1580:42 feelings [1] - 1540:31</p>	<p>fees [1] - 1609:13 feet [1] - 1592:4 fell [3] - 1499:41, 1502:8, 1504:8 felt [4] - 1559:33, 1559:34, 1561:34, 1607:45 female [11] - 1539:2, 1539:30, 1563:36, 1563:41, 1563:47, 1564:1, 1564:2, 1591:27, 1591:34, 1591:40 female-to-female [1] - 1564:2 females [1] - 1591:36 ferry [2] - 1595:45, 1595:46 few [10] - 1474:24, 1483:8, 1507:21, 1508:34, 1525:42, 1531:43, 1533:15, 1549:2, 1553:24, 1571:25 field [2] - 1491:36, 1511:1 fighting [1] - 1561:38 fight [1] - 1588:28 figure [1] - 1540:14 figures [15] - 1504:45, 1511:33, 1532:2, 1532:9, 1532:28, 1533:11, 1534:4, 1537:19, 1537:27, 1537:34, 1537:46, 1555:34, 1555:35, 1562:9, 1584:28 files [1] - 1599:47 fill [3] - 1483:34, 1554:47, 1558:16 filled [3] - 1551:10, 1571:38, 1585:15 filled" [1] - 1551:8 filling [1] - 1609:33 filmed [1] - 1586:16 final [1] - 1534:40 finalisation [2] - 1511:32, 1512:44 finalise [3] - 1476:11, 1487:25, 1489:24 finalised [4] - 1502:5, 1511:30, 1512:21, 1515:42 finalising [2] - 1510:22, 1524:24 finally [1] - 1535:10 financial [6] - 1532:6, 1532:12, 1532:13, 1535:11, 1560:24 findings [13] -</p>
F				
<p>face [8] - 1512:16, 1513:15, 1516:46, 1536:29, 1538:6, 1587:35, 1588:32, 1589:33 faced [3] - 1513:43, 1553:46, 1600:22 faces [1] - 1515:31 facial [1] - 1515:32 facilitate [2] - 1514:4, 1571:16 facilitators [1] - 1592:33 fact [33] - 1475:35, 1484:18, 1486:20, 1487:47, 1488:26, 1488:46, 1491:45, 1493:27, 1496:29, 1502:31, 1503:25,</p>				

<p>1497:18, 1506:37, 1506:42, 1507:8, 1507:23, 1509:43, 1510:19, 1511:20, 1512:17, 1512:40, 1513:8, 1517:22, 1522:13</p> <p>fine [1] - 1551:47</p> <p>fingertips [1] - 1483:24</p> <p>finished [5] - 1492:46, 1493:3, 1494:44, 1494:46, 1561:39</p> <p>finite [1] - 1499:8</p> <p>fire [1] - 1604:27</p> <p>First [62] - 1544:38, 1544:39, 1544:43, 1557:32, 1563:32, 1566:10, 1571:43, 1574:16, 1574:43, 1575:21, 1577:3, 1577:21, 1577:35, 1577:38, 1577:40, 1578:44, 1579:7, 1579:9, 1586:4, 1586:21, 1586:24, 1586:30, 1586:36, 1586:41, 1587:3, 1587:25, 1587:30, 1587:32, 1589:19, 1589:22, 1589:36, 1589:40, 1589:45, 1589:47, 1590:7, 1590:13, 1590:14, 1590:21, 1590:25, 1591:11, 1591:27, 1591:47, 1592:2, 1594:5, 1594:12, 1594:15, 1594:21, 1604:11, 1604:18, 1604:38, 1604:44, 1605:33, 1606:31, 1606:39, 1607:26, 1607:37, 1610:21, 1610:38, 1610:43, 1611:18</p> <p>first [35] - 1474:11, 1476:22, 1479:28, 1493:25, 1494:7, 1506:38, 1509:6, 1515:38, 1516:26, 1519:30, 1520:1, 1520:18, 1529:30, 1538:9, 1538:11, 1546:18, 1547:44, 1549:43, 1551:38, 1553:33, 1554:1, 1554:46, 1557:26, 1558:3, 1560:14, 1560:17, 1561:17,</p>	<p>1570:2, 1577:7, 1588:47, 1596:25, 1597:19, 1607:13, 1612:1, 1612:12</p> <p>firstly [17] - 1474:46, 1475:12, 1478:22, 1481:26, 1487:4, 1487:6, 1487:29, 1488:19, 1494:24, 1497:24, 1506:29, 1513:7, 1519:36, 1520:39, 1523:45, 1576:29, 1580:19</p> <p>fist [2] - 1526:21, 1545:9</p> <p>fist-sized [1] - 1545:9</p> <p>fit [4] - 1518:8, 1554:21, 1612:7, 1612:8</p> <p>fits [2] - 1504:7, 1557:7</p> <p>five [14] - 1481:41, 1483:36, 1533:16, 1547:44, 1549:7, 1549:15, 1549:27, 1562:18, 1584:25, 1590:40, 1596:18, 1598:24, 1602:14, 1608:42</p> <p>five-day [1] - 1547:44</p> <p>five-year [1] - 1562:18</p> <p>fix [2] - 1518:30, 1596:14</p> <p>fixing [1] - 1558:30</p> <p>flagged [1] - 1520:35</p> <p>flags [1] - 1566:11</p> <p>Fletcher [1] - 1478:27</p> <p>flew [2] - 1605:11, 1605:12</p> <p>flick [1] - 1480:41</p> <p>flights [2] - 1601:18, 1601:19</p> <p>flow [1] - 1541:33</p> <p>flow-on [1] - 1541:33</p> <p>fluctuations [1] - 1540:28</p> <p>fly [14] - 1595:44, 1603:24, 1603:25, 1603:27, 1603:29, 1603:30, 1604:46, 1605:2, 1605:8, 1610:2</p> <p>fly-in [4] - 1604:46, 1605:2, 1605:8, 1610:2</p> <p>fly-out [4] - 1604:46, 1605:2, 1605:8, 1610:2</p> <p>flying [2] - 1595:46, 1600:41</p>	<p>foci [1] - 1488:26</p> <p>focus [21] - 1478:45, 1488:6, 1488:7, 1488:26, 1491:23, 1492:16, 1496:27, 1514:42, 1526:35, 1538:33, 1538:42, 1539:21, 1539:22, 1563:1, 1583:25, 1594:32, 1598:20, 1599:5, 1606:40, 1606:41, 1606:43</p> <p>focused [6] - 1494:31, 1568:31, 1582:39, 1583:17, 1594:31, 1594:36</p> <p>focuses [1] - 1598:18</p> <p>focusing [2] - 1533:26, 1606:2</p> <p>follow [7] - 1474:41, 1492:37, 1511:43, 1512:13, 1569:45, 1574:4, 1575:5</p> <p>follow-up [1] - 1569:45</p> <p>followed [6] - 1509:10, 1511:46, 1519:2, 1519:4, 1543:13, 1569:23</p> <p>following [10] - 1475:5, 1502:47, 1509:46, 1516:8, 1516:39, 1517:34, 1520:23, 1523:45, 1549:44, 1567:37</p> <p>follows [1] - 1569:21</p> <p>followup [11] - 1494:25, 1494:37, 1495:13, 1495:47, 1496:29, 1508:47, 1509:11, 1509:16, 1509:24, 1532:20, 1541:34</p> <p>followups [1] - 1496:32</p> <p>food [2] - 1560:24, 1583:40</p> <p>footage [3] - 1521:25, 1521:31, 1588:11</p> <p>footy [1] - 1542:40</p> <p>force [7] - 1528:28, 1539:22, 1544:17, 1553:4, 1580:33, 1590:1, 1590:17</p> <p>forecast [2] - 1487:9, 1495:1</p> <p>forefront [2] - 1489:34, 1492:6</p> <p>foremost [1] - 1588:47</p> <p>forgive [3] - 1509:35,</p>	<p>1532:30, 1610:27</p> <p>form [5] - 1506:4, 1524:42, 1539:17, 1543:13, 1578:15</p> <p>formal [8] - 1499:42, 1501:14, 1501:16, 1569:39, 1570:26, 1581:11, 1581:22, 1585:42</p> <p>formalise [2] - 1582:6, 1587:9</p> <p>formalised [3] - 1558:6, 1558:44, 1595:39</p> <p>formalising [1] - 1585:25</p> <p>formally [2] - 1557:35, 1557:36</p> <p>format [2] - 1477:11, 1501:33</p> <p>formed [3] - 1542:34, 1545:15, 1594:17</p> <p>former [1] - 1474:31</p> <p>forms [4] - 1477:2, 1543:38, 1565:25, 1565:29</p> <p>formulate [1] - 1501:21</p> <p>forth [2] - 1595:45, 1596:45</p> <p>forum [1] - 1582:26</p> <p>forward [12] - 1484:5, 1489:38, 1495:18, 1498:43, 1549:44, 1566:14, 1585:2, 1588:10, 1588:12, 1592:16, 1592:21, 1606:9</p> <p>foundation [1] - 1499:47</p> <p>four [24] - 1476:18, 1477:21, 1477:28, 1479:30, 1480:40, 1481:41, 1483:35, 1495:1, 1553:15, 1554:18, 1559:23, 1559:40, 1565:36, 1584:16, 1584:22, 1584:25, 1590:40, 1596:18, 1597:5, 1597:9, 1598:23, 1604:1, 1608:40, 1608:42</p> <p>four-wheel-drive [1] - 1554:18</p> <p>four-year [2] - 1479:30, 1480:40</p> <p>fourth [2] - 1543:23, 1560:42</p> <p>fractures [1] - 1515:36</p>	<p>FRAMEWORK [1] - 1485:8</p> <p>framework [5] - 1478:40, 1480:10, 1485:3, 1548:9, 1561:32</p> <p>frankly [2] - 1481:38, 1511:45</p> <p>free [4] - 1576:3, 1576:28, 1592:45, 1593:18</p> <p>frequency [1] - 1506:44</p> <p>frequently [2] - 1524:30, 1533:31</p> <p>FRIDAY [1] - 1612:20</p> <p>fridge [1] - 1560:24</p> <p>friend [2] - 1557:14, 1589:23</p> <p>friends [1] - 1551:43</p> <p>frightened [1] - 1610:18</p> <p>front [13] - 1501:38, 1502:2, 1502:30, 1503:39, 1508:30, 1539:35, 1540:10, 1551:40, 1562:22, 1562:30, 1597:27, 1603:26</p> <p>frontline [10] - 1475:13, 1488:27, 1488:33, 1491:35, 1491:41, 1492:42, 1495:10, 1495:12, 1495:16, 1548:26</p> <p>fruition [1] - 1601:37</p> <p>frustrating [1] - 1600:28</p> <p>frustration [1] - 1607:45</p> <p>FTO [1] - 1527:34</p> <p>fuel [1] - 1565:30</p> <p>fuelled [1] - 1598:46</p> <p>fulfil [1] - 1476:31</p> <p>fulfilling [2] - 1490:30, 1514:1</p> <p>full [6] - 1484:15, 1510:14, 1550:16, 1584:17, 1584:22, 1584:23</p> <p>full-sized [1] - 1550:16</p> <p>fully [5] - 1481:37, 1545:20, 1564:2, 1568:2, 1602:29</p> <p>functioned [1] - 1554:41</p> <p>funded [5] - 1565:22, 1565:23, 1566:26, 1567:4</p>
---	--	--	--	---

<p>funding [3] - 1509:8, 1569:4, 1580:41 funds [1] - 1580:24 funny [1] - 1598:31 furious [1] - 1500:45 future [6] - 1482:6, 1483:27, 1486:11, 1560:32, 1584:5, 1585:16</p>	<p>1550:37 geography [1] - 1479:12 George [2] - 1473:35, 1565:41 Gigee [1] - 1599:27 given [37] - 1478:45, 1485:43, 1487:46, 1490:9, 1490:45, 1491:4, 1491:7, 1491:23, 1493:13, 1493:32, 1500:22, 1503:39, 1506:44, 1510:2, 1510:33, 1511:5, 1512:29, 1513:7, 1513:27, 1515:26, 1518:23, 1518:33, 1521:46, 1522:5, 1522:8, 1523:43, 1525:22, 1525:30, 1530:23, 1531:18, 1531:23, 1565:46, 1572:47, 1574:2, 1605:24, 1606:13, 1610:20 glacial [1] - 1481:1 glad [1] - 1523:11 Gladstone [1] - 1482:30 glassing [1] - 1515:32 global [1] - 1512:29 goal [1] - 1559:46 Gold [12] - 1474:46, 1475:2, 1475:6, 1476:28, 1476:47, 1477:7, 1479:7, 1479:19, 1481:15, 1481:33, 1486:9, 1592:3 governance [2] - 1493:13, 1501:17 government [20] - 1498:37, 1519:17, 1548:24, 1553:25, 1553:26, 1555:22, 1559:11, 1559:20, 1559:36, 1559:41, 1559:44, 1560:39, 1561:23, 1561:31, 1562:21, 1562:34, 1605:7, 1605:20, 1606:5 government" [1] - 1559:3 grades [1] - 1609:14 grandmother [1] - 1541:3 grandparents [1] - 1540:40 grant [2] - 1579:32,</p>	<p>1580:16 granted [1] - 1502:20 grateful [1] - 1551:10 great [12] - 1479:20, 1486:20, 1491:32, 1500:46, 1504:4, 1517:13, 1560:7, 1561:37, 1561:47, 1563:46, 1597:12, 1597:14 greater [4] - 1496:26, 1505:2, 1528:8, 1606:6 greatest [2] - 1487:36, 1497:41 Greenfield [2] - 1493:37 grew [1] - 1598:33 Griffith [2] - 1475:27, 1475:30 groceries [1] - 1565:30 ground [6] - 1556:46, 1557:4, 1559:38, 1562:25, 1585:46, 1601:43 group [39] - 1486:46, 1487:27, 1496:33, 1506:44, 1509:13, 1531:10, 1549:34, 1549:40, 1550:1, 1562:26, 1562:28, 1562:36, 1562:38, 1562:39, 1567:43, 1567:47, 1568:25, 1568:28, 1572:19, 1573:4, 1580:40, 1582:9, 1582:16, 1582:19, 1582:21, 1582:40, 1582:41, 1583:24, 1583:27, 1584:35, 1584:38, 1587:6, 1587:10, 1588:22, 1599:25, 1606:27, 1607:29, 1609:37 grouping [2] - 1495:13, 1604:21 groupings [1] - 1525:15 groups [13] - 1555:29, 1559:30, 1561:46, 1578:31, 1580:5, 1582:7, 1582:24, 1586:35, 1588:24, 1588:39, 1610:21 grow [1] - 1482:24 growing [3] - 1484:22, 1512:20, 1589:23 grown [1] - 1484:21</p>	<p>growth [9] - 1482:12, 1482:13, 1482:15, 1483:7, 1483:28, 1483:42, 1484:47, 1493:32, 1549:18 guess [43] - 1483:11, 1492:34, 1500:45, 1526:16, 1526:43, 1527:12, 1528:15, 1529:12, 1531:14, 1556:17, 1560:12, 1568:2, 1570:26, 1571:44, 1574:2, 1574:11, 1574:35, 1581:39, 1581:47, 1582:13, 1582:26, 1582:39, 1585:33, 1585:36, 1586:12, 1586:32, 1586:46, 1587:2, 1587:35, 1587:36, 1588:15, 1588:32, 1588:37, 1588:45, 1589:12, 1589:21, 1589:31, 1589:43, 1590:18, 1590:39, 1591:18, 1591:32, 1595:15 guest [1] - 1566:35 Guide [1] - 1499:47 guide [7] - 1481:40, 1483:10, 1490:23, 1490:36, 1491:35, 1492:19, 1499:47 guided [1] - 1492:1 guideline [1] - 1503:31 guidelines [4] - 1491:26, 1492:32, 1492:37, 1546:38 guides [2] - 1500:4, 1500:47 Gununa [1] - 1596:38 guys [1] - 1583:8 gym [1] - 1581:33</p>	<p>1556:33, 1556:39 handed [2] - 1505:16, 1522:13 handled [1] - 1588:23 Handy [1] - 1499:47 hang [3] - 1499:1, 1536:42, 1581:9 happy [5] - 1496:34, 1500:46, 1542:13, 1543:29, 1573:9 hard [16] - 1511:33, 1519:44, 1531:27, 1531:29, 1560:6, 1562:25, 1562:27, 1590:22, 1600:6, 1600:10, 1600:13, 1600:44, 1601:6, 1605:12, 1609:9 hardcore [1] - 1566:30 harder [2] - 1563:26, 1602:6 hardly [2] - 1508:14, 1510:27 harm [5] - 1516:2, 1547:16, 1588:4, 1591:17, 1591:18 harness [1] - 1592:23 hat [3] - 1590:21, 1590:22 hats [2] - 1590:16, 1590:20 hauled [1] - 1516:20 Hawthorne [1] - 1495:25 head [12] - 1483:22, 1490:26, 1504:14, 1513:34, 1523:36, 1532:31, 1544:36, 1544:47, 1575:22, 1575:35, 1584:27, 1610:38 headed [3] - 1505:16, 1506:29, 1559:20 heads [2] - 1532:9, 1538:40 Healing [1] - 1599:27 health [11] - 1484:30, 1560:29, 1561:5, 1565:3, 1565:7, 1566:5, 1575:25, 1575:27, 1578:35, 1581:29, 1599:29 Health [6] - 1566:19, 1567:4, 1582:17, 1582:43, 1599:27, 1599:28 healthy [2] - 1571:14, 1571:17 heap [2] - 1530:39, 1532:19</p>
G				
<p>gain [1] - 1510:13 gangs [1] - 1477:5 gaol [1] - 1606:14 gap [3] - 1503:46, 1555:45, 1601:43 gaps [3] - 1482:1, 1483:21, 1503:46 Gareth [1] - 1585:39 Garrett [1] - 1587:12 gathered [1] - 1480:27 gathering [1] - 1574:30 geez [1] - 1560:29 gender [4] - 1538:22, 1538:26, 1539:1, 1548:14 gender-informed [1] - 1548:14 gendered [1] - 1492:1 General [2] - 1562:37, 1565:23 general [12] - 1475:15, 1484:28, 1488:23, 1492:19, 1538:19, 1566:34, 1582:29, 1593:42, 1594:32, 1611:8, 1611:10, 1611:23 generally [10] - 1479:21, 1516:25, 1537:43, 1542:24, 1555:45, 1556:10, 1563:41, 1572:16, 1591:26, 1611:18 generals [1] - 1562:36 generated [1] - 1510:29 generates [1] - 1579:11 generation [1] - 1606:20 generational [2] - 1562:19, 1562:31 gentleman [1] - 1571:39 geographic [1] - 1479:21 geographical [1] -</p>	<p>1550:37 geography [1] - 1479:12 George [2] - 1473:35, 1565:41 Gigee [1] - 1599:27 given [37] - 1478:45, 1485:43, 1487:46, 1490:9, 1490:45, 1491:4, 1491:7, 1491:23, 1493:13, 1493:32, 1500:22, 1503:39, 1506:44, 1510:2, 1510:33, 1511:5, 1512:29, 1513:7, 1513:27, 1515:26, 1518:23, 1518:33, 1521:46, 1522:5, 1522:8, 1523:43, 1525:22, 1525:30, 1530:23, 1531:18, 1531:23, 1565:46, 1572:47, 1574:2, 1605:24, 1606:13, 1610:20 glacial [1] - 1481:1 glad [1] - 1523:11 Gladstone [1] - 1482:30 glassing [1] - 1515:32 global [1] - 1512:29 goal [1] - 1559:46 Gold [12] - 1474:46, 1475:2, 1475:6, 1476:28, 1476:47, 1477:7, 1479:7, 1479:19, 1481:15, 1481:33, 1486:9, 1592:3 governance [2] - 1493:13, 1501:17 government [20] - 1498:37, 1519:17, 1548:24, 1553:25, 1553:26, 1555:22, 1559:11, 1559:20, 1559:36, 1559:41, 1559:44, 1560:39, 1561:23, 1561:31, 1562:21, 1562:34, 1605:7, 1605:20, 1606:5 government" [1] - 1559:3 grades [1] - 1609:14 grandmother [1] - 1541:3 grandparents [1] - 1540:40 grant [2] - 1579:32,</p>	<p>1580:16 granted [1] - 1502:20 grateful [1] - 1551:10 great [12] - 1479:20, 1486:20, 1491:32, 1500:46, 1504:4, 1517:13, 1560:7, 1561:37, 1561:47, 1563:46, 1597:12, 1597:14 greater [4] - 1496:26, 1505:2, 1528:8, 1606:6 greatest [2] - 1487:36, 1497:41 Greenfield [2] - 1493:37 grew [1] - 1598:33 Griffith [2] - 1475:27, 1475:30 groceries [1] - 1565:30 ground [6] - 1556:46, 1557:4, 1559:38, 1562:25, 1585:46, 1601:43 group [39] - 1486:46, 1487:27, 1496:33, 1506:44, 1509:13, 1531:10, 1549:34, 1549:40, 1550:1, 1562:26, 1562:28, 1562:36, 1562:38, 1562:39, 1567:43, 1567:47, 1568:25, 1568:28, 1572:19, 1573:4, 1580:40, 1582:9, 1582:16, 1582:19, 1582:21, 1582:40, 1582:41, 1583:24, 1583:27, 1584:35, 1584:38, 1587:6, 1587:10, 1588:22, 1599:25, 1606:27, 1607:29, 1609:37 grouping [2] - 1495:13, 1604:21 groupings [1] - 1525:15 groups [13] - 1555:29, 1559:30, 1561:46, 1578:31, 1580:5, 1582:7, 1582:24, 1586:35, 1588:24, 1588:39, 1610:21 grow [1] - 1482:24 growing [3] - 1484:22, 1512:20, 1589:23 grown [1] - 1484:21</p>	<p>growth [9] - 1482:12, 1482:13, 1482:15, 1483:7, 1483:28, 1483:42, 1484:47, 1493:32, 1549:18 guess [43] - 1483:11, 1492:34, 1500:45, 1526:16, 1526:43, 1527:12, 1528:15, 1529:12, 1531:14, 1556:17, 1560:12, 1568:2, 1570:26, 1571:44, 1574:2, 1574:11, 1574:35, 1581:39, 1581:47, 1582:13, 1582:26, 1582:39, 1585:33, 1585:36, 1586:12, 1586:32, 1586:46, 1587:2, 1587:35, 1587:36, 1588:15, 1588:32, 1588:37, 1588:45, 1589:12, 1589:21, 1589:31, 1589:43, 1590:18, 1590:39, 1591:18, 1591:32, 1595:15 guest [1] - 1566:35 Guide [1] - 1499:47 guide [7] - 1481:40, 1483:10, 1490:23, 1490:36, 1491:35, 1492:19, 1499:47 guided [1] - 1492:1 guideline [1] - 1503:31 guidelines [4] - 1491:26, 1492:32, 1492:37, 1546:38 guides [2] - 1500:4, 1500:47 Gununa [1] - 1596:38 guys [1] - 1583:8 gym [1] - 1581:33</p>	<p>1556:33, 1556:39 handed [2] - 1505:16, 1522:13 handled [1] - 1588:23 Handy [1] - 1499:47 hang [3] - 1499:1, 1536:42, 1581:9 happy [5] - 1496:34, 1500:46, 1542:13, 1543:29, 1573:9 hard [16] - 1511:33, 1519:44, 1531:27, 1531:29, 1560:6, 1562:25, 1562:27, 1590:22, 1600:6, 1600:10, 1600:13, 1600:44, 1601:6, 1605:12, 1609:9 hardcore [1] - 1566:30 harder [2] - 1563:26, 1602:6 hardly [2] - 1508:14, 1510:27 harm [5] - 1516:2, 1547:16, 1588:4, 1591:17, 1591:18 harness [1] - 1592:23 hat [3] - 1590:21, 1590:22 hats [2] - 1590:16, 1590:20 hauled [1] - 1516:20 Hawthorne [1] - 1495:25 head [12] - 1483:22, 1490:26, 1504:14, 1513:34, 1523:36, 1532:31, 1544:36, 1544:47, 1575:22, 1575:35, 1584:27, 1610:38 headed [3] - 1505:16, 1506:29, 1559:20 heads [2] - 1532:9, 1538:40 Healing [1] - 1599:27 health [11] - 1484:30, 1560:29, 1561:5, 1565:3, 1565:7, 1566:5, 1575:25, 1575:27, 1578:35, 1581:29, 1599:29 Health [6] - 1566:19, 1567:4, 1582:17, 1582:43, 1599:27, 1599:28 healthy [2] - 1571:14, 1571:17 heap [2] - 1530:39, 1532:19</p>
H				
<p>half [2] - 1502:4, 1502:13 hand [15] - 1475:36, 1483:41, 1491:32, 1491:34, 1501:32, 1510:37, 1526:21, 1551:7, 1556:1, 1556:28, 1556:29, 1556:32, 1556:33, 1556:39, 1577:40 hand-over [6] - 1556:1, 1556:28, 1556:29, 1556:32,</p>	<p>1550:37 geography [1] - 1479:12 George [2] - 1473:35, 1565:41 Gigee [1] - 1599:27 given [37] - 1478:45, 1485:43, 1487:46, 1490:9, 1490:45, 1491:4, 1491:7, 1491:23, 1493:13, 1493:32, 1500:22, 1503:39, 1506:44, 1510:2, 1510:33, 1511:5, 1512:29, 1513:7, 1513:27, 1515:26, 1518:23, 1518:33, 1521:46, 1522:5, 1522:8, 1523:43, 1525:22, 1525:30, 1530:23, 1531:18, 1531:23, 1565:46, 1572:47, 1574:2, 1605:24, 1606:13, 1610:20 glacial [1] - 1481:1 glad [1] - 1523:11 Gladstone [1] - 1482:30 glassing [1] - 1515:32 global [1] - 1512:29 goal [1] - 1559:46 Gold [12] - 1474:46, 1475:2, 1475:6, 1476:28, 1476:47, 1477:7, 1479:7, 1479:19, 1481:15, 1481:33, 1486:9, 1592:3 governance [2] - 1493:13, 1501:17 government [20] - 1498:37, 1519:17, 1548:24, 1553:25, 1553:26, 1555:22, 1559:11, 1559:20, 1559:36, 1559:41, 1559:44, 1560:39, 1561:23, 1561:31, 1562:21, 1562:34, 1605:7, 1605:20, 1606:5 government" [1] - 1559:3 grades [1] - 1609:14 grandmother [1] - 1541:3 grandparents [1] - 1540:40 grant [2] - 1579:32,</p>	<p>1580:16 granted [1] - 1502:20 grateful [1] - 1551:10 great [12] - 1479:20, 1486:20, 1491:32, 1500:46, 1504:4, 1517:13, 1560:7, 1561:37, 1561:47, 1563:46, 1597:12, 1597:14 greater [4] - 1496:26, 1505:2, 1528:8, 1606:6 greatest [2] - 1487:36, 1497:41 Greenfield [2] - 1493:37 grew [1] - 1598:33 Griffith [2] - 1475:27, 1475:30 groceries [1] - 1565:30 ground [6] - 1556:46, 1557:4, 1559:38, 1562:25, 1585:46, 1601:43 group [39] - 1486:46, 1487:27, 1496:33, 1506:44, 1509:13, 1531:10, 1549:34, 1549:40, 1550:1, 1562:26, 1562:28, 1562:36, 1562:38, 1562:39, 1567:43, 1567:47, 1568:25, 1568:28, 1572:19, 1573:4, 1580:40, 1582:9, 1582:16, 1582:19, 1582:21, 1582:40, 1582:41, 1583:24, 1583:27, 1584:35, 1584:38, 1587:6, 1587:10, 1588:22, 1599:25, 1606:27, 1607:29, 1609:37 grouping [2] - 1495:13, 1604:21 groupings [1] - 1525:15 groups [13] - 1555:29, 1559:30, 1561:46, 1578:31, 1580:5, 1582:7, 1582:24, 1586:35, 1588:24, 1588:39, 1610:21 grow [1] - 1482:24 growing [3] - 1484:22, 1512:20, 1589:23 grown [1] - 1484:21</p>	<p>growth [9] - 1482:12, 1482:13, 1482:15, 1483:7, 1483:28, 1483:42, 1484:47, 1493:32, 1549:18 guess [43] - 1483:11, 1492:34, 1500:45, 1526:16, 1526:43, 1527:12, 1528:15, 1529:12, 1531:14, 1556:17, 1560:12, 1568:2, 1570:26, 1571:44, 1574:2, 1574:11, 1574:35, 1581:39, 1581:47, 1582:13, 1582:26, 1582:39, 1585:33, 1585:36, 1586:12, 1586:32, 1586:46, 1587:2, 1587:35, 1587:36, 1588:15, 1588:32, 1588:37, 1588:45, 1589:12, 1589:21, 1589:31, 1589:43, 1590:18, 1590:39, 1591:18, 1591:32, 1595:15 guest [1] - 1566:35 Guide [1] - 1499:47 guide [7] - 1481:40, 1483:10, 1490:23, 1490:36, 1491:35, 1492:19, 1499:47 guided [1] - 1492:1 guideline [1] - 1503:31 guidelines [4] - 1491:26, 1492:32, 1492:37, 1546:38 guides [2] - 1500:4, 1500:47 Gununa [1] - 1596:38 guys [1] - 1583:8 gym [1] - 1581:33</p>	<p>1556:33, 1556:39 handed [2] - 1505:16, 1522:13 handled [1] - 1588:23 Handy [1] - 1499:47 hang [3] - 1499:1, 1536:42, 1581:9 happy [5] - 1496:34, 1500:46, 1542:13, 1543:29, 1573:9 hard [16] - 1511:33, 1519:44, 1531:27, 1531:29, 1560:6, 1562:25, 1562:27, 1590:22, 1600:6, 1600:10, 1600:13, 1600:44, 1601:6, 1605:12, 1609:9 hardcore [1] - 1566:30 harder [2] - 1563:26, 1602:6 hardly [2] - 1508:14, 1510:27 harm [5] - 1516:2, 1547:16, 1588:4, 1591:17, 1591:18 harness [1] - 1592:23</p>

<p>hear [11] - 1478:12, 1478:33, 1519:40, 1529:32, 1531:27, 1531:30, 1537:6, 1561:6, 1564:30, 1576:17, 1576:19</p> <p>heard [40] - 1488:40, 1493:17, 1495:14, 1518:45, 1519:25, 1520:38, 1521:1, 1521:2, 1521:11, 1521:16, 1523:12, 1525:16, 1525:22, 1525:23, 1525:29, 1526:11, 1527:1, 1527:25, 1527:46, 1529:1, 1529:34, 1529:36, 1537:42, 1538:19, 1538:28, 1539:7, 1557:31, 1562:5, 1570:13, 1574:15, 1580:13, 1583:23, 1584:7, 1589:4, 1594:20, 1601:37, 1610:8, 1610:15, 1610:44, 1610:46</p> <p>hearing [6] - 1474:21, 1494:38, 1531:9, 1531:26, 1550:30, 1555:20</p> <p>hearings [3] - 1520:19, 1520:31, 1527:26</p> <p>Heart [1] - 1566:44</p> <p>hearts [1] - 1529:16</p> <p>heavily [7] - 1477:45, 1484:4, 1541:22, 1572:18, 1572:24, 1583:10, 1585:9</p> <p>heightened [1] - 1516:1</p> <p>held [6] - 1510:13, 1510:19, 1519:39, 1531:9, 1566:34, 1568:12</p> <p>helicopters [1] - 1514:4</p> <p>hell [1] - 1491:4</p> <p>help [22] - 1476:4, 1481:39, 1482:2, 1492:6, 1492:37, 1526:34, 1533:29, 1546:34, 1569:42, 1571:2, 1580:27, 1580:46, 1581:10, 1594:46, 1596:24, 1597:24, 1598:47, 1599:47, 1601:23, 1601:26, 1601:33,</p>	<p>1606:16</p> <p>helpful [7] - 1499:45, 1500:8, 1595:9, 1597:30, 1602:33, 1604:14, 1608:10</p> <p>helping [5] - 1483:10, 1548:1, 1571:22, 1572:41, 1598:26</p> <p>helps [6] - 1480:3, 1530:16, 1531:7, 1563:38, 1578:44, 1579:6</p> <p>Hely [2] - 1497:16, 1499:12</p> <p>HER [1] - 1473:19</p> <p>hesitating [1] - 1485:27</p> <p>hide [1] - 1487:11</p> <p>high [11] - 1475:5, 1479:22, 1522:14, 1536:40, 1546:44, 1567:30, 1570:30, 1572:10, 1598:40, 1599:2, 1605:41</p> <p>high-profile [2] - 1475:5, 1522:14</p> <p>high-ranking [1] - 1572:10</p> <p>high-risk [1] - 1567:30</p> <p>higher [4] - 1484:40, 1494:18, 1587:31, 1611:1</p> <p>higher-ups [1] - 1611:1</p> <p>highest [2] - 1562:21, 1562:29</p> <p>highlight [1] - 1517:24</p> <p>highlighted [5] - 1490:47, 1507:17, 1510:3, 1510:7, 1526:13</p> <p>highlighting [2] - 1515:13, 1538:43</p> <p>highlights [2] - 1507:12, 1515:2</p> <p>highly [3] - 1513:23, 1516:10, 1544:18</p> <p>Hillard [6] - 1531:41, 1536:23, 1543:27, 1563:11, 1573:31, 1591:4</p> <p>HILLARD [23] - 1531:43, 1531:45, 1532:23, 1536:10, 1536:25, 1539:5, 1539:42, 1539:47, 1540:8, 1543:29, 1548:37, 1563:13, 1563:15, 1564:7, 1573:33, 1575:41,</p>	<p>1591:6, 1591:8, 1592:6, 1592:35, 1608:34, 1611:25, 1612:16</p> <p>himself [1] - 1577:40</p> <p>hindrance [1] - 1584:31</p> <p>historic [1] - 1577:8</p> <p>historical [3] - 1577:14, 1578:6, 1586:4</p> <p>historically [2] - 1579:42, 1586:23</p> <p>history [7] - 1493:20, 1542:38, 1563:18, 1577:11, 1577:14, 1579:25, 1611:20</p> <p>hit [1] - 1515:33</p> <p>hoc [1] - 1585:36</p> <p>Hodgman [1] - 1510:38</p> <p>hold [3] - 1566:36, 1568:43, 1568:45</p> <p>holding [2] - 1489:4, 1538:15</p> <p>holidays [1] - 1561:8</p> <p>holistic [4] - 1497:3, 1497:4, 1497:39, 1522:45</p> <p>holistically [1] - 1565:12</p> <p>home [8] - 1531:13, 1542:39, 1570:4, 1575:4, 1583:39, 1591:22, 1598:29, 1598:47</p> <p>homeless [1] - 1500:42</p> <p>homes [2] - 1478:20, 1586:39</p> <p>homework [1] - 1581:10</p> <p>homicide [3] - 1475:6, 1595:18, 1595:29</p> <p>HONOUR [1] - 1473:19</p> <p>Honour [16] - 1477:18, 1480:25, 1480:38, 1486:23, 1496:35, 1500:20, 1503:14, 1507:43, 1508:38, 1512:10, 1535:11, 1540:6, 1543:18, 1549:28, 1551:1, 1552:7</p> <p>hope [3] - 1516:19, 1525:41, 1530:16</p> <p>Hope [2] - 1566:46, 1567:3</p> <p>hoped [6] - 1582:9,</p>	<p>1583:43, 1585:45, 1585:46, 1588:9, 1588:10</p> <p>hopeful [3] - 1474:23, 1483:8, 1548:19</p> <p>hopefully [1] - 1585:47</p> <p>hoping [2] - 1492:22, 1568:29</p> <p>Horn [1] - 1515:39</p> <p>horrible [1] - 1525:23</p> <p>hospital [7] - 1515:36, 1555:26, 1566:5, 1566:8, 1566:19, 1566:47, 1597:7</p> <p>hosted [1] - 1580:22</p> <p>hour [6] - 1501:27, 1557:41, 1571:12, 1597:5, 1597:9, 1604:41</p> <p>hours [8] - 1554:6, 1558:25, 1565:47, 1571:2, 1580:31, 1581:9, 1583:11, 1602:7</p> <p>house [14] - 1555:2, 1555:3, 1558:18, 1558:19, 1558:22, 1558:26, 1599:27, 1602:18, 1602:22, 1603:47, 1604:1, 1604:3, 1604:17, 1609:2</p> <p>housed [1] - 1601:1</p> <p>housekeeping [1] - 1596:31</p> <p>houses [3] - 1562:3, 1604:13, 1604:21</p> <p>housing [16] - 1499:30, 1557:8, 1565:33, 1600:46, 1600:47, 1601:3, 1601:4, 1601:13, 1603:40, 1603:42, 1603:45, 1603:46, 1604:5, 1604:6, 1608:36, 1609:9</p> <p>Housing [1] - 1605:10</p> <p>hover [1] - 1549:3</p> <p>how-to [1] - 1492:31</p> <p>HR [1] - 1601:27</p> <p>HRT [7] - 1482:18, 1482:21, 1482:25, 1482:28, 1486:5, 1486:7, 1550:42</p> <p>HRTs [2] - 1482:27, 1498:45</p> <p>huge [1] - 1600:38</p> <p>hugging [1] - 1561:40</p> <p>humble [1] - 1526:32</p>	<p>hunt [1] - 1558:21</p> <p>HUNTER [15] - 1548:44, 1548:46, 1549:33, 1550:20, 1550:27, 1550:35, 1550:41, 1550:47, 1551:14, 1551:30, 1551:34, 1564:12, 1575:46, 1592:40, 1611:29</p> <p>hunter [1] - 1549:23</p> <p>Hunter [1] - 1549:30</p> <p>hunting [1] - 1558:28</p> <p>hygienic [1] - 1577:23</p>
I				
<p>idea [7] - 1500:32, 1500:46, 1501:28, 1506:2, 1545:16, 1578:41, 1586:1</p> <p>ideal [3] - 1514:15, 1544:16, 1556:25</p> <p>ideally [1] - 1570:12</p> <p>ideas [3] - 1499:40, 1501:20</p> <p>identification [2] - 1504:32, 1518:7</p> <p>identified [21] - 1479:6, 1481:28, 1483:21, 1491:43, 1493:31, 1504:39, 1505:5, 1509:1, 1509:13, 1512:42, 1530:27, 1530:28, 1536:26, 1540:41, 1542:29, 1547:3, 1547:4, 1580:37, 1587:22, 1589:9, 1594:22</p> <p>identifies [1] - 1590:13</p> <p>identify [10] - 1505:1, 1531:33, 1566:11, 1577:3, 1589:47, 1600:16, 1601:14, 1605:8, 1608:12, 1609:42</p> <p>identifying [1] - 1535:39</p> <p>ignored [2] - 1545:32, 1546:17</p> <p>imagine [1] - 1588:35</p> <p>imbalance [3] - 1492:2, 1538:25, 1538:29</p> <p>imitating [1] - 1483:12</p> <p>immediate [2] - 1494:24, 1514:1</p> <p>immediately [1] -</p>				

<p>1547:26 imminent [1] - 1513:47 impact [8] - 1498:44, 1519:18, 1527:2, 1527:33, 1528:21, 1549:10, 1575:35, 1589:37 impacting [3] - 1526:30, 1529:5, 1540:33 impacts [2] - 1489:14, 1539:5 implement [1] - 1567:5 implemented [13] - 1478:37, 1497:17, 1503:1, 1503:17, 1508:19, 1508:23, 1570:12, 1570:45, 1595:38, 1597:36, 1597:38, 1599:2, 1599:16 importance [9] - 1475:45, 1477:6, 1491:24, 1493:14, 1538:22, 1538:29, 1578:42, 1594:15, 1594:19 important [34] - 1476:43, 1495:31, 1501:19, 1508:37, 1530:44, 1533:3, 1554:3, 1554:33, 1555:22, 1556:35, 1557:27, 1557:29, 1565:7, 1571:26, 1572:27, 1578:37, 1585:6, 1586:29, 1588:37, 1588:44, 1589:31, 1589:46, 1591:21, 1592:16, 1594:17, 1594:23, 1594:24, 1594:26, 1595:12, 1604:12, 1604:35, 1607:36, 1607:40, 1608:5 importantly [1] - 1554:19 impossible [3] - 1479:24, 1601:30, 1601:31 impressible [1] - 1527:31 improve [5] - 1504:40, 1520:11, 1545:31, 1548:35, 1568:16 improved [4] - 1545:34, 1563:1, 1578:25, 1600:4</p>	<p>improvement [8] - 1479:8, 1481:29, 1481:39, 1483:21, 1503:38, 1526:35, 1531:8, 1573:5 improvements [4] - 1488:32, 1494:39, 1541:24, 1573:1 improving [2] - 1495:47, 1538:43 in-depth [1] - 1492:43 in-the-field [1] - 1511:1 inability [1] - 1487:40 inappropriate [1] - 1525:19 inappropriately [1] - 1524:12 inappropriateness [1] - 1503:24 inaudible [1] - 1522:14 inaugural [1] - 1553:25 incarcerated [1] - 1581:45 Incarceration [3] - 1586:19, 1587:16, 1587:18 incarceration [1] - 1586:24 incident [22] - 1492:21, 1497:4, 1513:5, 1524:8, 1524:41, 1533:5, 1533:10, 1533:11, 1539:21, 1539:23, 1545:25, 1560:19, 1568:38, 1569:16, 1570:15, 1575:4, 1577:34, 1577:36, 1577:45, 1589:38, 1609:44, 1611:20 incidents [20] - 1488:24, 1510:12, 1510:22, 1525:38, 1529:23, 1540:9, 1546:3, 1567:37, 1568:37, 1568:44, 1575:29, 1575:39, 1577:32, 1583:21, 1583:35, 1584:5, 1587:33, 1594:47, 1599:9, 1602:26 include [8] - 1488:22, 1499:28, 1512:18, 1550:1, 1607:10, 1609:38, 1610:29, 1610:36 included [6] -</p>	<p>1559:43, 1559:44, 1596:33, 1599:26, 1610:22, 1610:24 includes [1] - 1532:42 including [13] - 1475:11, 1484:40, 1493:33, 1498:41, 1512:46, 1514:31, 1516:15, 1527:47, 1545:4, 1556:15, 1563:4, 1582:16, 1607:36 inclusive [1] - 1573:2 inconsistency [1] - 1496:41 inconsistent [2] - 1498:2, 1498:11 incorporates [1] - 1579:25 increase [16] - 1490:36, 1494:35, 1505:6, 1511:32, 1512:31, 1512:43, 1518:24, 1534:21, 1535:35, 1535:38, 1535:43, 1536:15, 1536:20, 1536:27, 1542:10, 1606:36 increased [4] - 1490:22, 1536:5, 1536:34, 1536:35 increases [1] - 1568:16 increasing [2] - 1490:25, 1511:31 incredible [1] - 1478:26 incredibly [5] - 1519:39, 1529:31, 1537:30, 1544:39, 1609:47 independence [1] - 1545:35 INDEPENDENT [1] - 1473:11 independent [5] - 1476:3, 1541:47, 1545:21, 1545:27, 1569:4 independently [1] - 1510:29 indicate [4] - 1572:8, 1578:5, 1602:35, 1603:42 indicated [5] - 1508:7, 1508:19, 1514:29, 1567:10, 1608:17 indicates [2] - 1518:23, 1551:1 indicating [2] -</p>	<p>1474:40, 1510:5 indication [3] - 1509:10, 1509:42, 1530:13 indicative [1] - 1544:19 indicator [2] - 1533:28, 1533:35 indicators [5] - 1488:18, 1490:22, 1490:29, 1513:46, 1530:7 indigenous [1] - 1564:39 Indigenous [13] - 1554:13, 1565:20, 1566:46, 1571:10, 1571:15, 1571:35, 1582:35, 1598:5, 1604:6, 1604:47, 1606:46, 1608:41, 1610:30 indistinct [1] - 1581:19 individual [16] - 1510:7, 1511:34, 1517:18, 1520:39, 1523:39, 1527:35, 1528:8, 1528:13, 1528:28, 1528:30, 1537:3, 1544:14, 1547:23, 1547:24, 1585:23, 1585:32 individually [2] - 1528:12, 1560:5 individuals [13] - 1519:38, 1527:20, 1527:26, 1527:28, 1527:30, 1527:39, 1527:45, 1528:3, 1528:7, 1528:15, 1532:24, 1562:27, 1585:22 induction [17] - 1554:47, 1572:16, 1585:24, 1585:26, 1586:43, 1586:47, 1592:9, 1595:37, 1595:39, 1596:24, 1596:28, 1596:30, 1596:32, 1597:24, 1597:35, 1598:3, 1598:11 inductions [2] - 1557:1, 1597:41 industry [1] - 1601:44 inexperience [1] - 1525:35 infancy [1] - 1512:11 influence [6] -</p>	<p>1489:15, 1489:43, 1526:44, 1527:4, 1527:29, 1527:41 influences [1] - 1571:23 influencing [2] - 1527:45, 1528:29 inform [7] - 1482:9, 1487:32, 1523:23, 1531:7, 1538:46, 1539:27, 1546:34 informal [6] - 1482:28, 1554:37, 1569:40, 1581:8, 1581:47, 1585:36 informally [3] - 1557:35, 1557:37, 1585:25 information [35] - 1488:34, 1492:35, 1499:28, 1499:31, 1499:45, 1504:20, 1510:2, 1510:16, 1517:8, 1521:43, 1546:34, 1554:31, 1568:6, 1568:34, 1569:47, 1572:43, 1574:5, 1574:37, 1575:37, 1582:30, 1582:40, 1583:18, 1583:44, 1584:33, 1584:36, 1584:42, 1584:43, 1584:44, 1584:47, 1595:19, 1595:21, 1603:18, 1607:8, 1610:29, 1610:36 informed [6] - 1515:32, 1548:4, 1548:12, 1548:14, 1574:13, 1595:32 informing [2] - 1499:44, 1517:45 INITIAL [1] - 1485:9 initial [7] - 1480:11, 1496:28, 1510:2, 1574:11, 1578:16, 1584:7, 1598:11 initiate [1] - 1506:24 initiated [8] - 1493:26, 1493:35, 1503:28, 1506:5, 1506:25, 1507:5, 1507:6, 1508:8 initiative [12] - 1478:15, 1478:22, 1478:30, 1478:33, 1501:8, 1508:26, 1570:21, 1570:23, 1571:8, 1579:22,</p>
---	--	--	--	--

<p>1580:14, 1585:45 initiatives [12] - 1478:35, 1488:30, 1508:47, 1518:42, 1572:38, 1578:26, 1579:3, 1581:26, 1581:38, 1581:40, 1582:31, 1599:46 injuries [7] - 1515:32, 1515:33, 1544:36, 1544:47, 1575:22, 1575:35, 1610:38 injury [2] - 1514:41, 1544:37 innovation [1] - 1490:10 innovative [1] - 1478:25 input [3] - 1569:16, 1569:22, 1574:9 inputs [1] - 1572:31 inquest [2] - 1499:12, 1499:38 inquests [6] - 1487:30, 1487:47, 1497:15, 1497:29, 1498:1, 1499:39 inquiries [1] - 1497:35 Inquiry [22] - 1482:45, 1487:32, 1491:3, 1499:6, 1511:41, 1519:17, 1519:26, 1519:46, 1520:8, 1520:19, 1520:38, 1522:12, 1526:27, 1528:36, 1530:23, 1530:30, 1530:33, 1530:38, 1530:47, 1531:6, 1552:34, 1576:22 inquiry [9] - 1497:28, 1497:44, 1513:19, 1518:15, 1519:32, 1520:7, 1525:2, 1529:21, 1530:21 INQUIRY [1] - 1473:11 inserted [1] - 1481:19 Inspector [3] - 1606:33, 1606:38, 1608:36 inspector [17] - 1476:37, 1477:19, 1477:34, 1480:18, 1481:22, 1512:36, 1585:40, 1587:13, 1587:14, 1593:11, 1593:22, 1593:23, 1593:24, 1594:5, 1608:18, 1608:30, 1611:32</p>	<p>inspectors [1] - 1483:32 instance [12] - 1476:22, 1479:10, 1487:45, 1489:15, 1494:14, 1494:35, 1497:47, 1498:45, 1500:38, 1527:34, 1529:30, 1546:18 instances [6] - 1480:32, 1497:41, 1502:29, 1510:8, 1515:18, 1525:14 instead [2] - 1495:14, 1563:2 instructions [1] - 1521:24 insufficient [1] - 1524:6 intake [2] - 1574:6, 1592:32 integrated [1] - 1481:37 integration [1] - 1575:24 intel [6] - 1476:38, 1504:33, 1504:34, 1507:9, 1507:16, 1510:28 intellectual [1] - 1525:12 Intelligence [7] - 1504:16, 1505:27, 1505:31, 1506:15, 1508:5, 1517:27, 1517:43 intelligence [44] - 1475:12, 1504:30, 1506:10, 1506:11, 1506:14, 1506:19, 1506:22, 1506:25, 1506:31, 1507:2, 1507:3, 1508:9, 1508:25, 1508:31, 1509:21, 1509:23, 1509:31, 1509:45, 1510:4, 1510:9, 1510:10, 1510:20, 1510:45, 1510:47, 1511:16, 1511:25, 1511:26, 1512:19, 1512:37, 1512:42, 1515:21, 1516:32, 1517:13, 1517:24, 1517:29, 1517:31, 1518:43, 1518:46, 1543:46, 1543:47, 1545:13, 1551:40, 1593:44 intend [2] - 1488:10,</p>	<p>1515:9 intended [4] - 1482:3, 1482:5, 1490:30, 1607:22 intent [2] - 1516:31, 1518:4 intention [2] - 1487:11, 1487:18 intentional [1] - 1547:24 intentionally [1] - 1524:29 intents [1] - 1493:45 interaction [1] - 1524:40 interactions [4] - 1521:12, 1521:19, 1521:37, 1525:20 interactive [2] - 1486:21, 1548:29 interagency [7] - 1486:21, 1572:19, 1582:16, 1582:21, 1582:22, 1582:23, 1582:41 interdepartmental [3] - 1549:33, 1549:40, 1550:1 interest [5] - 1491:32, 1534:45, 1551:20, 1592:27, 1608:37 interested [4] - 1495:9, 1499:11, 1520:34, 1590:42 interesting [5] - 1486:6, 1496:30, 1518:10, 1535:33, 1538:1 interestingly [1] - 1537:7 internal [6] - 1486:46, 1487:27, 1488:17, 1522:31, 1522:32, 1546:2 internally [3] - 1478:6, 1478:35, 1588:23 internet [1] - 1500:42 interpersonal [1] - 1563:17 interpret [2] - 1540:37, 1588:34 interstate [1] - 1497:21 intervening [1] - 1547:20 intervention [9] - 1495:34, 1536:43, 1547:5, 1565:24, 1569:31, 1569:35, 1573:23, 1602:27,</p>	<p>1606:3 interventions [1] - 1544:46 interview [2] - 1590:47, 1591:2 interviewed [1] - 1508:17 interviews [1] - 1520:44 intimate [1] - 1540:44 INTO [1] - 1473:11 introduce [3] - 1578:39, 1586:33, 1605:15 introduced [7] - 1476:16, 1536:7, 1557:9, 1572:17, 1572:27, 1572:33, 1588:12 introducing [1] - 1556:36 introductions [3] - 1556:34, 1556:35, 1610:3 invest [1] - 1482:36 invested [3] - 1481:36, 1495:44, 1495:47 investigate [3] - 1513:5, 1516:5, 1589:37 investigating [4] - 1510:13, 1517:14, 1517:34, 1521:31 investigation [14] - 1486:44, 1495:12, 1509:15, 1510:17, 1515:4, 1520:10, 1542:1, 1542:15, 1542:26, 1542:28, 1543:7, 1543:23, 1545:30, 1587:24 Investigation [1] - 1477:35 investigations [8] - 1475:16, 1477:23, 1492:7, 1510:15, 1524:7, 1543:3, 1546:36, 1589:18 investigative [2] - 1475:45, 1482:33 investigators [6] - 1476:35, 1477:6, 1477:21, 1477:28, 1477:29, 1509:6 investing [1] - 1481:32 investment [7] - 1484:4, 1484:47, 1487:45, 1490:11, 1551:24, 1567:36,</p>	<p>1583:30 invite [1] - 1586:36 inviting [1] - 1597:28 involved [44] - 1475:10, 1475:21, 1482:42, 1496:16, 1500:1, 1508:18, 1508:30, 1510:46, 1511:29, 1546:11, 1555:30, 1558:45, 1559:5, 1559:12, 1559:45, 1566:42, 1568:18, 1568:38, 1570:32, 1571:9, 1572:4, 1572:18, 1572:24, 1575:17, 1578:27, 1582:3, 1585:9, 1588:18, 1588:25, 1593:44, 1597:47, 1598:23, 1598:25, 1598:31, 1598:32, 1598:33, 1601:10, 1604:4, 1608:26, 1609:29, 1609:45, 1610:10 involvement [7] - 1477:9, 1477:36, 1569:11, 1571:25, 1589:40, 1591:12, 1611:6 involves [3] - 1478:16, 1510:46, 1514:30 involving [2] - 1488:42, 1512:36 Ipswich [5] - 1486:9, 1486:15, 1486:18, 1486:20, 1593:23 irrelevant [1] - 1517:16 Isa [4] - 1486:3, 1509:15, 1509:21, 1509:22 Island [28] - 1508:11, 1508:45, 1509:30, 1510:18, 1510:21, 1511:7, 1511:31, 1512:18, 1515:39, 1590:8, 1594:1, 1594:28, 1595:36, 1595:41, 1596:8, 1597:4, 1597:32, 1597:44, 1598:39, 1602:31, 1603:44, 1604:19, 1605:36, 1605:37, 1606:27, 1609:35 island [45] - 1594:38, 1595:18, 1595:46, 1596:2, 1596:9, 1596:12, 1596:23,</p>
---	--	--	---	---

<p>1596:24, 1596:39, 1597:6, 1597:8, 1597:11, 1597:20, 1598:18, 1598:41, 1599:36, 1599:38, 1599:39, 1600:10, 1600:14, 1600:24, 1600:38, 1600:41, 1600:42, 1601:1, 1601:6, 1601:8, 1601:16, 1601:17, 1601:20, 1601:28, 1601:38, 1602:1, 1602:3, 1603:23, 1604:34, 1605:3, 1605:20, 1605:39, 1606:5, 1606:28, 1609:16, 1609:22, 1609:34, 1610:18 islander [1] - 1525:9 islands [4] - 1513:41, 1606:26, 1609:6 islands [1] - 1606:27 isolated [7] - 1513:38, 1529:22, 1589:1, 1595:43, 1597:45, 1600:25, 1600:37 isolation [1] - 1567:33 issue [38] - 1489:6, 1501:4, 1501:37, 1504:33, 1504:41, 1510:28, 1513:35, 1518:8, 1518:22, 1524:37, 1525:26, 1525:29, 1530:32, 1531:12, 1540:19, 1540:27, 1540:29, 1543:35, 1544:29, 1544:40, 1545:43, 1560:28, 1567:7, 1567:18, 1582:2, 1584:32, 1588:13, 1588:25, 1602:8, 1602:16, 1603:40, 1604:5, 1604:7, 1605:7, 1605:25, 1605:42, 1609:26 issues [77] - 1478:8, 1490:1, 1491:4, 1491:44, 1492:36, 1498:14, 1499:29, 1504:38, 1509:1, 1509:14, 1511:40, 1513:10, 1513:12, 1514:43, 1514:44, 1515:3, 1515:13, 1519:18, 1519:27, 1520:9, 1520:13, 1520:35, 1520:40, 1520:45, 1521:13,</p>	<p>1522:39, 1522:44, 1523:4, 1523:8, 1523:32, 1523:45, 1524:47, 1526:28, 1526:38, 1526:46, 1527:47, 1528:2, 1528:21, 1529:5, 1530:28, 1531:1, 1531:7, 1532:3, 1532:37, 1538:21, 1543:34, 1544:31, 1545:39, 1546:37, 1547:28, 1558:8, 1560:3, 1563:6, 1574:3, 1577:18, 1577:32, 1577:33, 1580:47, 1583:1, 1583:19, 1583:20, 1584:4, 1586:23, 1586:24, 1586:34, 1587:35, 1587:47, 1588:17, 1588:27, 1588:31, 1589:9, 1589:33, 1590:3, 1597:20, 1601:27, 1604:3, 1610:7 issuing [1] - 1499:27 item [2] - 1486:28, 1486:37 iteration [1] - 1479:28 itself [10] - 1483:17, 1486:42, 1488:9, 1506:39, 1510:28, 1512:23, 1523:24, 1539:31, 1560:38, 1601:20</p>	<p>jokes [1] - 1591:1 JUDGE [1] - 1473:19 judge [1] - 1608:39 judging [1] - 1547:20 judicial [2] - 1538:4, 1547:15 JULY [1] - 1505:40 July [4] - 1478:15, 1486:38, 1491:13, 1505:18 jump [1] - 1598:3 June [6] - 1478:15, 1506:34, 1510:5, 1512:11, 1543:47, 1606:32 junior [1] - 1598:22 Junkuri [1] - 1599:25 jurisdictions [3] - 1493:41, 1498:20, 1546:19 Justice [7] - 1498:38, 1519:33, 1530:27, 1530:36, 1544:5, 1545:15, 1565:22 justice [9] - 1521:35, 1548:7, 1567:36, 1581:3, 1583:29, 1584:1, 1586:21, 1599:25, 1603:21 juvenile [2] - 1541:10, 1542:5</p>	<p>1596:3 kilter [1] - 1498:33 kinds [2] - 1488:47, 1524:47 knowing [3] - 1478:32, 1590:5, 1592:10 knowledge [7] - 1476:14, 1490:40, 1513:13, 1538:43, 1555:44, 1556:33, 1574:36 knows [1] - 1542:45 Kunja [2] - 1579:39, 1580:2</p>	<p>1501:39, 1504:12, 1504:13, 1506:17, 1507:46, 1511:38, 1511:43, 1512:11, 1515:9, 1519:6, 1519:33, 1519:36, 1532:12, 1532:13, 1533:16, 1534:14, 1535:35, 1540:32, 1540:47, 1547:32, 1549:2, 1550:13, 1550:17, 1551:23, 1567:11, 1577:46, 1578:23, 1582:28, 1592:6, 1599:34, 1611:38</p>
L				
			<p>labour [1] - 1532:1 lack [15] - 1510:15, 1514:22, 1525:5, 1525:35, 1536:28, 1536:32, 1546:24, 1558:10, 1558:33, 1558:35, 1600:17, 1600:18, 1601:41, 1602:36, 1602:38 lacking [1] - 1603:22 ladies [2] - 1566:33, 1592:2 Lady [1] - 1499:47 lady [1] - 1563:41 laid [2] - 1545:6, 1611:6 Laka [1] - 1599:26 Lakes [1] - 1494:15 Land [1] - 1473:34 land [1] - 1592:10 Langham [2] - 1497:15, 1499:11 language [5] - 1485:46, 1525:19, 1525:23, 1525:26, 1539:28 Lardil [1] - 1606:25 large [4] - 1489:22, 1498:40, 1590:42, 1598:45 largely [2] - 1510:45, 1576:39 larger [1] - 1588:27 last [49] - 1474:36, 1474:40, 1476:7, 1478:15, 1479:2, 1479:40, 1480:24, 1481:4, 1481:21, 1482:39, 1483:15, 1484:18, 1484:25, 1486:30, 1490:42, 1497:23, 1497:36,</p>	<p>lastly [1] - 1550:27 latch [2] - 1500:3, 1501:16 late [3] - 1545:14, 1577:46, 1578:1 launch [1] - 1499:46 Laurie [1] - 1587:14 law [6] - 1521:35, 1521:46, 1588:17, 1588:18, 1588:21, 1593:27 lawyer [1] - 1608:37 lawyers [5] - 1521:17, 1521:23, 1526:39, 1603:33, 1608:31 layers [1] - 1516:33 lead [8] - 1498:40, 1498:41, 1498:46, 1533:5, 1548:8, 1561:11, 1588:27, 1588:29 leaders [3] - 1554:37, 1555:28, 1556:14 leadership [3] - 1479:2, 1493:23, 1556:3 leading [4] - 1481:23, 1507:42, 1536:4, 1603:43 leads [2] - 1573:13, 1573:23 leapt [1] - 1544:27 learn [5] - 1531:32, 1554:40, 1557:7, 1557:10, 1558:3 learner [2] - 1571:2, 1580:12 learners [3] - 1570:44, 1580:31, 1580:34 learning [5] - 1487:46, 1539:11, 1546:36, 1592:13, 1596:19 learnt [1] - 1496:27 lease [1] - 1555:2</p>
K				
		<p>keen [2] - 1511:41, 1549:41 keep [10] - 1479:4, 1496:38, 1532:44, 1534:26, 1546:23, 1574:12, 1591:14, 1595:16, 1595:32, 1595:33 keeping [2] - 1503:16, 1594:18 Kelly [2] - 1478:8, 1612:9 kept [3] - 1520:30, 1532:46, 1532:47 Keri [1] - 1561:45 Kerry [1] - 1590:19 key [5] - 1508:17, 1510:19, 1523:41, 1555:34, 1555:35 kick [1] - 1584:18 kids [4] - 1561:4, 1561:5, 1580:8, 1581:24 kill [2] - 1512:46, 1573:44 kilometres [1] -</p>		
J				
	<p>Jane [1] - 1593:4 Jimmy [1] - 1604:30 job [15] - 1495:28, 1495:29, 1529:47, 1557:5, 1558:15, 1559:38, 1560:34, 1561:4, 1561:7, 1561:22, 1572:31, 1583:11, 1585:42, 1592:14, 1600:29 jobs [6] - 1489:33, 1495:30, 1496:25, 1594:43, 1600:26, 1605:17 Johnson [1] - 1590:19 joined [1] - 1494:14 joined-up [1] - 1494:14 joint [3] - 1548:20, 1548:27, 1571:8 jointly [1] - 1546:26</p>			

<p>least [18] - 1481:29, 1492:6, 1497:17, 1507:31, 1508:26, 1511:6, 1512:19, 1512:24, 1513:26, 1513:44, 1515:19, 1515:21, 1516:43, 1529:30, 1536:28, 1549:17, 1549:41, 1573:37</p> <p>leave [16] - 1477:16, 1488:13, 1489:18, 1489:20, 1489:47, 1494:27, 1555:34, 1555:39, 1555:43, 1556:18, 1576:4, 1577:47, 1578:1, 1590:46, 1605:36</p> <p>leaves [2] - 1533:23, 1555:45</p> <p>leaving [4] - 1546:13, 1556:12, 1562:34, 1590:43</p> <p>led [5] - 1561:20, 1578:5, 1583:32, 1589:10</p> <p>left [9] - 1527:39, 1528:31, 1551:7, 1559:17, 1574:37, 1577:22, 1601:28</p> <p>left-hand [1] - 1551:7</p> <p>Legal [4] - 1499:32, 1521:7, 1545:5</p> <p>legal [12] - 1490:44, 1490:46, 1497:32, 1497:37, 1499:30, 1501:18, 1521:36, 1537:42, 1584:46, 1603:20, 1603:22, 1603:25</p> <p>legals [1] - 1603:24</p> <p>legend [1] - 1551:7</p> <p>legible [1] - 1522:28</p> <p>legislation [3] - 1489:14, 1584:35, 1588:10</p> <p>LEGISLATIVE [1] - 1550:25</p> <p>legislative [9] - 1489:20, 1489:44, 1490:1, 1515:24, 1515:43, 1549:35, 1549:41, 1549:44, 1550:16</p> <p>lengthy [2] - 1563:18, 1578:29</p> <p>lens [2] - 1524:44, 1538:26</p> <p>less [8] - 1515:47, 1541:39, 1573:13,</p>	<p>1573:19, 1574:32, 1577:22, 1577:29, 1588:36</p> <p>lessons [1] - 1496:27</p> <p>letting [1] - 1529:45</p> <p>level [34] - 1477:10, 1477:36, 1478:5, 1478:6, 1481:27, 1482:1, 1482:32, 1483:12, 1483:47, 1489:3, 1506:21, 1509:18, 1512:35, 1513:44, 1515:44, 1519:3, 1524:39, 1527:14, 1545:35, 1556:46, 1560:22, 1562:29, 1562:47, 1563:25, 1578:7, 1578:12, 1578:19, 1578:43, 1584:31, 1585:18, 1585:21, 1589:30</p> <p>Level [1] - 1473:35</p> <p>levels [6] - 1478:45, 1506:23, 1562:21, 1568:47, 1570:30, 1584:9</p> <p>LGBTIQA [1] - 1525:14</p> <p>LGBTQIA [1] - 1539:6</p> <p>liaise [2] - 1515:9, 1571:30</p> <p>liaison [3] - 1594:23, 1594:25, 1599:10</p> <p>licence [3] - 1561:25, 1571:3, 1580:47</p> <p>licences [4] - 1557:1, 1561:22, 1580:30, 1581:1</p> <p>lies [2] - 1518:40, 1538:38</p> <p>life [7] - 1484:47, 1488:11, 1522:12, 1531:28, 1546:5, 1602:42, 1602:44</p> <p>lifeblood [1] - 1583:6</p> <p>Lifeline [4] - 1569:19, 1569:28, 1582:18, 1582:44</p> <p>lifeline [2] - 1566:47, 1567:28</p> <p>Lifeline's [1] - 1571:9</p> <p>lifestyle [2] - 1566:34, 1571:14</p> <p>lifetime [1] - 1592:18</p> <p>light [9] - 1474:38, 1476:2, 1507:22, 1527:24, 1528:1, 1529:35, 1545:14, 1577:36, 1578:3</p>	<p>Light [5] - 1570:45, 1580:15, 1580:23, 1581:32</p> <p>likely [10] - 1491:21, 1506:42, 1512:20, 1513:3, 1513:23, 1514:11, 1525:44, 1530:15, 1546:1, 1575:22</p> <p>likewise [1] - 1546:35</p> <p>limitation [1] - 1533:35</p> <p>limitations [3] - 1482:12, 1495:46, 1533:37</p> <p>limited [9] - 1483:15, 1487:41, 1489:39, 1510:11, 1558:38, 1579:7, 1602:17, 1602:38, 1603:42</p> <p>limiting [1] - 1608:13</p> <p>line [5] - 1491:26, 1523:18, 1528:47, 1532:21, 1577:17</p> <p>lines [2] - 1492:38, 1545:34</p> <p>link [4] - 1500:38, 1504:35, 1566:12, 1594:27</p> <p>linkage [1] - 1482:33</p> <p>lips [1] - 1515:31</p> <p>list [1] - 1507:12</p> <p>listed [3] - 1486:45, 1571:4, 1596:21</p> <p>listen [2] - 1591:36, 1595:27</p> <p>listened [1] - 1526:19</p> <p>listening [2] - 1591:46, 1592:13</p> <p>live [8] - 1513:4, 1520:25, 1520:29, 1602:43, 1603:47, 1604:11, 1604:12, 1604:19</p> <p>lived [2] - 1493:44, 1559:39</p> <p>lives [1] - 1604:11</p> <p>livestream [1] - 1522:33</p> <p>living [7] - 1559:38, 1594:15, 1604:2, 1604:33, 1604:38, 1605:3, 1609:1</p> <p>loaded [1] - 1488:35</p> <p>local [12] - 1478:18, 1478:30, 1478:33, 1482:34, 1482:35, 1509:18, 1518:42, 1555:5, 1580:2, 1580:17, 1581:33</p>	<p>local-based [2] - 1518:42</p> <p>locality [1] - 1607:23</p> <p>locals [2] - 1563:40, 1597:10</p> <p>located [3] - 1479:23, 1488:14, 1498:26</p> <p>location [1] - 1479:20</p> <p>locations [6] - 1478:43, 1482:25, 1498:22, 1527:11, 1550:37, 1585:23</p> <p>lockdown [3] - 1567:27, 1567:33, 1568:1</p> <p>Logan [16] - 1477:7, 1478:12, 1478:17, 1478:23, 1478:24, 1479:6, 1479:19, 1486:8, 1495:3, 1495:4, 1495:32, 1495:39, 1495:40, 1496:21, 1496:27, 1496:30</p> <p>logistic [1] - 1596:13</p> <p>logistics [2] - 1556:26, 1596:8</p> <p>long-term [5] - 1559:2, 1574:31, 1585:12, 1585:13, 1600:29</p> <p>long-winded [2] - 1484:43, 1494:4</p> <p>longstanding [1] - 1546:20</p> <p>look [34] - 1478:46, 1481:46, 1488:27, 1490:21, 1491:8, 1493:29, 1494:2, 1495:32, 1498:3, 1498:47, 1500:9, 1500:37, 1503:22, 1504:27, 1504:40, 1508:43, 1514:43, 1519:17, 1529:22, 1532:31, 1536:42, 1546:22, 1550:6, 1551:7, 1556:25, 1558:13, 1559:36, 1560:11, 1578:30, 1580:23, 1586:15, 1596:46, 1599:12, 1599:43</p> <p>Look [6] - 1579:4, 1579:17, 1579:21, 1579:33, 1579:35, 1580:41</p> <p>looked [9] - 1546:18, 1560:14, 1560:18, 1560:23, 1560:28,</p>	<p>1560:41, 1587:30, 1601:35, 1609:18</p> <p>looking [23] - 1479:24, 1488:18, 1495:18, 1498:20, 1498:21, 1498:43, 1511:41, 1513:19, 1514:35, 1518:22, 1536:1, 1539:30, 1546:12, 1548:34, 1561:18, 1567:7, 1582:47, 1583:25, 1590:40, 1594:21, 1604:1, 1605:27, 1611:10</p> <p>looks [4] - 1484:3, 1506:18, 1568:32, 1586:19</p> <p>Lorraine [1] - 1545:33</p> <p>lose [2] - 1495:34, 1501:20</p> <p>lost [5] - 1524:43, 1537:27, 1542:40, 1545:22, 1546:5</p> <p>love [1] - 1571:17</p> <p>loved [1] - 1560:2</p> <p>low [3] - 1533:47, 1580:28, 1584:9</p> <p>lower [3] - 1482:17, 1494:16, 1533:12</p> <p>lower-end [1] - 1482:17</p> <p>LUNCHEON [1] - 1552:14</p> <p>lunchtime [1] - 1612:8</p>
M				
<p>m'hmm [3] - 1520:36, 1527:22, 1609:40</p> <p>magistrate [3] - 1603:5, 1603:6, 1603:24</p> <p>magistrates [1] - 1500:11</p> <p>Magistrates [1] - 1473:34</p> <p>main [12] - 1486:12, 1555:24, 1555:40, 1556:14, 1557:3, 1557:5, 1558:35, 1598:20, 1605:10, 1606:40, 1606:41, 1606:43</p> <p>mainland [3] - 1596:2, 1596:3, 1596:4</p> <p>maintain [3] - 1529:47, 1589:28</p> <p>major [9] - 1514:9, 1555:28, 1556:14, 1560:45, 1567:17,</p>				

1578:32, 1582:45, 1585:28 majority [8] - 1502:9, 1502:19, 1526:1, 1526:32, 1546:2, 1573:9, 1574:21, 1578:24 male [6] - 1539:3, 1563:35, 1577:38, 1577:40, 1591:29, 1591:33 males [2] - 1563:44, 1591:34 man [2] - 1580:2, 1580:3 manage [2] - 1494:4, 1556:9 managed [4] - 1556:12, 1580:22, 1581:34, 1599:42 management [7] - 1497:32, 1509:4, 1510:30, 1545:41, 1565:32, 1573:4, 1599:42 manager [1] - 1488:29 managers [1] - 1492:41 managing [1] - 1510:8 mandated [2] - 1482:8, 1482:13 mandatory [3] - 1597:37, 1597:38, 1611:14 manifest [1] - 1523:17 manifested [1] - 1523:37 manifests [1] - 1539:31 manipulate [1] - 1514:24 manipulated [1] - 1539:27 manner [2] - 1487:25, 1514:23 manual [15] - 1490:33, 1490:34, 1490:41, 1491:10, 1491:27, 1491:31, 1491:34, 1491:39, 1491:47, 1492:11, 1492:18, 1492:35, 1492:45, 1497:20, 1554:31 MAP [1] - 1551:18 map [2] - 1550:30, 1550:33 Maranguka [1] - 1567:36 Maranka [1] - 1583:31 March [1] - 1481:4	Mark [1] - 1520:43 mark [2] - 1549:3, 1567:13 marriages [1] - 1579:42 marry [1] - 1494:3 Mataranka [1] - 1583:31 mate [1] - 1525:25 material [6] - 1491:33, 1496:35, 1505:11, 1509:32, 1515:2, 1515:23 materials [1] - 1500:2 matrix [1] - 1478:41 mats [1] - 1581:31 MATT [1] - 1576:13 Matt [1] - 1474:3 matter [19] - 1483:29, 1486:22, 1497:22, 1503:47, 1515:4, 1516:5, 1517:12, 1517:21, 1517:22, 1517:36, 1524:24, 1526:33, 1532:44, 1541:1, 1544:10, 1546:2, 1558:26, 1560:46, 1561:10 matters [33] - 1474:38, 1474:41, 1475:16, 1477:4, 1490:2, 1503:41, 1505:7, 1508:26, 1512:21, 1514:36, 1514:38, 1516:16, 1516:46, 1517:14, 1519:16, 1521:20, 1538:20, 1544:18, 1546:32, 1557:13, 1559:32, 1559:33, 1560:24, 1563:47, 1569:10, 1572:34, 1572:42, 1577:39, 1587:24, 1606:15, 1608:37 mature [1] - 1479:7 matured [4] - 1481:33, 1481:41, 1481:42, 1484:13 MATURITY [1] - 1485:9 maturity [3] - 1478:40, 1480:10, 1550:28 maximum [1] - 1540:25 maybes [1] - 1585:44 mayor [6] - 1555:9, 1555:10, 1555:41, 1561:45, 1595:30, 1595:31 Mayor [1] - 1555:17	Mazerolle [1] - 1545:33 McMahon [9] - 1474:3, 1552:19, 1552:21, 1552:25, 1553:33, 1559:22, 1563:17, 1564:15, 1564:18 mean [13] - 1495:24, 1504:2, 1529:41, 1531:47, 1542:24, 1545:26, 1547:1, 1556:30, 1563:38, 1589:20, 1604:9, 1604:16, 1604:21 meaning [1] - 1588:34 meaningful [2] - 1483:25, 1483:40 means [21] - 1487:4, 1495:13, 1495:24, 1500:30, 1501:2, 1508:42, 1510:43, 1511:1, 1511:3, 1518:35, 1522:43, 1522:44, 1523:8, 1538:26, 1541:29, 1541:31, 1549:12, 1558:28, 1584:18, 1597:47 meant [6] - 1480:39, 1482:9, 1494:9, 1498:29, 1510:42, 1518:4 meantime [1] - 1474:25 measure [6] - 1495:36, 1527:32, 1535:39, 1536:42, 1561:30, 1561:35 measured [1] - 1561:33 measurement [1] - 1496:40 measurements [1] - 1495:20 measures [7] - 1494:32, 1495:46, 1496:4, 1496:7, 1497:5, 1533:13, 1537:5 measuring [3] - 1495:35, 1496:12, 1496:40 mechanical [1] - 1554:17 mechanism [4] - 1495:16, 1501:20, 1519:2, 1601:9 mechanisms [3] - 1497:29, 1512:38, 1524:19	media [3] - 1519:36, 1577:41, 1607:28 mediation [1] - 1499:30 medical [6] - 1561:7, 1565:10, 1565:15, 1566:45, 1572:23, 1577:24 medicals [1] - 1561:9 meet [16] - 1554:35, 1554:36, 1555:22, 1555:29, 1557:9, 1557:36, 1566:33, 1568:10, 1570:37, 1572:15, 1582:19, 1582:22, 1585:34, 1596:33, 1597:29 meeting [11] - 1501:27, 1516:11, 1531:10, 1555:21, 1556:41, 1567:27, 1586:43, 1599:17, 1599:31, 1599:39 meetings [11] - 1477:39, 1479:26, 1547:40, 1567:47, 1568:1, 1568:3, 1568:6, 1568:8, 1568:14, 1583:45, 1599:47 meets [1] - 1500:10 member [8] - 1493:23, 1558:23, 1559:10, 1570:16, 1577:35, 1589:23, 1590:21, 1590:25 members [27] - 1477:5, 1482:14, 1484:20, 1519:40, 1520:5, 1521:11, 1521:18, 1525:20, 1525:21, 1525:30, 1525:41, 1529:32, 1529:37, 1529:39, 1529:45, 1530:25, 1531:12, 1540:36, 1568:22, 1568:34, 1570:18, 1579:18, 1580:39, 1580:43, 1586:21, 1590:1, 1595:4 memory [2] - 1481:41, 1584:25 men [3] - 1566:28, 1566:29, 1609:27 men's [4] - 1568:25, 1573:3, 1573:4, 1596:35 mental [2] - 1484:30, 1554:3	mentioned [13] - 1476:18, 1476:47, 1480:33, 1485:16, 1495:8, 1498:38, 1532:4, 1538:7, 1538:11, 1544:47, 1574:8, 1575:26, 1610:15 mentoring [5] - 1571:6, 1571:7, 1581:6, 1581:8, 1581:23 mentors [1] - 1598:25 merit [1] - 1571:43 message [2] - 1509:36, 1594:20 messages [4] - 1496:44, 1497:10, 1503:24, 1581:45 met [5] - 1487:21, 1501:27, 1546:6, 1561:39, 1567:28 metres [1] - 1557:41 metrics [3] - 1495:26, 1496:16, 1496:21 metro [1] - 1593:22 Michael [1] - 1552:19 microphones [1] - 1522:16 middle [1] - 1571:30 might [74] - 1474:1, 1474:22, 1475:13, 1477:3, 1479:16, 1480:7, 1482:12, 1486:30, 1486:34, 1495:18, 1496:31, 1498:22, 1498:47, 1499:8, 1500:5, 1500:44, 1501:18, 1501:20, 1505:2, 1505:11, 1505:15, 1513:26, 1514:23, 1515:18, 1523:21, 1525:25, 1525:34, 1527:4, 1527:35, 1529:3, 1529:36, 1530:40, 1531:28, 1536:13, 1537:39, 1537:40, 1537:41, 1538:40, 1539:10, 1540:3, 1542:5, 1542:41, 1543:11, 1547:18, 1547:19, 1547:39, 1549:22, 1549:26, 1552:3, 1556:18, 1561:18, 1567:14, 1569:40, 1578:6, 1578:26, 1583:36, 1583:37, 1588:23, 1588:24,
--	--	--	--	---

<p>1590:45, 1591:28, 1592:36, 1600:24, 1601:3, 1602:5, 1602:11, 1603:33, 1607:14, 1607:15, 1607:46, 1608:40, 1610:32, 1612:7</p> <p>Mind [2] - 1586:3, 1587:18</p> <p>mind [6] - 1489:34, 1513:32, 1522:16, 1536:44, 1573:47, 1579:39</p> <p>mindful [1] - 1491:43</p> <p>minds [3] - 1492:6, 1518:14, 1531:22</p> <p>mindset [1] - 1527:36</p> <p>minimal [1] - 1513:4</p> <p>minimise [1] - 1489:2</p> <p>minor [2] - 1559:32, 1559:33</p> <p>minority [1] - 1525:7</p> <p>minute [2] - 1522:19, 1557:15</p> <p>minutes [4] - 1474:24, 1519:9, 1543:30, 1604:41</p> <p>mischaracterising [1] - 1543:32</p> <p>misconception [1] - 1513:3</p> <p>misconduct [8] - 1504:7, 1515:14, 1516:17, 1516:37, 1517:35, 1545:41, 1546:3, 1546:31</p> <p>misidentification [4] - 1514:21, 1524:11, 1544:17, 1573:42</p> <p>misidentified [2] - 1574:18, 1611:19</p> <p>misinterpreted [1] - 1540:41</p> <p>misogynistic [2] - 1525:33, 1525:42</p> <p>miss [1] - 1539:24</p> <p>missing [1] - 1547:38</p> <p>mission [3] - 1602:12, 1606:22, 1606:23</p> <p>Mission [1] - 1599:26</p> <p>missionaries [1] - 1606:23</p> <p>mistake [1] - 1557:12</p> <p>mistakes [1] - 1531:32</p> <p>misunderstand [1] - 1549:28</p> <p>misunderstanding [7] - 1524:15, 1524:39, 1538:21, 1539:6, 1540:36, 1544:17,</p>	<p>1610:31</p> <p>misunderstood [1] - 1543:42</p> <p>mixed [2] - 1496:44, 1497:10</p> <p>model [22] - 1478:30, 1478:40, 1479:6, 1479:7, 1493:38, 1493:39, 1494:45, 1495:2, 1495:32, 1495:38, 1499:3, 1499:4, 1501:17, 1539:22, 1565:11, 1566:9, 1567:35, 1575:23, 1575:24, 1583:29, 1605:8</p> <p>models [1] - 1574:47</p> <p>modern [1] - 1577:18</p> <p>modest [1] - 1608:44</p> <p>module [1] - 1566:6</p> <p>moment [14] - 1482:8, 1493:20, 1499:5, 1512:16, 1513:8, 1530:35, 1559:22, 1568:25, 1568:43, 1571:38, 1573:15, 1584:9, 1591:41, 1593:25</p> <p>Monday [1] - 1546:41</p> <p>money [1] - 1581:30</p> <p>monitor [1] - 1487:19</p> <p>monitoring [5] - 1503:37, 1504:3, 1504:9, 1504:44, 1549:19</p> <p>monitors [1] - 1504:5</p> <p>month [9] - 1484:29, 1502:19, 1568:19, 1572:19, 1582:29, 1597:20, 1603:23, 1603:28, 1605:21</p> <p>monthly [10] - 1487:19, 1504:45, 1506:3, 1568:6, 1568:10, 1568:14, 1568:15, 1582:22, 1599:15</p> <p>months [12] - 1483:9, 1483:37, 1497:36, 1504:14, 1513:27, 1514:9, 1537:11, 1537:13, 1540:32, 1559:28, 1578:23, 1606:41</p> <p>moons [1] - 1590:19</p> <p>Moreton [10] - 1485:37, 1486:1, 1493:18, 1494:7, 1494:14, 1494:28, 1494:45, 1494:46,</p>	<p>1495:42, 1495:43</p> <p>morning [15] - 1474:1, 1474:11, 1474:14, 1474:19, 1474:42, 1485:4, 1486:31, 1505:16, 1510:1, 1567:38, 1570:37, 1583:12, 1611:46, 1612:8, 1612:13</p> <p>mornings [1] - 1598:27</p> <p>Mornington [20] - 1590:8, 1593:47, 1594:28, 1595:35, 1595:41, 1596:8, 1597:4, 1597:32, 1597:44, 1598:39, 1598:41, 1602:31, 1603:44, 1604:18, 1605:36, 1605:37, 1606:20, 1606:27, 1609:35</p> <p>mornington [2] - 1594:38, 1609:34</p> <p>Morris [1] - 1548:40</p> <p>MORRIS [5] - 1548:42, 1564:10, 1575:44, 1592:38, 1611:27</p> <p>most [17] - 1481:27, 1500:5, 1520:25, 1524:34, 1529:45, 1533:37, 1539:10, 1544:37, 1554:19, 1554:33, 1557:39, 1558:15, 1577:45, 1587:32, 1593:31, 1595:43, 1600:36</p> <p>mostly [2] - 1543:33, 1609:33</p> <p>mother [1] - 1541:3</p> <p>motion [4] - 1494:31, 1495:21, 1495:24</p> <p>motorcycle [1] - 1477:5</p> <p>move [12] - 1489:38, 1490:33, 1492:27, 1498:18, 1527:44, 1528:35, 1529:26, 1557:45, 1588:10, 1592:21, 1600:40, 1606:9</p> <p>moved [1] - 1494:47</p> <p>moves [1] - 1483:26</p> <p>moving [5] - 1515:18, 1588:12, 1592:16, 1596:9, 1606:30</p> <p>Mowle [3] - 1585:40, 1587:13, 1587:14</p> <p>Moynihn [1] - 1508:45</p>	<p>MR [15] - 1548:44, 1548:46, 1549:33, 1550:20, 1550:27, 1550:35, 1550:41, 1550:47, 1551:14, 1551:30, 1551:34, 1564:12, 1575:46, 1592:40, 1611:29</p> <p>MS [83] - 1474:1, 1474:11, 1474:18, 1474:29, 1474:33, 1478:2, 1481:18, 1482:39, 1486:27, 1497:13, 1501:4, 1503:36, 1504:12, 1506:10, 1509:28, 1510:33, 1512:16, 1516:42, 1519:6, 1519:11, 1519:15, 1522:19, 1522:24, 1522:37, 1528:43, 1531:37, 1531:43, 1531:45, 1532:23, 1536:10, 1536:25, 1539:5, 1539:42, 1539:47, 1540:8, 1543:29, 1548:37, 1548:42, 1551:36, 1552:2, 1552:18, 1552:23, 1563:9, 1563:13, 1563:15, 1564:7, 1564:10, 1564:14, 1564:23, 1564:28, 1573:28, 1573:33, 1575:41, 1575:44, 1576:1, 1576:6, 1576:15, 1590:28, 1591:6, 1591:8, 1592:6, 1592:35, 1592:38, 1592:42, 1593:4, 1593:9, 1596:43, 1601:41, 1602:25, 1604:33, 1606:1, 1606:30, 1608:12, 1608:30, 1608:34, 1611:25, 1611:27, 1611:31, 1611:38, 1611:42, 1612:1, 1612:6, 1612:16</p> <p>Mt [4] - 1486:3, 1509:15, 1509:21, 1509:22</p> <p>multi [6] - 1498:3, 1498:45, 1550:17, 1559:4, 1566:42, 1584:4</p> <p>multi-agency [2] - 1559:4, 1566:42</p> <p>multi-disciplinary [2]</p>	<p>- 1498:3, 1498:45</p> <p>multi-paged [1] - 1550:17</p> <p>multi-pronged [1] - 1584:4</p> <p>multicultural [2] - 1594:5, 1605:33</p> <p>Multicultural [4] - 1606:31, 1606:39, 1607:26, 1607:38</p> <p>multiple [6] - 1516:1, 1532:43, 1546:45, 1550:10, 1558:47, 1585:1</p> <p>murder [2] - 1476:19, 1559:27</p> <p>Musgrave [1] - 1499:47</p> <p>must [10] - 1488:41, 1488:45, 1496:12, 1497:21, 1510:18, 1517:4, 1529:47, 1541:47, 1554:47, 1609:47</p> <p>myriad [1] - 1589:15</p>
N				
<p>NAIDOC [3] - 1572:21, 1578:36, 1578:41</p> <p>nail [1] - 1528:18</p> <p>name [7] - 1476:7, 1478:28, 1510:4, 1541:10, 1541:11, 1554:40, 1583:28</p> <p>named [2] - 1516:2, 1540:44</p> <p>names [2] - 1514:32, 1516:44</p> <p>narrative [1] - 1538:47</p> <p>Nation [3] - 1586:19, 1587:17, 1587:18</p> <p>Nations [64] - 1544:38, 1544:39, 1544:43, 1553:4, 1557:32, 1563:19, 1563:32, 1566:10, 1571:43, 1574:16, 1574:43, 1575:21, 1577:3, 1577:21, 1577:35, 1577:38, 1577:40, 1578:44, 1579:7, 1579:9, 1586:4, 1586:21, 1586:24, 1586:30, 1586:36, 1586:41, 1587:3, 1587:25, 1587:30, 1587:32, 1589:19, 1589:22, 1589:36, 1589:40,</p>				

<p>1589:45, 1589:47, 1590:7, 1590:13, 1590:14, 1590:21, 1590:25, 1591:11, 1591:27, 1591:47, 1592:2, 1594:5, 1594:12, 1594:15, 1594:21, 1604:11, 1604:18, 1604:38, 1604:44, 1605:33, 1606:31, 1606:39, 1607:26, 1607:37, 1610:21, 1610:38, 1610:43, 1611:18 native [1] - 1579:40 nature [11] - 1476:5, 1482:19, 1489:5, 1492:1, 1494:1, 1497:3, 1519:18, 1521:43, 1563:23, 1601:44, 1608:14 naysayers [1] - 1532:3 NCO's [1] - 1541:47 near [3] - 1486:11, 1563:3, 1585:16 near-sighted [1] - 1563:3 nearly [3] - 1483:37, 1502:37, 1529:13 necessarily [7] - 1498:11, 1525:33, 1528:13, 1536:33, 1539:8, 1546:4, 1589:24 necessary [6] - 1512:22, 1516:6, 1536:45, 1537:17, 1576:28, 1580:31 necessary/desirable [1] - 1542:35 necessity [1] - 1536:43 need [51] - 1475:13, 1478:21, 1479:36, 1481:43, 1483:43, 1484:10, 1488:43, 1488:44, 1488:47, 1490:3, 1492:7, 1493:12, 1494:25, 1495:34, 1498:28, 1507:32, 1511:19, 1511:46, 1512:25, 1514:44, 1519:39, 1519:43, 1524:43, 1526:34, 1526:47, 1530:31, 1536:1, 1542:21, 1542:36, 1543:2, 1543:24, 1546:9, 1552:38, 1553:39, 1554:5,</p>	<p>1554:11, 1557:26, 1559:37, 1565:33, 1569:41, 1569:45, 1572:34, 1580:24, 1585:30, 1586:12, 1592:23, 1597:39, 1597:45, 1600:43, 1608:28 needed [13] - 1474:37, 1487:45, 1504:28, 1538:15, 1554:39, 1554:40, 1560:41, 1564:37, 1568:41, 1584:13, 1593:18, 1603:45, 1607:8 needing [1] - 1582:31 needs [19] - 1491:31, 1494:13, 1494:19, 1497:5, 1500:10, 1517:25, 1519:1, 1519:4, 1541:45, 1542:30, 1544:41, 1548:8, 1562:43, 1565:12, 1565:28, 1568:12, 1574:7, 1583:13, 1609:43 negative [3] - 1539:5, 1571:23, 1577:42 neighbouring [1] - 1579:45 Nelson [1] - 1580:2 network [7] - 1506:19, 1507:16, 1518:43, 1567:39, 1582:10, 1583:39 never [15] - 1480:40, 1485:37, 1500:18, 1507:13, 1507:18, 1520:10, 1530:32, 1533:31, 1543:24, 1561:42, 1600:47, 1603:16, 1604:47, 1610:16, 1610:45 New [3] - 1577:30, 1583:32 new [39] - 1492:9, 1494:8, 1494:45, 1495:5, 1495:38, 1496:21, 1509:2, 1509:4, 1514:27, 1551:23, 1554:25, 1555:47, 1556:45, 1556:46, 1557:22, 1572:14, 1572:26, 1578:14, 1578:16, 1578:39, 1582:30, 1585:19, 1585:27, 1586:12, 1586:33, 1592:3, 1595:35, 1595:37, 1596:29,</p>	<p>1597:6, 1597:21, 1597:26, 1597:29, 1600:23, 1607:14, 1611:12 news [3] - 1535:47, 1562:23, 1562:30 next [13] - 1479:33, 1481:46, 1482:16, 1482:27, 1482:36, 1484:47, 1488:14, 1490:22, 1495:3, 1508:21, 1522:21, 1557:15 NextGen [1] - 1488:32 NGOs [1] - 1538:2 night [2] - 1497:23, 1602:15 nights [1] - 1594:41 nine [2] - 1579:25, 1602:14 Nixon [1] - 1546:40 NIYA [1] - 1566:26 no-one [1] - 1557:15 nominated [1] - 1512:45 non [7] - 1486:19, 1503:25, 1504:5, 1513:6, 1514:45, 1524:15, 1559:44 non-compliance [3] - 1503:25, 1504:5, 1514:45 non-existence [1] - 1486:19 non-government [1] - 1559:44 non-physical [2] - 1513:6, 1524:15 nonetheless [5] - 1503:21, 1511:14, 1520:30, 1523:22, 1547:16 normal [1] - 1604:17 normally [2] - 1476:8, 1555:5 North [10] - 1485:27, 1485:33, 1486:2, 1494:15, 1506:12, 1509:44, 1513:36, 1540:20, 1543:46 north [2] - 1553:19, 1599:29 north-west [1] - 1599:29 Northern [13] - 1506:26, 1506:31, 1507:6, 1508:5, 1508:7, 1509:2, 1509:47, 1510:36, 1510:41, 1516:24,</p>	<p>1518:24, 1518:30, 1579:22 northern [1] - 1540:25 notable [2] - 1563:4 note [5] - 1507:11, 1512:10, 1542:27, 1547:39, 1551:37 noted [2] - 1502:44, 1510:18 notes [1] - 1515:22 nothing [9] - 1484:45, 1487:34, 1511:37, 1545:29, 1562:5, 1562:7, 1601:31, 1601:36, 1611:14 nothing's [1] - 1601:30 notice [5] - 1479:47, 1504:21, 1512:4, 1543:12, 1609:21 noticed [2] - 1562:20, 1562:41 notices [1] - 1489:9 notifications [1] - 1575:3 notified [1] - 1575:13 noting [2] - 1524:35, 1609:14 notion [17] - 1497:47, 1498:26, 1498:29, 1499:44, 1500:7, 1514:7, 1514:21, 1517:33, 1518:40, 1524:35, 1530:34, 1536:16, 1536:45, 1544:45, 1545:26, 1546:23, 1546:31 notwithstanding [1] - 1488:39 November [3] - 1480:24, 1547:45, 1578:1 nuanced [2] - 1476:34, 1528:5 nuances [4] - 1539:24, 1587:2, 1589:42, 1596:12 number [49] - 1475:5, 1476:39, 1477:29, 1483:6, 1484:21, 1488:40, 1490:47, 1493:18, 1494:15, 1495:29, 1497:16, 1498:40, 1502:46, 1504:47, 1505:4, 1505:47, 1506:22, 1506:37, 1508:11, 1508:20, 1508:46, 1511:27, 1511:45, 1512:43, 1520:23,</p>	<p>1520:39, 1520:44, 1521:2, 1521:23, 1522:6, 1525:34, 1526:19, 1526:21, 1526:23, 1529:42, 1530:37, 1532:36, 1533:47, 1536:21, 1536:40, 1546:44, 1549:1, 1550:35, 1551:12, 1558:27, 1569:40, 1579:41, 1580:38, 1599:4 numbers [14] - 1483:15, 1487:42, 1496:24, 1496:25, 1502:21, 1506:7, 1516:42, 1527:46, 1532:2, 1532:28, 1532:29, 1536:26, 1536:27, 1536:29 nursing [3] - 1555:26, 1555:41, 1556:18 nutshell [3] - 1554:22, 1561:14, 1561:36</p>
O				
<p>o'clock [2] - 1552:12, 1570:38 O'GORMAN [29] - 1473:26, 1474:1, 1474:11, 1474:18, 1474:29, 1474:33, 1478:2, 1481:18, 1482:39, 1486:27, 1497:13, 1501:4, 1503:36, 1504:12, 1506:10, 1509:28, 1510:33, 1512:16, 1516:42, 1519:6, 1519:11, 1519:15, 1522:19, 1522:24, 1522:37, 1528:43, 1531:37, 1551:36, 1552:2 O'Gorman [1] - 1551:11 OAK [3] - 1492:23, 1492:28, 1492:31 oath [1] - 1474:31 obligation [1] - 1591:17 obligations [4] - 1498:32, 1515:6, 1515:15, 1516:14 obliged [5] - 1516:37, 1573:16, 1588:19, 1588:20, 1591:19 observation [2] - 1526:16, 1554:7</p>				

<p>observations [4] - 1524:38, 1530:36, 1533:22, 1577:6</p> <p>observe [1] - 1574:34</p> <p>observed [1] - 1520:22</p> <p>observing [1] - 1515:30</p> <p>obtain [2] - 1580:16, 1580:31</p> <p>obtained [1] - 1474:23</p> <p>obvious [2] - 1514:43, 1558:17</p> <p>obviously [41] - 1501:40, 1507:16, 1510:24, 1517:8, 1563:17, 1565:25, 1567:8, 1567:16, 1568:44, 1572:43, 1577:15, 1577:17, 1577:19, 1577:41, 1578:37, 1578:46, 1580:8, 1580:19, 1580:23, 1580:45, 1581:1, 1582:2, 1582:11, 1582:35, 1584:42, 1585:29, 1586:13, 1588:4, 1588:9, 1588:19, 1588:25, 1588:27, 1589:37, 1591:16, 1595:20, 1595:45, 1597:6, 1599:34, 1602:1, 1603:46, 1605:16</p> <p>occasion [5] - 1482:40, 1504:12, 1547:32, 1573:42, 1573:44</p> <p>occasions [2] - 1505:1, 1571:26</p> <p>occur [8] - 1482:3, 1497:24, 1506:43, 1512:34, 1555:34, 1561:25, 1569:40, 1584:47</p> <p>occurred [10] - 1492:3, 1530:47, 1542:29, 1542:34, 1542:41, 1561:20, 1567:24, 1577:45, 1599:34, 1606:19</p> <p>occurrence [8] - 1502:33, 1537:12, 1542:3, 1542:18, 1543:13, 1569:29, 1599:13, 1599:34</p> <p>occurrences [21] - 1511:30, 1515:29, 1515:42, 1515:46,</p>	<p>1527:5, 1530:11, 1532:7, 1532:15, 1532:16, 1532:23, 1534:4, 1534:43, 1535:2, 1539:38, 1542:8, 1568:33, 1583:25, 1599:12, 1599:15, 1599:35, 1599:40</p> <p>occurring [12] - 1512:45, 1513:14, 1513:16, 1518:29, 1526:41, 1528:1, 1529:4, 1541:18, 1562:35, 1568:33, 1570:15, 1583:2</p> <p>occurs [1] - 1592:20</p> <p>October [2] - 1492:47, 1493:3</p> <p>OF [4] - 1473:3, 1473:11, 1550:25, 1551:18</p> <p>offence [3] - 1497:2, 1537:10</p> <p>offences [4] - 1502:38, 1510:24, 1546:5, 1584:41</p> <p>offending [2] - 1583:41, 1584:1</p> <p>offer [2] - 1515:40, 1565:45</p> <p>Office [2] - 1478:28, 1497:29</p> <p>office [3] - 1497:33, 1575:30, 1596:29</p> <p>officer [100] - 1475:12, 1476:36, 1477:19, 1478:7, 1478:13, 1478:23, 1478:26, 1485:23, 1486:13, 1502:5, 1502:39, 1506:25, 1507:2, 1507:10, 1508:9, 1508:10, 1508:15, 1508:25, 1509:1, 1509:29, 1509:39, 1510:2, 1510:5, 1510:10, 1510:20, 1510:21, 1510:28, 1511:7, 1511:16, 1511:26, 1511:27, 1511:35, 1512:19, 1512:42, 1513:5, 1515:22, 1516:10, 1516:15, 1516:19, 1516:28, 1516:30, 1516:34, 1517:13, 1518:43, 1526:21, 1528:37, 1528:40, 1542:32, 1542:40,</p>	<p>1545:9, 1546:44, 1547:2, 1552:26, 1552:47, 1553:7, 1553:13, 1554:33, 1555:25, 1555:40, 1559:5, 1559:8, 1559:47, 1560:1, 1563:35, 1563:36, 1572:11, 1572:30, 1572:31, 1576:35, 1576:47, 1577:7, 1577:34, 1577:37, 1578:18, 1589:39, 1589:46, 1590:24, 1591:29, 1591:34, 1592:3, 1593:47, 1594:23, 1595:6, 1595:36, 1596:21, 1596:28, 1597:21, 1597:22, 1599:10, 1599:11, 1603:15, 1607:5, 1607:12, 1607:14, 1607:36, 1608:8, 1611:13, 1611:15</p> <p>Officer [1] - 1546:40</p> <p>officer's [3] - 1507:3, 1513:23, 1537:1</p> <p>officers [102] - 1475:11, 1475:13, 1476:26, 1484:2, 1484:5, 1484:29, 1484:30, 1485:44, 1488:23, 1488:40, 1489:22, 1489:31, 1491:36, 1492:20, 1492:25, 1492:37, 1492:41, 1492:42, 1494:10, 1495:10, 1495:15, 1496:38, 1496:46, 1497:21, 1499:27, 1509:3, 1510:3, 1510:13, 1510:18, 1510:23, 1510:47, 1512:37, 1512:46, 1515:20, 1515:24, 1515:26, 1515:29, 1515:38, 1516:36, 1517:18, 1518:46, 1520:39, 1520:45, 1521:32, 1523:5, 1523:46, 1524:2, 1524:6, 1524:23, 1524:28, 1524:39, 1525:6, 1525:19, 1525:30, 1525:35, 1525:36, 1525:37, 1526:23, 1527:3, 1527:8, 1527:9, 1527:31, 1527:37, 1528:47,</p>	<p>1537:16, 1538:22, 1539:17, 1540:42, 1540:47, 1541:43, 1542:6, 1544:45, 1545:7, 1553:37, 1553:46, 1554:25, 1556:31, 1556:45, 1563:28, 1563:33, 1572:26, 1572:32, 1584:26, 1585:32, 1585:47, 1588:20, 1589:21, 1591:28, 1591:40, 1592:7, 1594:25, 1597:6, 1597:30, 1597:40, 1597:43, 1597:46, 1600:38, 1602:2, 1610:30, 1610:41, 1611:12</p> <p>officers' [2] - 1492:6, 1589:18</p> <p>officially [1] - 1557:37</p> <p>often [15] - 1494:37, 1499:39, 1504:13, 1536:44, 1541:4, 1543:35, 1557:17, 1557:19, 1565:47, 1582:18, 1587:35, 1597:28, 1605:19, 1610:38, 1611:19</p> <p>OIC [14] - 1485:30, 1508:45, 1510:18, 1510:25, 1510:30, 1512:36, 1553:24, 1554:44, 1556:22, 1556:46, 1572:8, 1599:15, 1609:27, 1609:35</p> <p>old [3] - 1493:40, 1495:25, 1586:39</p> <p>OLPs [1] - 1596:19</p> <p>on-call [1] - 1558:27</p> <p>on-refer [1] - 1565:9</p> <p>once [17] - 1488:43, 1490:28, 1511:15, 1512:25, 1536:20, 1549:15, 1551:45, 1568:46, 1572:19, 1587:39, 1603:1, 1603:23, 1603:28, 1605:21, 1609:21, 1610:23, 1612:14</p> <p>one [189] - 1474:20, 1475:36, 1476:43, 1478:18, 1478:29, 1478:45, 1481:45, 1482:9, 1482:17, 1483:41, 1484:25, 1485:23, 1485:40, 1486:3, 1486:12,</p>	<p>1486:15, 1486:28, 1487:24, 1488:26, 1489:18, 1489:21, 1490:1, 1490:3, 1490:22, 1490:24, 1490:35, 1491:27, 1491:32, 1491:37, 1493:26, 1494:21, 1495:3, 1495:8, 1495:9, 1495:37, 1496:33, 1496:38, 1497:4, 1497:36, 1497:43, 1497:47, 1498:14, 1498:17, 1499:41, 1499:45, 1500:3, 1500:8, 1500:9, 1500:12, 1500:14, 1500:16, 1501:7, 1501:23, 1503:23, 1504:26, 1504:27, 1504:29, 1505:22, 1505:44, 1506:10, 1506:25, 1506:42, 1509:44, 1509:46, 1509:47, 1510:3, 1511:23, 1512:30, 1512:33, 1513:6, 1514:21, 1518:9, 1518:20, 1519:4, 1519:16, 1520:7, 1520:17, 1521:42, 1523:15, 1524:11, 1524:31, 1524:32, 1524:37, 1526:18, 1527:17, 1527:19, 1528:34, 1530:17, 1532:37, 1532:43, 1533:4, 1533:10, 1533:11, 1533:15, 1533:21, 1533:28, 1535:37, 1536:14, 1537:19, 1538:11, 1539:8, 1539:10, 1539:14, 1539:15, 1540:21, 1541:23, 1542:38, 1543:30, 1543:34, 1544:34, 1545:5, 1545:7, 1545:24, 1546:20, 1546:40, 1547:28, 1547:42, 1548:6, 1549:12, 1549:18, 1550:10, 1550:13, 1551:38, 1555:7, 1556:7, 1556:12, 1556:20, 1556:22, 1556:44, 1557:15, 1557:39, 1558:8, 1558:13, 1558:29, 1558:39, 1559:14, 1559:46,</p>
--	---	---	--	---

<p>1560:1, 1560:28, 1561:39, 1562:15, 1568:21, 1570:44, 1571:4, 1572:10, 1572:30, 1572:31, 1574:15, 1575:20, 1579:21, 1579:36, 1580:16, 1581:11, 1581:47, 1582:20, 1584:23, 1584:26, 1586:3, 1586:18, 1586:26, 1587:35, 1588:31, 1589:36, 1590:18, 1590:32, 1594:22, 1594:29, 1595:17, 1598:18, 1598:19, 1598:32, 1598:42, 1599:8, 1599:40, 1600:16, 1600:21, 1601:1, 1601:19, 1602:3, 1603:29, 1603:47, 1604:1, 1606:19, 1606:20, 1608:4, 1608:40, 1609:2, 1610:7 one-off [2] - 1513:6, 1542:38 ones [7] - 1489:47, 1500:38, 1504:7, 1551:2, 1563:28, 1580:23, 1591:6 ongoing [9] - 1475:34, 1483:22, 1503:37, 1544:40, 1565:31, 1566:12, 1566:13, 1566:37, 1598:11 online [5] - 1492:24, 1570:11, 1570:16, 1585:43, 1596:19 onwards [1] - 1587:23 open [8] - 1482:4, 1509:35, 1530:33, 1531:33, 1538:44, 1548:34, 1602:20 operate [1] - 1560:13 operated [1] - 1543:24 operates [2] - 1476:40, 1478:3 operating [2] - 1483:37, 1551:26 operation [1] - 1475:29 operational [9] - 1497:19, 1504:31, 1504:36, 1510:11, 1556:47, 1568:47, 1581:39, 1595:13, 1598:36 operator [2] - 1486:37,</p>	<p>1488:15 OPERATOR [3] - 1522:21, 1522:26, 1522:31 opinion [4] - 1526:32, 1578:13, 1602:25, 1604:5 OPM [1] - 1499:17 OPMs [2] - 1491:26, 1509:6 opportunities [4] - 1481:29, 1520:11, 1531:32, 1590:41 opportunity [6] - 1551:42, 1560:7, 1568:15, 1578:15, 1581:21, 1581:23 opposed [2] - 1532:14, 1549:27 opposite [1] - 1588:38 optimistic [1] - 1493:2 opting [1] - 1476:25 option [3] - 1533:24, 1590:36, 1604:34 options [2] - 1498:8, 1588:42 order [20] - 1502:4, 1502:7, 1502:19, 1509:3, 1513:26, 1513:28, 1532:16, 1536:39, 1536:44, 1537:12, 1537:13, 1540:44, 1541:10, 1542:30, 1542:36, 1549:7, 1557:33, 1573:16, 1606:35, 1607:38 orders [22] - 1499:27, 1499:28, 1499:32, 1513:23, 1532:33, 1532:34, 1536:34, 1547:13, 1549:13, 1549:14, 1549:16, 1549:24, 1549:26, 1572:47, 1574:22, 1574:26, 1588:33, 1589:5, 1589:14, 1603:1 organisation [17] - 1494:38, 1523:10, 1523:24, 1526:30, 1527:29, 1528:25, 1529:9, 1530:29, 1531:29, 1533:1, 1565:7, 1566:41, 1581:29, 1582:25, 1591:1, 1592:12, 1592:22 organisation's [1] - 1521:37</p>	<p>organisational [2] - 1476:8, 1531:26 organisations [7] - 1521:6, 1547:37, 1564:46, 1565:2, 1572:39, 1578:37, 1584:42 organise [2] - 1554:34, 1568:22 organised [2] - 1477:2, 1477:10 orientate [2] - 1611:12, 1611:16 orientated [1] - 1581:39 orientation [3] - 1557:27, 1597:24, 1611:10 origin [1] - 1516:9 original [1] - 1496:1 ostensibly [1] - 1476:33 OTHER [1] - 1505:39 otherwise [7] - 1522:26, 1525:13, 1541:35, 1547:25, 1550:43, 1554:27, 1590:24 ought [3] - 1490:17, 1511:17, 1514:37 ourselves [2] - 1496:46, 1512:4 ouster [2] - 1541:45 outcome [2] - 1487:30, 1515:41 outcomes [3] - 1488:18, 1490:22, 1515:47 outgoing [1] - 1495:1 outlaw [1] - 1477:5 outline [13] - 1553:43, 1555:36, 1556:23, 1559:4, 1570:28, 1570:31, 1577:10, 1585:24, 1595:36, 1595:39, 1596:11, 1598:37, 1603:3 outlined [3] - 1510:19, 1553:44, 1597:35 outlining [1] - 1565:19 outreach [1] - 1581:43 outs [4] - 1523:46, 1524:3, 1594:39, 1598:43 outside [10] - 1490:8, 1504:36, 1516:12, 1518:12, 1531:17, 1545:23, 1577:21, 1581:9, 1581:44, 1582:8</p>	<p>outsourced [1] - 1548:23 outsourcing [1] - 1547:36 outstanding [2] - 1526:22, 1528:27 overall [3] - 1515:21, 1596:37, 1611:8 overarching [1] - 1503:16 overcome [3] - 1487:28, 1563:36, 1574:46 overcrowding [1] - 1603:42 overlapping [1] - 1556:31 overlay [2] - 1499:8, 1580:6 overrepresentation [1] - 1586:20 override [1] - 1538:14 oversaw [1] - 1477:19 overseas [1] - 1553:3 overseen [1] - 1477:33 overseer [1] - 1560:11 oversight [5] - 1519:3, 1545:20, 1545:27, 1546:33, 1547:24 overstatement [1] - 1612:7 overview [2] - 1559:38, 1599:13 overviewing [1] - 1546:12 overwhelming [3] - 1526:1, 1603:13, 1603:17 overwhelmingly [2] - 1481:25, 1523:44 own [22] - 1482:28, 1488:16, 1498:18, 1501:29, 1502:18, 1513:1, 1517:28, 1517:42, 1518:19, 1520:23, 1522:17, 1525:21, 1525:39, 1539:27, 1540:31, 1563:27, 1579:37, 1581:30, 1582:4, 1583:14, 1584:43 owner [1] - 1579:45 owners [2] - 1579:40, 1607:7 ownership [3] - 1580:8, 1580:9, 1580:21 owning [2] - 1494:12, 1518:33</p>	<p>Oxley [1] - 1592:28</p> <hr/> <p style="text-align: center;">P</p> <hr/> <p>P-12 [2] - 1566:44, 1571:8 pace [1] - 1484:11 paces [1] - 1478:44 package [2] - 1566:16, 1606:36 packages [1] - 1592:15 PAF [2] - 1488:35, 1513:45 PAGE [1] - 1550:24 page [12] - 1480:9, 1488:14, 1491:8, 1491:9, 1497:18, 1506:38, 1522:43, 1540:24, 1544:35, 1550:15, 1562:22, 1562:30 paged [1] - 1550:17 pager [1] - 1500:8 pages [2] - 1506:38, 1550:10 paint [1] - 1580:19 painted [2] - 1570:46, 1577:35 panels [1] - 1483:34 pans [1] - 1556:2 paper [1] - 1500:31 paperwork [8] - 1488:41, 1489:23, 1489:27, 1489:28, 1489:43, 1521:25, 1521:31, 1541:39 paragraph [9] - 1573:22, 1577:19, 1581:41, 1587:22, 1587:27, 1590:33, 1594:14, 1599:23, 1609:37 parameters [1] - 1546:30 paraphrasing [1] - 1501:6 parenting [1] - 1499:29 parents [1] - 1540:40 parish [1] - 1566:44 park [1] - 1557:21 parliament [1] - 1534:10 parole [1] - 1599:28 Paroo [2] - 1566:45, 1580:16 part [51] - 1485:44, 1488:13, 1492:5, 1495:31, 1496:1,</p>
---	---	---	--	--

<p>1499:33, 1507:7, 1511:2, 1513:19, 1514:5, 1514:15, 1518:43, 1523:3, 1523:38, 1525:6, 1525:35, 1528:24, 1529:15, 1531:29, 1533:3, 1537:32, 1539:17, 1542:9, 1544:44, 1545:15, 1548:23, 1549:45, 1553:13, 1554:1, 1554:3, 1554:33, 1560:37, 1560:42, 1575:7, 1579:32, 1579:35, 1580:1, 1582:10, 1582:15, 1586:43, 1586:47, 1587:11, 1588:12, 1596:25, 1596:27, 1598:30, 1600:34, 1604:39, 1604:44, 1604:45, 1611:22</p> <p>part-time [1] - 1485:44</p> <p>partially [1] - 1487:43</p> <p>participate [1] - 1570:35</p> <p>participating [3] - 1548:22, 1548:27, 1573:2</p> <p>particular [23] - 1478:29, 1482:19, 1491:24, 1500:14, 1501:4, 1501:8, 1505:22, 1506:25, 1507:3, 1507:9, 1508:8, 1509:39, 1516:45, 1517:13, 1525:7, 1529:35, 1540:19, 1547:43, 1557:18, 1561:39, 1574:43, 1578:17, 1591:26</p> <p>particularly [28] - 1476:3, 1477:2, 1492:40, 1513:37, 1513:40, 1514:14, 1518:20, 1524:35, 1524:38, 1530:3, 1538:15, 1539:26, 1540:38, 1540:40, 1544:38, 1548:11, 1548:29, 1548:30, 1557:32, 1558:45, 1578:23, 1578:32, 1578:38, 1587:3, 1594:21, 1594:46, 1610:43</p> <p>parties [3] - 1480:8, 1524:8, 1524:11</p>	<p>partner [5] - 1540:45, 1573:6, 1576:47, 1578:32, 1591:45</p> <p>partnered [1] - 1580:15</p> <p>partners [1] - 1582:46</p> <p>partnership [1] - 1607:22</p> <p>partnerships [1] - 1484:41</p> <p>parts [1] - 1528:8</p> <p>party [1] - 1547:15</p> <p>pas [1] - 1577:16</p> <p>pass [2] - 1581:45, 1590:47</p> <p>passed [2] - 1516:27, 1555:44</p> <p>passenger [1] - 1595:46</p> <p>passes [1] - 1557:17</p> <p>past [12] - 1524:37, 1535:11, 1535:26, 1536:3, 1540:41, 1542:5, 1556:45, 1567:22, 1567:24, 1568:19, 1572:19, 1579:25</p> <p>paths [1] - 1499:7</p> <p>pathway [1] - 1545:17</p> <p>patrol [7] - 1506:44, 1509:13, 1585:40, 1587:6, 1587:10, 1593:22</p> <p>pattern [1] - 1611:20</p> <p>Paul [1] - 1478:27</p> <p>pause [2] - 1474:22, 1584:9</p> <p>paused [2] - 1483:2, 1483:3</p> <p>PCAP [4] - 1503:5, 1606:35, 1607:27, 1607:32</p> <p>PCYC [2] - 1594:31, 1594:37</p> <p>peaceful [1] - 1557:46</p> <p>peacekeeping [1] - 1553:4</p> <p>peak [2] - 1549:16, 1568:2</p> <p>peel's [1] - 1579:26</p> <p>peer [1] - 1516:34</p> <p>Peninsula [1] - 1506:31</p> <p>People [1] - 1503:6</p> <p>people [124] - 1480:33, 1482:16, 1483:16, 1483:44, 1485:28, 1487:42, 1491:33, 1493:43, 1496:25, 1499:45,</p>	<p>1500:2, 1500:41, 1503:30, 1508:17, 1511:16, 1516:14, 1519:39, 1519:43, 1521:10, 1522:38, 1523:16, 1523:42, 1524:39, 1525:1, 1525:8, 1525:12, 1525:14, 1526:14, 1526:22, 1526:34, 1526:37, 1527:46, 1530:2, 1530:5, 1530:9, 1530:13, 1531:17, 1531:28, 1531:29, 1532:24, 1536:38, 1537:6, 1537:8, 1537:36, 1537:38, 1537:44, 1537:45, 1542:38, 1546:47, 1547:12, 1547:17, 1548:10, 1550:45, 1551:26, 1554:36, 1554:44, 1555:29, 1555:39, 1555:46, 1556:4, 1556:46, 1557:32, 1558:1, 1561:21, 1561:22, 1561:34, 1562:40, 1563:21, 1563:30, 1572:14, 1572:27, 1572:41, 1580:30, 1581:1, 1581:9, 1581:44, 1584:38, 1585:19, 1587:25, 1587:40, 1588:39, 1589:32, 1589:46, 1590:1, 1590:17, 1592:18, 1592:23, 1596:13, 1596:47, 1600:12, 1600:13, 1600:23, 1600:25, 1600:29, 1600:39, 1600:44, 1600:47, 1601:2, 1601:7, 1602:20, 1602:21, 1602:22, 1602:41, 1604:11, 1604:18, 1604:45, 1605:37, 1605:43, 1606:14, 1606:25, 1609:6, 1609:21, 1609:29, 1609:31, 1610:10, 1610:17, 1610:21, 1610:43</p> <p>people's [2] - 1586:39, 1603:33</p> <p>per [29] - 1502:37, 1502:43, 1511:28, 1511:32, 1530:42, 1533:39, 1533:43, 1536:4, 1537:10,</p>	<p>1537:11, 1537:12, 1537:13, 1537:20, 1537:21, 1537:24, 1539:1, 1540:9, 1540:15, 1540:25, 1540:26, 1571:29, 1573:15, 1575:18, 1578:1, 1582:26, 1587:29, 1590:2, 1605:29</p> <p>perceive [1] - 1609:47</p> <p>perceived [4] - 1510:16, 1526:38, 1526:40, 1531:16</p> <p>percentage [1] - 1495:30</p> <p>perception [1] - 1530:2</p> <p>perceptions [2] - 1589:18, 1592:7</p> <p>perfect [1] - 1576:19</p> <p>performance [5] - 1497:30, 1509:7, 1526:29, 1526:31, 1561:32</p> <p>performed [1] - 1560:22</p> <p>perhaps [39] - 1484:41, 1514:5, 1517:34, 1518:29, 1530:17, 1530:39, 1531:20, 1533:23, 1533:24, 1535:38, 1537:30, 1538:22, 1538:24, 1539:16, 1539:27, 1541:2, 1543:32, 1543:34, 1544:11, 1545:14, 1545:19, 1545:38, 1546:9, 1546:47, 1547:36, 1547:37, 1548:19, 1548:22, 1573:45, 1574:47, 1577:11, 1601:44, 1601:45, 1602:36, 1608:21, 1610:23, 1611:1, 1611:2, 1611:42</p> <p>period [11] - 1476:9, 1476:10, 1484:47, 1495:11, 1501:44, 1539:37, 1553:14, 1556:22, 1560:8, 1605:32, 1608:21</p> <p>periods [3] - 1496:26, 1539:39</p> <p>permanent [5] - 1484:20, 1550:36, 1550:43, 1558:16, 1565:33</p>	<p>permanently [2] - 1476:27, 1484:32</p> <p>permeate [1] - 1528:30</p> <p>permeates [1] - 1527:36</p> <p>perpetrator [8] - 1514:23, 1524:12, 1531:22, 1539:18, 1569:30, 1573:1, 1582:3, 1589:1</p> <p>perpetrators [12] - 1489:4, 1514:25, 1524:28, 1530:10, 1538:15, 1539:3, 1540:39, 1546:24, 1566:27, 1569:36, 1573:24, 1589:8</p> <p>perpetrators' [2] - 1514:12, 1514:32</p> <p>perpetuated [1] - 1477:4</p> <p>persisting [1] - 1563:2</p> <p>person [35] - 1481:10, 1482:41, 1489:8, 1496:10, 1524:41, 1533:10, 1533:29, 1537:25, 1539:8, 1540:10, 1541:11, 1544:13, 1545:4, 1555:45, 1555:47, 1556:12, 1556:23, 1556:36, 1556:38, 1557:18, 1558:20, 1558:39, 1562:24, 1571:29, 1577:3, 1582:8, 1582:11, 1589:29, 1589:45, 1590:6, 1590:10, 1590:13, 1597:21, 1610:31</p> <p>person's [1] - 1497:21</p> <p>personal [1] - 1585:33</p> <p>personally [4] - 1481:6, 1543:25, 1549:39, 1556:36</p> <p>personnel [3] - 1476:38, 1504:34</p> <p>persons [2] - 1516:2, 1523:44</p> <p>perspective [7] - 1476:8, 1497:4, 1512:29, 1530:32, 1531:26, 1551:20, 1574:34</p> <p>perspectives [1] - 1526:14</p> <p>Petrie [1] - 1494:15</p> <p>phenomenal [1] - 1585:8</p>
---	--	--	---	--

<p>phone [3] - 1489:7, 1522:22, 1596:13</p> <p>physical [5] - 1491:39, 1513:6, 1524:15, 1544:17, 1570:36</p> <p>physically [4] - 1520:25, 1520:29, 1547:47, 1588:2</p> <p>pick [5] - 1560:15, 1574:39, 1589:43, 1598:27, 1601:24</p> <p>picking [1] - 1526:27</p> <p>picks [1] - 1569:20</p> <p>picture [2] - 1577:25, 1578:40</p> <p>piece [2] - 1500:31, 1546:29</p> <p>pieces [1] - 1509:45</p> <p>piggyback [1] - 1495:5</p> <p>pilot [3] - 1494:8, 1494:28, 1496:2</p> <p>piloting [1] - 1522:45</p> <p>pink [1] - 1557:20</p> <p>pinpoint [1] - 1488:15</p> <p>place [20] - 1484:37, 1495:16, 1498:19, 1504:27, 1508:47, 1509:4, 1509:5, 1512:37, 1549:16, 1557:24, 1561:9, 1563:35, 1573:16, 1574:23, 1585:24, 1588:46, 1589:7, 1591:21, 1597:44, 1603:2</p> <p>placed [4] - 1489:42, 1508:9, 1514:12, 1606:21</p> <p>places [7] - 1498:13, 1527:7, 1529:7, 1529:24, 1579:9, 1606:20, 1609:29</p> <p>placing [3] - 1546:47, 1609:29, 1609:31</p> <p>plain [1] - 1577:37</p> <p>plan [23] - 1479:30, 1483:27, 1486:27, 1487:8, 1487:9, 1487:19, 1508:21, 1559:15, 1559:19, 1559:23, 1559:38, 1559:39, 1559:40, 1559:45, 1560:4, 1560:13, 1560:15, 1560:38, 1560:39, 1562:17, 1562:18, 1562:31</p> <p>plane [1] - 1559:17</p> <p>planning [3] -</p>	<p>1479:36, 1484:46, 1547:45</p> <p>plans [8] - 1482:12, 1482:26, 1483:7, 1483:10, 1493:12, 1562:19, 1562:20, 1583:23</p> <p>plate [1] - 1508:34</p> <p>play [6] - 1526:47, 1528:21, 1529:5, 1560:37, 1581:9, 1594:35</p> <p>players [2] - 1555:24, 1555:40</p> <p>plays [1] - 1537:32</p> <p>plenty [1] - 1560:33</p> <p>PLO [20] - 1568:25, 1571:1, 1571:25, 1571:34, 1571:35, 1571:43, 1571:47, 1581:12, 1585:5, 1585:7, 1585:11, 1594:29, 1594:32, 1594:38, 1595:3, 1596:31, 1596:47, 1604:10, 1604:30</p> <p>PLOs [6] - 1571:29, 1584:26, 1594:25, 1594:30, 1594:35, 1595:22</p> <p>plus [1] - 1584:25</p> <p>pm [1] - 1611:43</p> <p>PMO [1] - 1497:32</p> <p>pocket [1] - 1581:31</p> <p>pockets [2] - 1526:28, 1529:8</p> <p>point [38] - 1474:21, 1476:43, 1479:39, 1480:39, 1483:4, 1486:7, 1487:16, 1487:18, 1504:26, 1514:8, 1516:26, 1516:31, 1517:19, 1523:11, 1523:29, 1525:44, 1526:20, 1526:33, 1527:6, 1529:46, 1532:1, 1537:4, 1543:6, 1544:29, 1544:44, 1545:24, 1545:47, 1547:23, 1548:6, 1549:30, 1559:23, 1559:31, 1559:40, 1562:2, 1572:45, 1595:14, 1596:30, 1596:32</p> <p>points [3] - 1540:22, 1544:26, 1548:30</p> <p>police [202] - 1478:13, 1482:14, 1488:40,</p>	<p>1489:22, 1489:31, 1492:6, 1493:41, 1493:42, 1496:38, 1496:44, 1498:1, 1498:17, 1498:18, 1498:19, 1498:25, 1498:29, 1498:30, 1498:31, 1499:2, 1503:40, 1509:14, 1512:19, 1513:41, 1514:13, 1515:26, 1515:39, 1515:40, 1517:5, 1520:39, 1520:44, 1521:12, 1521:32, 1521:38, 1523:45, 1524:2, 1524:6, 1524:23, 1524:28, 1524:34, 1525:6, 1525:19, 1525:30, 1525:35, 1525:36, 1525:37, 1526:47, 1528:37, 1528:40, 1528:47, 1533:23, 1533:30, 1533:40, 1534:7, 1534:8, 1534:10, 1534:19, 1534:27, 1534:35, 1534:36, 1534:40, 1535:34, 1536:29, 1537:39, 1538:3, 1538:12, 1538:21, 1538:28, 1539:16, 1546:24, 1548:21, 1548:22, 1548:26, 1548:28, 1549:2, 1549:4, 1549:13, 1549:14, 1550:2, 1552:26, 1552:47, 1553:7, 1553:34, 1553:40, 1554:25, 1555:3, 1555:13, 1555:35, 1557:5, 1558:14, 1558:16, 1558:30, 1558:39, 1560:18, 1560:20, 1560:44, 1565:26, 1567:12, 1568:32, 1568:46, 1569:10, 1569:16, 1569:22, 1569:41, 1570:3, 1570:6, 1570:29, 1570:32, 1571:9, 1571:28, 1571:31, 1572:8, 1572:10, 1572:14, 1572:17, 1572:24, 1572:39, 1572:46, 1573:8, 1573:16, 1573:44, 1574:9, 1574:12, 1574:19, 1574:31, 1574:35,</p>	<p>1574:44, 1575:33, 1575:37, 1576:31, 1576:35, 1576:47, 1577:7, 1577:9, 1577:34, 1577:35, 1577:37, 1577:43, 1578:8, 1578:17, 1578:24, 1578:27, 1578:39, 1578:40, 1578:43, 1579:21, 1580:6, 1580:10, 1581:39, 1583:25, 1583:33, 1585:19, 1585:47, 1586:36, 1588:1, 1588:2, 1588:3, 1588:6, 1588:19, 1589:5, 1589:6, 1589:18, 1589:21, 1589:39, 1589:45, 1590:1, 1590:17, 1590:22, 1590:24, 1591:27, 1592:3, 1592:7, 1594:1, 1594:23, 1594:25, 1594:28, 1594:30, 1594:39, 1595:43, 1596:28, 1597:6, 1598:22, 1600:36, 1600:37, 1600:46, 1601:17, 1601:38, 1601:47, 1602:4, 1603:15, 1603:41, 1604:34, 1605:27, 1605:44, 1606:2, 1607:11, 1607:12</p> <p>POLICE [1] - 1473:11</p> <p>Police [17] - 1515:46, 1520:6, 1530:20, 1544:42, 1547:39, 1552:27, 1552:46, 1553:14, 1559:10, 1563:19, 1566:43, 1567:18, 1567:29, 1568:13, 1572:44, 1590:14, 1600:34</p> <p>Policelink [2] - 1533:30, 1533:40</p> <p>policies [5] - 1489:13, 1490:23, 1490:36, 1502:31, 1504:5</p> <p>policing [20] - 1476:7, 1494:13, 1522:8, 1538:37, 1553:37, 1553:46, 1574:32, 1574:35, 1579:26, 1582:26, 1582:47, 1585:35, 1592:24, 1594:21, 1594:36, 1595:14, 1598:5,</p>	<p>1598:7, 1601:45, 1604:47</p> <p>policy [12] - 1489:44, 1490:1, 1497:30, 1497:31, 1503:25, 1503:28, 1503:31, 1515:43, 1542:12, 1546:37, 1577:17, 1599:36</p> <p>poor [4] - 1526:28, 1577:36, 1603:37, 1603:38</p> <p>popular [2] - 1515:38, 1541:25</p> <p>population [1] - 1574:3</p> <p>portfolio [1] - 1599:11</p> <p>position [19] - 1487:25, 1502:42, 1507:15, 1511:36, 1512:28, 1519:47, 1521:10, 1553:28, 1555:47, 1558:17, 1560:20, 1563:39, 1571:32, 1571:38, 1574:36, 1585:14, 1585:15, 1590:11, 1607:36</p> <p>POSITIONS [1] - 1551:18</p> <p>positions [11] - 1483:32, 1483:35, 1550:35, 1550:39, 1550:42, 1571:37, 1600:12, 1600:24, 1607:44, 1607:46, 1608:2</p> <p>positive [15] - 1475:38, 1478:30, 1530:12, 1547:33, 1563:35, 1564:3, 1567:14, 1567:25, 1572:7, 1572:9, 1572:37, 1572:38, 1574:30, 1577:10, 1609:8</p> <p>possess [1] - 1556:33</p> <p>possibility [1] - 1527:45</p> <p>possible [5] - 1478:46, 1486:35, 1516:3, 1568:37, 1607:10</p> <p>possibly [3] - 1480:40, 1488:2, 1609:17</p> <p>posted [2] - 1592:24, 1596:7</p> <p>pot [1] - 1501:12</p> <p>potential [3] - 1489:1, 1497:2, 1538:44</p>
--	--	--	---	---

<p>potentially [6] - 1513:12, 1524:41, 1530:13, 1533:7, 1546:47, 1547:2</p> <p>power [6] - 1492:1, 1538:25, 1538:29, 1539:1, 1539:28, 1562:39</p> <p>PowerPoint [2] - 1549:38, 1550:11</p> <p>POWERPOINT [1] - 1550:24</p> <p>PPMs [1] - 1491:25</p> <p>PPN [13] - 1500:28, 1500:34, 1500:35, 1532:44, 1533:6, 1533:23, 1541:10, 1541:41, 1542:31, 1543:15, 1543:16, 1549:4</p> <p>PPNs [1] - 1500:18</p> <p>practical [1] - 1492:36</p> <p>practically [2] - 1560:10, 1604:16</p> <p>practice [11] - 1478:46, 1482:23, 1503:31, 1513:16, 1528:26, 1528:27, 1547:3, 1547:8, 1553:37, 1560:12, 1560:14</p> <p>practices [2] - 1523:9, 1523:23</p> <p>practicum [3] - 1510:47, 1511:8, 1511:9</p> <p>practitioners [1] - 1506:22</p> <p>pragmatics [1] - 1548:2</p> <p>pre [1] - 1478:42</p> <p>pre-existing [1] - 1478:42</p> <p>precise [1] - 1532:29</p> <p>precisely [2] - 1491:22, 1532:31</p> <p>predated [1] - 1491:24</p> <p>predating [1] - 1493:27</p> <p>predominantly [1] - 1553:8</p> <p>preferable [1] - 1564:5</p> <p>preferring [2] - 1563:33, 1591:27</p> <p>prematurely [2] - 1510:22, 1512:22</p> <p>Premier's [1] - 1559:40</p> <p>preparation [3] - 1554:2, 1554:4,</p>	<p>1571:3</p> <p>prepared [6] - 1503:31, 1504:20, 1554:27, 1585:47, 1589:5</p> <p>preparedness [2] - 1585:19, 1585:22</p> <p>preparing [2] - 1495:3, 1530:13</p> <p>prepped [1] - 1570:47</p> <p>presence [4] - 1528:30, 1558:33, 1558:36, 1606:6</p> <p>present [14] - 1478:16, 1483:30, 1484:39, 1514:13, 1514:15, 1514:23, 1514:24, 1518:35, 1561:18, 1582:24, 1585:27, 1590:41, 1605:9, 1610:7</p> <p>presentation [2] - 1549:38, 1549:46</p> <p>presented [1] - 1487:36</p> <p>presenting [1] - 1513:40</p> <p>presently [5] - 1482:43, 1483:1, 1483:16, 1484:11, 1484:14</p> <p>presents [1] - 1582:2</p> <p>press [1] - 1489:7</p> <p>pressure [3] - 1582:5, 1587:42, 1587:43</p> <p>pressures [2] - 1493:29, 1587:41</p> <p>presume [2] - 1609:42, 1611:21</p> <p>pretty [9] - 1523:18, 1553:10, 1577:42, 1584:17, 1587:15, 1593:40, 1601:16, 1601:47, 1603:37</p> <p>prevalence [2] - 1545:26, 1575:20</p> <p>prevalent [4] - 1528:27, 1543:35, 1544:31, 1544:39</p> <p>prevent [2] - 1542:36, 1584:4</p> <p>prevented [1] - 1602:27</p> <p>preventing [1] - 1537:7</p> <p>prevention [6] - 1486:43, 1494:40, 1509:8, 1566:27, 1602:30</p> <p>previous [5] -</p>	<p>1476:31, 1477:1, 1485:42, 1495:8, 1559:47</p> <p>previously [7] - 1551:22, 1577:33, 1578:7, 1597:40, 1601:35, 1601:37</p> <p>prickly [1] - 1529:13</p> <p>primarily [5] - 1482:42, 1525:15, 1566:27, 1581:12, 1583:17</p> <p>primary [2] - 1482:31, 1488:26</p> <p>principal [4] - 1555:27, 1555:42, 1559:31, 1561:3</p> <p>principals [1] - 1556:17</p> <p>principle [1] - 1547:32</p> <p>principles [2] - 1579:25, 1584:43</p> <p>print [1] - 1490:4</p> <p>printing [1] - 1488:42</p> <p>printouts [1] - 1500:30</p> <p>priorities [6] - 1480:32, 1484:8, 1484:18, 1487:9, 1487:29, 1487:44</p> <p>prioritisation [1] - 1550:15</p> <p>PRIORITISATION [1] - 1550:25</p> <p>prioritise [1] - 1484:38</p> <p>prioritised [1] - 1488:2</p> <p>priority [3] - 1481:35, 1487:46, 1492:16</p> <p>privacy [1] - 1584:43</p> <p>private [17] - 1502:18, 1502:20, 1532:32, 1532:34, 1533:14, 1533:25, 1534:11, 1534:20, 1534:31, 1534:35, 1534:37, 1534:41, 1535:36, 1549:14, 1559:13, 1581:19, 1581:24</p> <p>privately [1] - 1502:27</p> <p>pro [1] - 1475:45</p> <p>pro-investigative [1] - 1475:45</p> <p>probation [1] - 1599:28</p> <p>problem [11] - 1517:4, 1540:23, 1555:34, 1555:37, 1558:33, 1559:30, 1560:14, 1560:15, 1561:18,</p>	<p>1576:9, 1591:35</p> <p>problematic [3] - 1524:41, 1529:4, 1605:9</p> <p>problems [5] - 1517:40, 1517:46, 1518:7, 1525:31, 1574:32</p> <p>procedural [1] - 1515:24</p> <p>procedures [4] - 1497:20, 1502:32, 1504:6, 1546:38</p> <p>proceeding [1] - 1569:1</p> <p>PROCEEDINGS [1] - 1473:3</p> <p>proceedings [1] - 1490:25</p> <p>process [38] - 1479:28, 1480:40, 1481:21, 1482:42, 1483:2, 1483:3, 1483:6, 1486:10, 1487:22, 1488:19, 1492:32, 1494:5, 1494:31, 1494:46, 1497:27, 1499:4, 1510:45, 1512:39, 1514:40, 1514:43, 1515:1, 1537:15, 1548:17, 1551:45, 1567:35, 1572:16, 1573:36, 1574:38, 1575:7, 1575:16, 1579:33, 1585:25, 1587:5, 1591:16, 1591:18, 1603:16, 1603:26, 1611:5</p> <p>processes [9] - 1486:47, 1488:22, 1489:13, 1492:25, 1492:28, 1493:31, 1504:35, 1512:13, 1513:17</p> <p>produce [2] - 1491:35, 1512:5</p> <p>produced [3] - 1493:36, 1505:12, 1511:15</p> <p>product [4] - 1492:46, 1506:3, 1508:8, 1540:1</p> <p>products [5] - 1492:23, 1492:24, 1504:29, 1506:24, 1596:19</p> <p>profess [2] - 1493:22, 1532:9</p> <p>Professional [1] -</p>	<p>1546:21</p> <p>Professor [1] - 1545:32</p> <p>profile [5] - 1475:5, 1522:14, 1607:4, 1607:9, 1607:23</p> <p>profiles [2] - 1606:45, 1607:4</p> <p>Program [1] - 1570:34</p> <p>program [53] - 1492:24, 1492:28, 1492:31, 1522:46, 1548:1, 1548:22, 1566:24, 1566:25, 1566:41, 1567:1, 1567:10, 1567:36, 1568:6, 1568:11, 1568:17, 1568:25, 1568:31, 1568:32, 1569:6, 1569:11, 1569:17, 1569:19, 1569:35, 1570:10, 1570:11, 1570:35, 1570:44, 1571:6, 1571:7, 1571:10, 1571:15, 1571:17, 1571:18, 1571:20, 1571:22, 1572:20, 1574:8, 1575:26, 1579:5, 1580:37, 1580:41, 1580:42, 1581:6, 1581:23, 1581:35, 1581:41, 1581:43, 1582:38, 1583:30, 1585:24, 1595:39, 1598:22, 1598:23</p> <p>programs [8] - 1548:20, 1566:28, 1567:5, 1572:21, 1573:3, 1582:12, 1585:23</p> <p>progress [12] - 1481:1, 1483:44, 1484:3, 1491:4, 1491:30, 1568:40, 1568:41, 1580:31, 1580:35, 1584:13, 1585:1, 1590:40</p> <p>progressed [1] - 1487:13</p> <p>progressing [2] - 1501:33, 1574:13</p> <p>progressively [1] - 1536:5</p> <p>PROJECT [1] - 1550:25</p> <p>Project [2] - 1566:47, 1567:3</p> <p>project [14] - 1487:27,</p>
--	--	--	---	---

<p>1487:37, 1487:41, 1488:17, 1488:29, 1491:24, 1493:19, 1493:20, 1496:14, 1497:32, 1550:16, 1607:3, 1607:47, 1608:2 projects [1] - 1549:41 prolonged [1] - 1495:12 prominently [1] - 1506:37 promising [1] - 1494:33 promote [1] - 1563:25 promoting [1] - 1498:18 prompt [1] - 1512:24 pronged [2] - 1582:13, 1584:4 pronounce [1] - 1583:28 proper [4] - 1515:26, 1556:28, 1556:32, 1556:39 properly [7] - 1542:6, 1543:36, 1560:30, 1574:33, 1583:29, 1591:30, 1605:26 proportion [3] - 1502:26, 1512:20, 1536:39 proposal [2] - 1479:3, 1518:31 proposals [1] - 1549:43 propose [1] - 1551:44 pros [1] - 1591:37 prosecutions [1] - 1589:13 prosecutors [1] - 1521:29 protect [6] - 1531:28, 1538:14, 1542:35, 1588:37, 1598:8, 1609:43 protecting [2] - 1537:6, 1539:22 Protection [1] - 1477:35 protection [7] - 1499:27, 1499:28, 1512:23, 1513:23, 1513:28, 1530:4, 1574:23 protocols [1] - 1489:27 provide [14] - 1480:7, 1493:11, 1502:41, 1506:13, 1518:37,</p>	<p>1559:1, 1565:23, 1565:47, 1568:14, 1581:14, 1583:46, 1586:22, 1597:46, 1600:8 provided [40] - 1474:13, 1480:7, 1480:9, 1485:4, 1492:47, 1496:18, 1496:35, 1498:16, 1501:1, 1505:3, 1505:4, 1505:6, 1505:20, 1509:33, 1509:39, 1510:4, 1511:5, 1511:44, 1517:8, 1521:43, 1526:12, 1526:14, 1529:21, 1530:42, 1532:40, 1532:41, 1534:9, 1535:42, 1549:38, 1551:22, 1552:33, 1564:33, 1566:38, 1567:40, 1572:44, 1575:6, 1576:21, 1580:21, 1581:34, 1593:11 provider [2] - 1478:29, 1537:40 providers [4] - 1479:20, 1558:7, 1586:45, 1601:45 provides [3] - 1566:22, 1581:21, 1586:4 providing [3] - 1512:22, 1568:19, 1600:7 provision [1] - 1575:25 provisionals [2] - 1580:32, 1580:35 proximity [1] - 1479:20 psyche [1] - 1599:28 public [8] - 1520:18, 1521:18, 1525:20, 1525:21, 1525:31, 1527:25, 1544:7, 1607:28 publications [1] - 1519:36 pull [6] - 1487:37, 1497:33, 1499:1, 1499:5, 1536:31, 1588:16 pulled [1] - 1488:29 pulling [3] - 1491:26, 1559:35, 1560:36 pump [1] - 1480:34 purchase [2] -</p>	<p>1580:17, 1581:32 purchased [1] - 1570:46 purely [1] - 1557:6 purple [1] - 1481:18 purpose [2] - 1476:10, 1511:42 purposes [2] - 1481:46, 1493:46 pursuant [1] - 1502:31 pursue [1] - 1533:24 pursued [3] - 1475:17, 1542:20, 1543:40 pursuing [3] - 1532:17, 1533:23, 1536:21 push [2] - 1569:34, 1600:7 pushed [1] - 1573:18 pushes [2] - 1569:17, 1570:17 pushing [1] - 1541:22 put [24] - 1486:34, 1491:34, 1493:12, 1501:12, 1501:17, 1508:29, 1508:47, 1509:3, 1509:5, 1512:37, 1538:40, 1540:5, 1549:43, 1557:20, 1560:42, 1560:46, 1561:27, 1570:17, 1574:22, 1575:3, 1582:5, 1588:45, 1591:21 putting [3] - 1489:40, 1560:36, 1561:10</p>	<p>1502:31, 1517:40, 1518:8, 1519:19, 1520:1, 1520:9, 1520:13, 1521:19, 1527:20, 1528:3, 1528:21, 1529:5, 1531:7, 1531:11, 1534:8, 1534:9, 1549:41, 1550:15, 1550:24, 1552:42, 1556:19, 1556:20, 1567:8, 1567:9, 1568:4, 1568:22, 1568:44, 1579:4, 1579:28, 1581:7, 1581:42, 1582:17, 1583:33, 1584:10, 1585:21, 1585:42, 1593:31, 1593:41, 1596:17, 1598:38 QPS's [2] - 1475:36, 1516:12 qualified [1] - 1589:13 quality [4] - 1495:34, 1495:47, 1503:44, 1509:14 quantifiable [1] - 1527:13 quantum [1] - 1532:20 QUEENSLAND [1] - 1473:11 Queensland [48] - 1473:34, 1493:28, 1497:29, 1513:36, 1515:46, 1517:30, 1517:44, 1520:6, 1521:36, 1537:44, 1540:20, 1543:46, 1545:5, 1547:39, 1549:17, 1550:29, 1552:26, 1552:45, 1553:7, 1553:9, 1553:35, 1553:47, 1554:25, 1561:24, 1566:43, 1567:4, 1567:18, 1567:29, 1568:13, 1571:9, 1572:44, 1573:38, 1576:40, 1581:14, 1582:17, 1582:43, 1588:18, 1588:21, 1590:1, 1590:14, 1595:43, 1595:44, 1599:27, 1599:28, 1607:35, 1608:7, 1609:30, 1609:33 questioning [1] - 1551:41 questions [48] - 1474:40, 1479:40,</p>	<p>1506:28, 1511:45, 1519:4, 1531:38, 1531:41, 1538:18, 1539:14, 1540:20, 1543:45, 1544:12, 1546:40, 1548:37, 1548:42, 1548:44, 1549:42, 1550:27, 1551:34, 1551:36, 1552:2, 1555:1, 1563:9, 1563:11, 1564:8, 1564:10, 1564:12, 1564:14, 1573:29, 1575:42, 1575:44, 1575:46, 1576:1, 1584:30, 1590:29, 1591:4, 1591:46, 1592:35, 1592:36, 1592:38, 1595:7, 1604:43, 1608:31, 1608:32, 1611:25, 1611:27, 1611:29, 1611:31 quick [5] - 1508:43, 1516:42, 1563:13, 1567:38, 1568:37 quicker [2] - 1484:11, 1590:5 quickly [8] - 1479:5, 1489:41, 1495:35, 1497:6, 1497:18, 1505:23, 1514:6, 1554:12 quite [25] - 1481:34, 1481:38, 1497:8, 1501:5, 1511:44, 1513:47, 1525:23, 1533:17, 1536:25, 1538:31, 1544:31, 1545:40, 1546:14, 1548:16, 1557:17, 1557:19, 1567:14, 1568:26, 1584:9, 1586:10, 1595:38, 1597:28, 1599:2, 1600:28 quote [1] - 1545:28</p>
Q				
<p>QAS [4] - 1582:17, 1602:1, 1602:2, 1602:3 QC [1] - 1473:26 QIFVLS [1] - 1522:2 Qlite [1] - 1488:32 QPRIME [6] - 1511:27, 1516:45, 1516:47, 1517:15, 1541:20, 1542:2 QPS [61] - 1475:36, 1478:43, 1484:7, 1484:8, 1484:10, 1486:44, 1489:19, 1489:39, 1490:2, 1490:6, 1490:15, 1490:17, 1490:33, 1493:29, 1493:39, 1497:18, 1498:39, 1499:13, 1499:26, 1501:7, 1501:12,</p>				
R				
<p>raise [5] - 1499:40, 1511:45, 1517:4, 1558:8, 1602:19 raised [8] - 1513:36, 1514:20, 1515:21, 1523:11, 1529:12, 1529:20, 1531:11, 1547:11 range [7] - 1484:40, 1497:34, 1500:4, 1504:43, 1524:33,</p>				

<p>1525:45, 1526:13 rank [1] - 1576:31 ranking [1] - 1572:10 rankles [1] - 1524:32 ranks [1] - 1550:42 rapport [2] - 1524:39, 1531:22 rare [1] - 1538:45 rate [2] - 1484:13, 1599:1 rates [2] - 1598:40, 1598:46 rather [10] - 1479:4, 1491:39, 1494:27, 1496:33, 1536:43, 1546:13, 1547:5, 1572:1, 1583:25, 1594:37 rationale [4] - 1513:17, 1514:5, 1542:39, 1550:12 re [3] - 1483:9, 1567:36, 1583:30 re-establish [1] - 1483:9 re-investment [2] - 1567:36, 1583:30 reach [2] - 1474:21, 1517:43 reached [1] - 1552:42 reaction [1] - 1574:21 reactively [2] - 1574:17, 1611:20 read [2] - 1488:34, 1511:26 reading [2] - 1509:38, 1598:26 ready [1] - 1488:33 real [4] - 1494:33, 1514:9, 1526:16, 1554:22 realise [1] - 1600:26 realising [1] - 1554:4 reality [3] - 1487:41, 1530:16, 1575:13 really [66] - 1495:9, 1495:34, 1496:30, 1507:15, 1508:24, 1511:36, 1517:25, 1518:2, 1518:7, 1519:1, 1528:17, 1533:35, 1539:17, 1542:13, 1549:23, 1554:8, 1554:34, 1554:41, 1555:7, 1555:47, 1556:21, 1557:3, 1557:16, 1557:24, 1557:27, 1559:44, 1560:6, 1560:22, 1561:41,</p>	<p>1562:38, 1562:41, 1564:3, 1568:46, 1570:41, 1571:41, 1578:31, 1579:34, 1579:36, 1580:14, 1582:26, 1583:9, 1583:10, 1585:22, 1585:32, 1585:41, 1586:10, 1589:12, 1590:42, 1591:47, 1595:26, 1596:36, 1596:47, 1597:12, 1597:13, 1597:23, 1597:30, 1597:45, 1598:33, 1602:1, 1602:17, 1602:45, 1603:14, 1603:18, 1605:8, 1608:12, 1610:32 realm [6] - 1477:35, 1503:2, 1504:32, 1504:36, 1545:23, 1546:32 reason [14] - 1476:14, 1476:24, 1485:27, 1497:26, 1507:1, 1532:7, 1533:20, 1542:9, 1545:13, 1558:35, 1559:15, 1561:21, 1583:37, 1589:22 reasonable [1] - 1528:9 reasonably [1] - 1497:18 reasons [6] - 1476:44, 1502:41, 1512:43, 1512:45, 1536:14, 1589:15 reassure [1] - 1575:7 rec [2] - 1577:47, 1578:1 recalibrated [1] - 1494:30 recalled [2] - 1474:14, 1507:42 receive [2] - 1512:12, 1569:33 received [9] - 1503:21, 1504:15, 1507:5, 1507:13, 1507:14, 1508:6, 1509:45, 1579:8, 1599:41 receiving [1] - 1512:13 recent [7] - 1478:2, 1505:4, 1522:45, 1577:12, 1577:28, 1577:45, 1586:18 recently [8] - 1513:33,</p>	<p>1514:30, 1531:11, 1552:30, 1577:18, 1577:36, 1577:45, 1594:4 recidivist [1] - 1511:29 recognise [3] - 1498:15, 1528:26, 1538:24 recognised [7] - 1495:46, 1496:42, 1497:10, 1543:36, 1547:43, 1562:43, 1579:40 recognising [1] - 1496:47 recognition [4] - 1528:38, 1528:46, 1548:8, 1548:19 recommendation [15] - 1497:26, 1497:43, 1498:5, 1498:25, 1498:36, 1499:17, 1499:25, 1499:37, 1499:42, 1501:14, 1501:25, 1503:34, 1519:47, 1520:1, 1520:12 recommendations [28] - 1475:7, 1487:31, 1497:14, 1497:17, 1497:27, 1497:34, 1497:42, 1497:46, 1498:7, 1498:12, 1498:37, 1499:7, 1499:11, 1499:13, 1499:19, 1499:20, 1499:34, 1499:38, 1501:13, 1501:15, 1501:17, 1501:21, 1502:46, 1503:1, 1503:5, 1503:14, 1520:8, 1548:7 recommended [5] - 1475:42, 1497:19, 1519:32, 1556:21, 1556:45 recommending [1] - 1478:37 reconciliation [1] - 1578:47 record [5] - 1497:21, 1512:3, 1512:12, 1541:29, 1543:22 recorded [15] - 1502:30, 1502:32, 1541:5, 1541:13, 1541:38, 1542:2, 1542:16, 1542:17,</p>	<p>1542:27, 1542:31, 1543:3, 1543:11, 1543:13, 1543:16 recording [2] - 1541:31, 1542:7 recruit [3] - 1603:41, 1607:31, 1609:6 recruiting [2] - 1600:33, 1606:43 rectified [1] - 1514:44 red [2] - 1551:2, 1566:11 redactions [1] - 1551:43 Redbourne [6] - 1569:11, 1569:17, 1569:39, 1573:36, 1573:37, 1574:8 redesign [1] - 1493:19 redo [1] - 1547:17 reduced [1] - 1533:26 reduces [1] - 1573:25 reduction [3] - 1488:19, 1490:24, 1600:6 refer [10] - 1518:29, 1552:38, 1555:33, 1564:37, 1565:9, 1576:28, 1593:18, 1597:16, 1599:37, 1609:21 reference [17] - 1478:9, 1486:46, 1487:27, 1488:15, 1488:29, 1491:9, 1491:45, 1493:18, 1505:20, 1511:8, 1514:31, 1516:44, 1525:24, 1539:37, 1544:35, 1544:36 referenced [1] - 1508:44 referral [13] - 1515:40, 1537:15, 1542:37, 1569:18, 1569:27, 1569:29, 1569:39, 1569:46, 1573:36, 1574:4, 1574:8, 1574:11, 1574:38 referrals [11] - 1475:24, 1512:44, 1536:36, 1536:43, 1542:21, 1569:11, 1569:33, 1569:40, 1573:37, 1599:41 referred [4] - 1511:6, 1515:10, 1565:27, 1594:26 referring [6] - 1485:43, 1509:33,</p>	<p>1523:15, 1526:2, 1540:24, 1543:44 reflected [1] - 1562:24 reflection [2] - 1491:46, 1525:43 reflects [1] - 1483:20 regard [1] - 1577:8 regardless [4] - 1488:31, 1488:45, 1503:33, 1515:40 regards [2] - 1492:23, 1531:21 region [11] - 1476:16, 1476:17, 1481:30, 1481:47, 1506:12, 1518:24, 1518:30, 1540:25, 1540:26, 1553:19, 1587:9 regional [8] - 1503:5, 1504:34, 1553:10, 1553:34, 1553:46, 1554:24, 1559:1, 1576:40 regions [4] - 1481:28, 1484:1, 1517:30, 1573:38 registration [1] - 1570:47 regular [3] - 1478:18, 1504:41, 1603:30 regularly [4] - 1513:42, 1567:28, 1568:26 REILLY [1] - 1593:7 Reilly [4] - 1474:4, 1593:5, 1593:11, 1611:32 reinforce [1] - 1548:17 reinforced [3] - 1492:12, 1492:13, 1503:24 reinvest [2] - 1497:7, 1497:9 relate [3] - 1492:29, 1533:10, 1563:47 related [7] - 1492:33, 1506:43, 1509:6, 1510:24, 1530:11, 1560:25, 1566:36 relates [1] - 1572:40 relating [5] - 1488:34, 1512:30, 1520:9, 1540:43, 1587:23 relation [23] - 1489:24, 1501:23, 1506:29, 1517:40, 1519:26, 1520:35, 1524:7, 1553:23, 1554:30, 1558:28, 1559:18, 1560:16, 1561:29,</p>
---	---	--	---	---

<p>1568:6, 1568:40, 1569:10, 1570:27, 1572:41, 1578:8, 1594:12, 1596:19, 1606:14, 1606:34</p> <p>relations [2] - 1578:8</p> <p>relationship [40] - 1478:27, 1524:7, 1539:2, 1539:29, 1540:37, 1541:4, 1541:9, 1542:33, 1563:35, 1565:6, 1567:8, 1567:12, 1567:14, 1567:19, 1567:25, 1570:29, 1570:33, 1571:17, 1571:27, 1571:41, 1571:45, 1572:7, 1572:9, 1573:6, 1573:13, 1573:23, 1574:18, 1574:27, 1574:31, 1575:33, 1577:9, 1578:22, 1578:24, 1578:28, 1589:41, 1589:42, 1594:19, 1604:36, 1605:14, 1610:1</p> <p>relationships [32] - 1475:22, 1476:39, 1478:26, 1488:35, 1540:43, 1556:34, 1556:41, 1557:29, 1557:34, 1563:30, 1571:14, 1572:1, 1572:2, 1572:38, 1573:47, 1577:29, 1578:16, 1578:46, 1579:43, 1586:5, 1589:9, 1589:36, 1594:16, 1595:22, 1595:30, 1598:4, 1598:6, 1598:12, 1598:34, 1606:9, 1610:13</p> <p>relatively [2] - 1479:21, 1535:35</p> <p>relayed [1] - 1530:38</p> <p>release [1] - 1502:41</p> <p>released [3] - 1502:38, 1519:33, 1577:41</p> <p>relevant [18] - 1474:19, 1474:21, 1502:5, 1514:47, 1519:3, 1521:6, 1521:25, 1522:13, 1532:5, 1540:37, 1540:43, 1541:4, 1541:8, 1542:32, 1544:18, 1588:15, 1589:41, 1590:23</p>	<p>relevantly [1] - 1520:6</p> <p>reliant [1] - 1583:10</p> <p>relies [1] - 1585:32</p> <p>relieving [3] - 1555:46, 1594:5, 1606:33</p> <p>relocation [1] - 1565:29</p> <p>reluctance [4] - 1518:3, 1574:27, 1587:36, 1587:41</p> <p>rely [1] - 1518:41</p> <p>relying [4] - 1484:4, 1490:16, 1518:35, 1545:18</p> <p>remain [2] - 1546:32, 1587:1</p> <p>remained [1] - 1520:22</p> <p>remaining [1] - 1538:44</p> <p>remanded [1] - 1533:7</p> <p>remark [1] - 1577:38</p> <p>remember [5] - 1479:40, 1502:21, 1603:4, 1603:5, 1610:17</p> <p>remind [1] - 1480:23</p> <p>reminded [1] - 1489:34</p> <p>remote [16] - 1513:38, 1553:8, 1553:10, 1553:34, 1553:37, 1553:46, 1554:2, 1554:13, 1554:15, 1554:24, 1557:32, 1563:26, 1563:28, 1576:40, 1599:29, 1607:35</p> <p>removing [1] - 1588:39</p> <p>reoccurrence [1] - 1537:7</p> <p>repeat [2] - 1478:17, 1478:21</p> <p>repeated [1] - 1515:47</p> <p>repeats [2] - 1532:25, 1532:26</p> <p>reply [1] - 1494:25</p> <p>report [28] - 1475:7, 1476:20, 1493:36, 1493:37, 1514:11, 1515:6, 1515:15, 1516:15, 1516:25, 1519:33, 1539:35, 1539:44, 1540:18, 1540:22, 1540:24, 1543:47, 1544:5, 1544:13, 1544:22, 1544:34, 1545:14,</p>	<p>1553:36, 1553:40, 1554:47, 1562:38, 1591:17</p> <p>reported [3] - 1519:37, 1529:31, 1562:36</p> <p>reporting [10] - 1501:38, 1518:36, 1539:35, 1551:40, 1570:9, 1570:11, 1574:44, 1578:2, 1588:2, 1610:11</p> <p>reports [5] - 1502:30, 1511:27, 1516:45, 1516:47, 1521:11</p> <p>represent [2] - 1554:9, 1556:37</p> <p>representative [4] - 1567:26, 1567:29, 1582:42, 1582:43</p> <p>representatives [2] - 1522:2, 1565:17</p> <p>reprioritise [1] - 1484:34</p> <p>request [1] - 1505:32</p> <p>requested [2] - 1508:9, 1566:8</p> <p>requesting [1] - 1475:14</p> <p>requests [3] - 1504:28, 1510:29, 1571:13</p> <p>require [8] - 1479:12, 1489:18, 1497:24, 1514:2, 1529:22, 1541:42, 1542:2, 1606:4</p> <p>required [9] - 1477:23, 1483:43, 1541:25, 1542:16, 1542:27, 1547:8, 1558:47, 1565:30, 1574:5</p> <p>requirement [2] - 1502:40, 1542:12</p> <p>requirements [5] - 1489:42, 1489:44, 1514:45, 1515:25, 1516:13</p> <p>requires [2] - 1559:2, 1584:45</p> <p>requiring [3] - 1499:26, 1526:35, 1549:19</p> <p>research [6] - 1503:44, 1504:15, 1504:43, 1505:26, 1505:43, 1517:32</p> <p>researchers [1] - 1522:6</p> <p>residents [1] - 1577:21</p>	<p>resilience [1] - 1570:41</p> <p>resolve [2] - 1588:24, 1590:25</p> <p>resolved [1] - 1574:20</p> <p>resource [1] - 1493:6</p> <p>resourced [1] - 1485:29</p> <p>resources [17] - 1483:23, 1483:43, 1484:10, 1484:17, 1484:34, 1488:5, 1489:39, 1489:40, 1494:23, 1496:29, 1499:8, 1504:10, 1506:21, 1514:3, 1558:38, 1569:5, 1585:21</p> <p>resourcing [1] - 1475:44</p> <p>respect [34] - 1474:47, 1475:36, 1489:20, 1497:41, 1499:16, 1499:24, 1501:4, 1503:39, 1503:40, 1509:18, 1515:10, 1515:20, 1517:35, 1519:24, 1521:19, 1521:25, 1522:14, 1525:20, 1532:3, 1532:28, 1537:47, 1539:36, 1540:18, 1540:38, 1544:10, 1545:38, 1551:42, 1571:40, 1578:44, 1584:41, 1588:21, 1595:10, 1604:46, 1611:3</p> <p>respected [4] - 1572:5, 1585:10, 1586:27, 1595:27</p> <p>respects [1] - 1483:27</p> <p>respond [9] - 1475:37, 1494:23, 1495:27, 1511:19, 1513:12, 1546:37, 1547:42, 1565:47, 1570:18</p> <p>responded [1] - 1488:36</p> <p>respondent [8] - 1513:28, 1515:30, 1515:34, 1515:35, 1515:37, 1573:43, 1574:19, 1599:37</p> <p>respondent's [1] - 1587:43</p> <p>respondents [8] - 1478:20, 1499:28, 1499:31, 1510:23, 1511:30, 1513:24,</p>	<p>1600:9, 1611:19</p> <p>respondents' [1] - 1516:44</p> <p>responder [1] - 1478:30</p> <p>responding [7] - 1475:45, 1510:7, 1510:12, 1510:17, 1513:10, 1570:2, 1594:46</p> <p>responds [4] - 1494:13, 1519:19, 1528:21, 1529:6</p> <p>response [31] - 1486:44, 1494:24, 1494:36, 1495:6, 1496:28, 1508:6, 1509:6, 1509:14, 1510:30, 1510:33, 1510:37, 1512:35, 1514:1, 1515:38, 1519:41, 1529:33, 1537:26, 1549:19, 1550:28, 1559:23, 1559:36, 1559:41, 1567:38, 1567:43, 1567:47, 1568:28, 1574:11, 1575:23, 1583:27, 1584:38, 1606:3</p> <p>RESPONSES [1] - 1473:12</p> <p>responses [8] - 1490:24, 1490:37, 1494:25, 1508:20, 1517:5, 1582:47, 1605:27, 1610:37</p> <p>responsibilities [2] - 1515:44, 1555:11</p> <p>responsibility [10] - 1486:39, 1494:12, 1503:20, 1503:37, 1514:44, 1518:33, 1538:14, 1538:39, 1538:41, 1560:47</p> <p>responsible [2] - 1517:34, 1527:37</p> <p>rest [2] - 1514:46</p> <p>restricted [1] - 1598:44</p> <p>restriction [1] - 1536:19</p> <p>result [6] - 1491:1, 1493:35, 1502:13, 1505:11, 1525:33, 1586:20</p> <p>resulted [2] - 1546:4, 1577:32</p> <p>results [3] - 1480:17, 1533:6, 1533:8</p>
--	--	---	---	--

<p>resume [1] - 1590:47 retained [1] - 1520:14 retaining [1] - 1600:32 retaliate [1] - 1571:23 retaliation [1] - 1571:22 retention [1] - 1601:15 retired [4] - 1520:43, 1552:30, 1552:41, 1553:28 retirement [1] - 1553:36 retraining [3] - 1545:42, 1546:13, 1546:46 return [5] - 1488:42, 1507:29, 1509:8, 1515:20, 1553:27 returned [2] - 1480:25, 1563:6 returning [1] - 1525:28 returns [1] - 1480:19 review [42] - 1475:15, 1475:27, 1476:3, 1478:3, 1478:5, 1478:17, 1480:11, 1481:25, 1486:18, 1486:43, 1487:1, 1487:18, 1487:33, 1488:47, 1490:41, 1491:17, 1493:25, 1493:36, 1499:34, 1501:24, 1501:37, 1501:40, 1501:44, 1502:2, 1502:36, 1502:47, 1507:2, 1508:21, 1509:12, 1511:17, 1512:26, 1514:40, 1515:23, 1515:29, 1516:34, 1516:42, 1539:34, 1539:37, 1545:33, 1549:44, 1551:39, 1583:34 REVIEW [1] - 1485:9 reviewed [6] - 1488:9, 1491:3, 1497:22, 1511:27, 1521:24, 1599:9 reviewing [3] - 1478:35, 1519:30, 1599:47 reviews [2] - 1511:18, 1521:30 revisit [1] - 1487:20 revisited [3] - 1491:1, 1491:32, 1495:43 rib [1] - 1515:36 RICHARDS [1] -</p>	<p>1473:19 rightly [1] - 1577:42 ring [4] - 1558:19, 1558:27, 1583:12, 1608:9 riot [1] - 1577:31 riots [1] - 1577:33 rip [1] - 1560:27 rise [1] - 1515:19 risk [17] - 1484:39, 1484:40, 1487:36, 1489:2, 1497:9, 1502:40, 1509:4, 1513:4, 1513:40, 1513:45, 1513:46, 1516:1, 1528:19, 1546:47, 1562:35, 1567:30, 1609:42 risky [1] - 1524:41 roadblock [1] - 1584:41 Robert [1] - 1579:26 robust [1] - 1488:1 rock [3] - 1571:17, 1571:20, 1595:6 role [24] - 1476:31, 1514:39, 1553:23, 1558:40, 1559:9, 1559:11, 1559:12, 1560:45, 1560:46, 1567:15, 1567:16, 1569:32, 1571:27, 1572:2, 1576:30, 1585:5, 1585:6, 1594:22, 1594:34, 1594:37, 1595:12, 1605:31, 1606:31, 1606:34 roles [7] - 1494:10, 1546:25, 1590:16, 1593:41, 1593:42, 1594:36 roll [3] - 1482:27, 1547:45, 1580:46 rolled [12] - 1492:10, 1494:29, 1495:2, 1495:40, 1496:42, 1499:35, 1499:36, 1522:46, 1580:27, 1580:37, 1581:18, 1583:23 rolling [3] - 1514:27, 1594:42, 1610:31 rollout [4] - 1494:30, 1496:15, 1498:6, 1498:45 Roma [1] - 1479:11 room [7] - 1479:8, 1481:38, 1492:38, 1583:14, 1592:10,</p>	<p>1608:40, 1609:2 rooms [1] - 1483:21 roster [3] - 1594:40, 1594:42, 1597:21 rostering [1] - 1597:18 rotated [3] - 1477:22, 1484:28, 1495:11 rotations [1] - 1484:30 roughly [2] - 1559:28, 1587:29 rule [1] - 1546:7 run [15] - 1499:2, 1499:7, 1555:27, 1564:46, 1565:16, 1569:5, 1570:21, 1572:21, 1572:22, 1573:4, 1582:34, 1597:5, 1597:10, 1597:13 running [5] - 1556:11, 1577:24, 1583:30, 1584:16, 1594:18 RUTH [1] - 1473:26 Ryan [1] - 1545:28</p>	<p>satisfactory [2] - 1515:41, 1515:47 save [3] - 1489:1, 1599:27, 1609:39 saw [10] - 1527:33, 1536:15, 1536:20, 1553:46, 1559:46, 1561:36, 1562:7, 1597:39, 1603:22, 1603:29 scan [2] - 1488:43, 1490:4 Scanlon [1] - 1612:9 scenario [1] - 1542:32 scenarios [1] - 1503:32 scenes [1] - 1586:13 Schafferius [1] - 1510:36 scheme [1] - 1525:26 school [32] - 1555:27, 1555:42, 1556:17, 1559:16, 1559:31, 1559:33, 1561:4, 1561:5, 1561:8, 1566:44, 1570:12, 1570:40, 1571:8, 1571:12, 1572:20, 1580:3, 1580:4, 1580:19, 1581:12, 1581:19, 1581:22, 1581:24, 1598:22, 1598:25, 1598:27, 1598:31, 1601:10, 1605:41, 1605:46 schooling [4] - 1605:43, 1605:45, 1609:10, 1609:13 scope [1] - 1492:18 scratch [1] - 1518:47 scroll [1] - 1486:35 scrutiny [2] - 1491:5, 1516:34 SDP [2] - 1496:15, 1496:42 SDRP [1] - 1493:24 se [1] - 1582:26 second [5] - 1491:8, 1509:44, 1551:40, 1582:33, 1596:27 secondary [1] - 1585:15 seconded [2] - 1482:43, 1482:45 seconding [1] - 1476:26 secondly [3] - 1487:5, 1497:25, 1520:43 secondment [2] - 1585:12, 1585:13</p>	<p>seconds [1] - 1522:21 section [6] - 1497:20, 1497:23, 1499:17, 1569:21, 1574:9 sector [4] - 1547:29, 1548:24, 1558:11, 1606:4 see [48] - 1475:17, 1480:8, 1481:31, 1483:11, 1485:16, 1485:41, 1486:37, 1487:15, 1487:29, 1487:40, 1488:16, 1492:5, 1493:5, 1500:3, 1500:37, 1500:44, 1504:40, 1505:10, 1512:31, 1515:5, 1528:27, 1533:3, 1537:5, 1537:39, 1537:40, 1537:41, 1541:28, 1550:17, 1557:9, 1560:3, 1561:42, 1562:1, 1562:15, 1562:22, 1563:47, 1564:30, 1568:34, 1575:2, 1576:17, 1579:36, 1584:13, 1589:6, 1595:24, 1600:23, 1600:24, 1600:27, 1605:13, 1607:15 seeing [7] - 1483:11, 1524:45, 1530:8, 1531:17, 1545:6, 1583:1, 1583:35 seek [3] - 1484:46, 1538:2, 1543:24 seeking [1] - 1514:5 seeks [1] - 1533:29 seem [7] - 1481:12, 1481:14, 1497:16, 1538:28, 1545:17, 1547:40, 1549:2 selected [2] - 1494:7, 1494:28 selection [1] - 1483:34 self [9] - 1479:42, 1480:16, 1481:26, 1493:46, 1570:35, 1570:42, 1571:21, 1581:28 self-assessment [3] - 1479:42, 1480:16, 1481:26 self-defence [2] - 1581:28 self-development [2] - 1570:35, 1570:42</p>
S				
<p>Sacred [1] - 1566:44 sad [1] - 1602:44 safe [13] - 1517:6, 1558:18, 1558:19, 1558:22, 1559:37, 1562:1, 1589:1, 1591:14, 1591:22, 1594:19, 1599:26, 1602:22 safely [1] - 1528:36 safer [1] - 1585:2 safety [14] - 1490:25, 1515:28, 1548:7, 1561:34, 1562:4, 1575:3, 1575:5, 1575:9, 1582:44, 1583:44, 1602:18, 1602:23, 1609:23, 1609:38 Safety [11] - 1498:38, 1519:32, 1530:27, 1530:36, 1544:5, 1545:15, 1575:13, 1591:13, 1605:11, 1608:39, 1610:1 sake [2] - 1530:24, 1530:25 sand [1] - 1538:40 sat [5] - 1496:31, 1500:25, 1507:11, 1531:14, 1557:21 satisfaction [1] - 1494:36</p>				

<p>self-esteem [1] - 1571:21</p> <p>self-sufficient [1] - 1493:46</p> <p>send [5] - 1490:4, 1503:23, 1569:45, 1596:10, 1599:35</p> <p>Senior [1] - 1508:44</p> <p>senior [13] - 1477:20, 1477:26, 1483:35, 1484:26, 1484:27, 1530:31, 1541:45, 1553:25, 1556:4, 1559:11, 1584:24, 1590:41, 1590:45</p> <p>sense [12] - 1475:35, 1499:46, 1504:4, 1528:34, 1529:2, 1532:21, 1537:14, 1580:8, 1580:9, 1580:21, 1581:27, 1592:9</p> <p>sent [5] - 1474:39, 1490:44, 1520:4, 1554:26, 1574:4</p> <p>sentiment [1] - 1579:35</p> <p>separate [2] - 1546:23, 1546:25</p> <p>September [3] - 1476:17, 1501:39, 1539:47</p> <p>sequentially [2] - 1474:45, 1480:26</p> <p>sergeant [16] - 1477:20, 1477:26, 1484:26, 1484:28, 1572:10, 1576:7, 1576:31, 1584:24, 1587:21, 1590:39, 1590:41, 1590:46, 1591:10, 1592:42, 1599:16, 1599:33</p> <p>Sergeant [5] - 1508:44, 1576:17, 1590:28, 1590:33, 1592:45</p> <p>sergeant's [1] - 1541:46</p> <p>sergeants [4] - 1483:35, 1483:36, 1584:24, 1599:13</p> <p>serious [3] - 1477:4, 1559:29, 1588:29</p> <p>seriously [1] - 1599:8</p> <p>seriousness [1] - 1524:15</p> <p>serve [5] - 1500:34, 1513:42, 1525:43, 1530:1, 1553:34</p>	<p>served [6] - 1513:28, 1513:39, 1552:26, 1552:46, 1553:18, 1553:20</p> <p>Service [21] - 1515:46, 1520:6, 1521:7, 1544:42, 1545:5, 1547:39, 1552:27, 1552:46, 1559:10, 1563:19, 1565:21, 1566:43, 1566:46, 1567:19, 1567:29, 1568:13, 1571:10, 1571:16, 1572:44, 1590:14, 1600:34</p> <p>service [65] - 1478:17, 1478:21, 1478:29, 1479:20, 1489:3, 1489:27, 1493:19, 1493:26, 1493:38, 1493:44, 1494:9, 1494:45, 1495:33, 1498:16, 1503:25, 1503:39, 1511:29, 1512:8, 1512:30, 1514:1, 1516:1, 1518:19, 1518:21, 1529:14, 1532:5, 1532:14, 1536:27, 1537:33, 1537:40, 1540:37, 1549:34, 1549:43, 1553:13, 1554:5, 1554:9, 1554:28, 1555:23, 1558:7, 1563:24, 1564:39, 1565:27, 1565:46, 1566:5, 1566:19, 1566:22, 1566:23, 1568:17, 1569:20, 1569:23, 1569:24, 1569:39, 1569:42, 1574:22, 1575:5, 1575:38, 1586:45, 1587:31, 1587:32, 1589:43, 1601:44, 1601:45, 1601:47, 1606:44, 1607:39</p> <p>SERVICE [1] - 1473:12</p> <p>serviced [2] - 1514:8, 1580:24</p> <p>services [31] - 1477:40, 1493:43, 1494:40, 1495:6, 1504:42, 1506:4, 1521:36, 1548:10, 1550:2, 1565:10, 1565:20, 1566:13, 1575:28, 1577:23,</p>	<p>1581:43, 1599:38, 1600:18, 1601:41, 1601:42, 1602:7, 1602:26, 1602:28, 1602:29, 1603:20, 1603:22, 1605:2, 1605:3, 1605:7, 1605:19, 1605:20, 1606:16</p> <p>servicing [2] - 1513:22, 1553:7</p> <p>set [6] - 1484:16, 1494:20, 1509:7, 1518:19, 1557:8, 1584:8</p> <p>setting [1] - 1589:29</p> <p>seven [5] - 1480:45, 1498:39, 1565:45, 1570:39, 1583:11</p> <p>seven-day [1] - 1565:45</p> <p>several [4] - 1510:19, 1514:9, 1516:33, 1569:18</p> <p>severe [1] - 1515:32</p> <p>severity [1] - 1506:44</p> <p>sexual [2] - 1477:36, 1537:30</p> <p>Shall [1] - 1522:19</p> <p>share [4] - 1540:6, 1568:34, 1583:43, 1584:36</p> <p>shared [2] - 1515:38, 1584:44</p> <p>sharing [6] - 1568:6, 1582:40, 1583:18, 1584:33, 1584:41, 1584:47</p> <p>sheer [1] - 1491:33</p> <p>sheet [2] - 1509:2, 1509:4</p> <p>shift [7] - 1503:29, 1509:4, 1546:44, 1554:8, 1556:30, 1576:30, 1598:28</p> <p>shifting [1] - 1497:3</p> <p>shifts [1] - 1594:42</p> <p>shire [2] - 1580:16, 1582:16</p> <p>Shire [1] - 1566:45</p> <p>shop [4] - 1557:8, 1557:39, 1604:40</p> <p>shopping [1] - 1557:39</p> <p>shops [1] - 1557:38</p> <p>SHORT [1] - 1519:13</p> <p>short [5] - 1548:33, 1548:44, 1563:2, 1591:6, 1600:39</p> <p>short-staffed [1] -</p>	<p>1600:39</p> <p>short-term [1] - 1563:2</p> <p>shortened [1] - 1489:32</p> <p>shortly [1] - 1522:47</p> <p>show [10] - 1502:42, 1505:15, 1537:36, 1545:25, 1551:24, 1573:5, 1573:8, 1573:17, 1596:40</p> <p>showed [1] - 1533:38</p> <p>showing [1] - 1596:34</p> <p>shown [2] - 1551:21, 1586:2</p> <p>shows [7] - 1537:8, 1550:35, 1550:42, 1551:6, 1573:1, 1575:21, 1578:43</p> <p>shuttle [1] - 1558:17</p> <p>shy [1] - 1520:10</p> <p>side [10] - 1489:18, 1489:21, 1489:23, 1490:1, 1551:7, 1594:37, 1595:10, 1598:20, 1598:36, 1606:39</p> <p>Sight [2] - 1586:3, 1587:18</p> <p>sighted [1] - 1563:3</p> <p>sign [2] - 1555:2, 1557:24</p> <p>signature [1] - 1489:15</p> <p>signatures [1] - 1489:20</p> <p>significance [4] - 1527:14, 1533:14, 1579:13, 1586:28</p> <p>significant [21] - 1481:35, 1484:39, 1497:8, 1502:22, 1502:26, 1505:6, 1511:17, 1512:26, 1514:26, 1514:41, 1518:8, 1526:46, 1529:20, 1529:39, 1530:17, 1535:38, 1546:5, 1559:3, 1588:27, 1596:41, 1600:17</p> <p>significantly [2] - 1481:34, 1536:34</p> <p>similar [9] - 1500:47, 1509:15, 1509:23, 1518:11, 1530:37, 1546:19, 1555:43, 1567:35, 1582:39</p> <p>similarly [5] - 1477:8, 1483:35, 1503:28,</p>	<p>1503:30, 1548:25</p> <p>simple [6] - 1500:27, 1557:17, 1557:21, 1557:37, 1557:38, 1557:44</p> <p>simpler [1] - 1489:23</p> <p>simplified [1] - 1489:32</p> <p>simply [8] - 1479:9, 1479:24, 1487:28, 1487:41, 1511:8, 1547:35, 1591:19, 1606:15</p> <p>single [3] - 1546:44, 1550:15, 1601:4</p> <p>sit [9] - 1487:34, 1524:34, 1531:18, 1531:19, 1557:23, 1580:30, 1603:9, 1603:12</p> <p>sites [2] - 1586:28</p> <p>sits [6] - 1500:4, 1501:18, 1518:5, 1536:44, 1539:2, 1567:26</p> <p>sitting [6] - 1481:11, 1483:16, 1484:44, 1494:21, 1499:33, 1539:30</p> <p>situation [7] - 1490:17, 1562:47, 1570:3, 1570:4, 1583:33, 1586:8, 1600:5</p> <p>situational [1] - 1510:16</p> <p>situations [1] - 1602:42</p> <p>six [10] - 1484:27, 1484:28, 1484:29, 1485:16, 1559:28, 1570:38, 1584:25, 1598:20, 1598:23, 1608:40</p> <p>six-month [1] - 1484:29</p> <p>sizeable [3] - 1538:30, 1538:32, 1538:36</p> <p>sized [2] - 1545:9, 1550:16</p> <p>skills [5] - 1539:28, 1554:17, 1563:18, 1563:22</p> <p>skinny [1] - 1483:38</p> <p>slide [2] - 1550:11, 1550:17</p> <p>SLIDE [1] - 1550:24</p> <p>slight [1] - 1535:35</p> <p>slightly [4] - 1477:11, 1479:17, 1498:33,</p>
---	--	--	---	---

<p>1539:33</p> <p>slow [4] - 1480:30, 1484:36, 1536:15</p> <p>slowed [1] - 1483:46</p> <p>slowly [1] - 1563:5</p> <p>small [9] - 1479:21, 1551:12, 1565:46, 1574:2, 1579:44, 1592:32, 1596:37, 1596:39, 1603:13</p> <p>soaked [1] - 1487:44</p> <p>social [1] - 1611:6</p> <p>socioeconomic [1] - 1580:28</p> <p>solely [1] - 1499:13</p> <p>solve [1] - 1591:36</p> <p>someone [12] - 1482:47, 1496:12, 1508:30, 1538:24, 1542:26, 1557:17, 1558:19, 1588:35, 1590:18, 1592:36, 1596:7, 1603:16</p> <p>sometimes [36] - 1519:1, 1527:8, 1527:10, 1527:30, 1527:40, 1527:41, 1528:29, 1538:45, 1539:23, 1543:41, 1547:15, 1556:15, 1557:12, 1558:25, 1575:12, 1582:43, 1582:44, 1584:36, 1587:46, 1588:22, 1588:33, 1588:34, 1588:38, 1588:41, 1589:21, 1590:20, 1590:22, 1595:2, 1600:26, 1600:43, 1601:3, 1602:41, 1603:11, 1603:27, 1604:2, 1610:42</p> <p>somewhat [1] - 1581:18</p> <p>somewhere [3] - 1482:43, 1506:16, 1590:8</p> <p>soon [1] - 1483:24</p> <p>sooner [1] - 1547:5</p> <p>sorry [20] - 1477:29, 1496:5, 1501:45, 1507:30, 1512:8, 1526:7, 1532:37, 1536:23, 1537:20, 1539:40, 1542:25, 1543:27, 1569:33, 1571:7, 1577:19, 1578:35, 1579:17, 1584:30, 1596:36, 1597:16</p>	<p>sort [54] - 1480:26, 1482:31, 1501:2, 1504:26, 1504:47, 1518:28, 1525:31, 1527:13, 1528:26, 1536:5, 1547:4, 1554:27, 1554:30, 1562:28, 1566:35, 1568:2, 1568:11, 1569:20, 1570:22, 1571:47, 1572:9, 1574:23, 1577:13, 1577:18, 1577:28, 1578:3, 1578:30, 1579:26, 1580:32, 1580:33, 1581:3, 1581:46, 1581:47, 1582:46, 1583:24, 1585:23, 1585:43, 1588:31, 1588:37, 1590:40, 1592:31, 1595:19, 1596:44, 1597:36, 1598:30, 1599:29, 1599:46, 1601:11, 1601:36, 1601:43, 1610:33, 1610:39, 1611:6, 1611:10</p> <p>sorts [9] - 1474:40, 1484:12, 1490:6, 1500:2, 1506:23, 1525:38, 1545:32, 1577:25, 1598:17</p> <p>sought [2] - 1490:43, 1504:14</p> <p>sounds [1] - 1592:9</p> <p>sources [1] - 1513:1</p> <p>South [4] - 1485:33, 1571:39, 1583:32, 1585:8</p> <p>south [9] - 1476:16, 1476:17, 1479:10, 1486:9, 1566:5, 1566:18, 1566:19, 1567:5, 1587:11</p> <p>south-east [2] - 1476:16, 1476:17</p> <p>south-west [5] - 1479:10, 1486:9, 1566:19, 1567:5, 1587:11</p> <p>southern [1] - 1540:26</p> <p>space [11] - 1489:11, 1497:40, 1500:1, 1518:11, 1518:16, 1518:20, 1531:34, 1538:16, 1541:6, 1546:32, 1581:35</p> <p>spaces [2] - 1518:12, 1518:14</p>	<p>speakers [1] - 1566:36</p> <p>speaking [9] - 1537:43, 1542:25, 1549:39, 1549:40, 1560:10, 1572:34, 1585:31, 1597:40, 1611:18</p> <p>special [1] - 1566:35</p> <p>specialised [1] - 1546:14</p> <p>specialist [7] - 1475:11, 1476:37, 1498:1, 1521:3, 1546:34, 1547:43, 1593:41</p> <p>specialists [5] - 1492:41, 1522:7, 1547:47, 1548:23, 1548:31</p> <p>specific [29] - 1475:31, 1477:18, 1477:30, 1499:12, 1499:37, 1500:12, 1503:34, 1506:6, 1514:31, 1515:18, 1560:43, 1561:10, 1561:11, 1569:9, 1572:1, 1572:31, 1579:27, 1583:4, 1584:28, 1586:8, 1597:12, 1601:13, 1601:21, 1606:45, 1607:4, 1607:9, 1610:36, 1611:9</p> <p>specifically [15] - 1477:7, 1501:23, 1502:12, 1505:31, 1512:33, 1519:26, 1543:46, 1544:35, 1544:41, 1546:10, 1546:12, 1563:40, 1570:27, 1572:41, 1587:23</p> <p>specifics [1] - 1588:10</p> <p>specified [1] - 1511:31</p> <p>speed [1] - 1495:35</p> <p>spend [1] - 1563:29</p> <p>spending [2] - 1520:25, 1533:25</p> <p>spent [2] - 1529:13, 1593:32</p> <p>sphere [3] - 1526:44, 1527:4, 1587:42</p> <p>spiral [1] - 1584:40</p> <p>spoken [3] - 1521:29, 1539:34, 1603:5</p> <p>sport [1] - 1581:10</p> <p>sporting [1] - 1585:9</p> <p>sports [1] - 1601:10</p>	<p>spot [2] - 1502:25, 1540:5</p> <p>spots [1] - 1609:33</p> <p>spouse [1] - 1516:2</p> <p>spouses [5] - 1506:45, 1513:4, 1515:31, 1515:33, 1544:37</p> <p>spread [1] - 1595:25</p> <p>square [1] - 1604:17</p> <p>St [1] - 1565:41</p> <p>staff [42] - 1482:14, 1510:21, 1554:35, 1556:20, 1558:40, 1559:34, 1565:36, 1566:19, 1567:1, 1567:20, 1568:47, 1571:15, 1578:14, 1578:16, 1581:13, 1581:14, 1581:20, 1582:30, 1584:15, 1584:17, 1585:27, 1585:33, 1586:2, 1586:12, 1586:27, 1586:33, 1586:37, 1586:39, 1595:35, 1595:37, 1597:26, 1598:21, 1600:33, 1601:15, 1601:42, 1603:41, 1605:4, 1607:42, 1608:24, 1608:28, 1611:16</p> <p>staffed [2] - 1600:39, 1602:29</p> <p>staffing [10] - 1475:44, 1568:45, 1584:9, 1584:31, 1597:20, 1600:18, 1602:8, 1602:16, 1602:17, 1608:14</p> <p>stage [7] - 1477:7, 1488:47, 1504:19, 1565:26, 1569:40, 1573:24, 1584:23</p> <p>stages [1] - 1481:43</p> <p>stakeholder [10] - 1479:31, 1547:40, 1582:7, 1582:9, 1582:16, 1582:24, 1582:40, 1584:35, 1600:24, 1609:37</p> <p>stakeholders [29] - 1477:40, 1490:45, 1498:21, 1555:22, 1557:34, 1560:41, 1572:28, 1578:31, 1582:41, 1583:19, 1583:34, 1584:3, 1585:1, 1585:10, 1585:28, 1586:44,</p>	<p>1596:34, 1597:29, 1599:18, 1599:20, 1599:24, 1599:36, 1600:8, 1600:11, 1600:35, 1600:46, 1607:7, 1607:11, 1609:39</p> <p>stalled [1] - 1483:46</p> <p>standard [1] - 1549:6</p> <p>standardised [1] - 1547:7</p> <p>Standards [9] - 1501:39, 1503:3, 1504:4, 1514:47, 1517:36, 1540:1, 1545:19, 1546:22, 1551:39</p> <p>standards [1] - 1504:42</p> <p>Stars [5] - 1579:4, 1579:17, 1579:21, 1579:33, 1579:35</p> <p>start [18] - 1479:36, 1494:41, 1519:30, 1528:29, 1541:43, 1560:19, 1560:34, 1568:47, 1572:29, 1584:8, 1598:4, 1598:39, 1606:35, 1607:46, 1607:47, 1608:3, 1608:36, 1611:40</p> <p>started [7] - 1474:24, 1479:28, 1485:41, 1598:22, 1606:22, 1606:46, 1607:2</p> <p>starting [5] - 1487:28, 1548:18, 1568:40, 1578:30, 1606:42</p> <p>startingly [1] - 1533:12</p> <p>starts [2] - 1572:43, 1579:6</p> <p>stat [1] - 1504:42</p> <p>State [4] - 1497:14, 1497:19, 1499:25, 1501:5</p> <p>state [21] - 1478:38, 1478:47, 1479:37, 1497:20, 1498:6, 1499:4, 1500:11, 1503:45, 1504:10, 1504:35, 1522:47, 1537:44, 1540:23, 1548:3, 1551:4, 1553:39, 1556:9, 1559:13, 1566:44, 1571:8, 1600:37</p> <p>statement [48] - 1474:3, 1474:13,</p>
--	---	--	--	---

<p>1474:14, 1486:28, 1490:35, 1509:38, 1509:42, 1544:7, 1552:33, 1552:37, 1553:35, 1555:33, 1558:5, 1558:9, 1558:46, 1562:47, 1564:33, 1565:6, 1567:11, 1567:17, 1567:42, 1570:28, 1572:45, 1573:22, 1576:21, 1576:25, 1577:6, 1578:5, 1578:22, 1579:31, 1581:6, 1582:15, 1587:23, 1587:26, 1588:3, 1589:17, 1590:33, 1593:11, 1593:15, 1594:14, 1595:37, 1598:37, 1599:23, 1600:17, 1602:36, 1606:13, 1608:25, 1609:38</p> <p>statewide [1] - 1540:26</p> <p>Station [1] - 1553:14</p> <p>station [45] - 1488:42, 1493:42, 1493:45, 1496:31, 1498:1, 1498:25, 1498:29, 1498:30, 1498:31, 1499:2, 1503:40, 1506:21, 1515:44, 1516:13, 1525:21, 1527:9, 1527:10, 1533:31, 1540:10, 1554:2, 1554:44, 1555:25, 1565:27, 1568:46, 1570:6, 1570:7, 1572:10, 1572:15, 1576:32, 1580:15, 1586:36, 1588:1, 1588:3, 1591:41, 1594:1, 1594:18, 1594:30, 1594:32, 1595:43, 1597:27, 1597:28, 1600:37, 1603:26</p> <p>stations [9] - 1494:10, 1494:11, 1494:15, 1496:33, 1498:19, 1509:13, 1553:18, 1553:20, 1579:10</p> <p>statistic [1] - 1610:46</p> <p>statistical [1] - 1575:21</p> <p>statistically [2] - 1610:38, 1611:18</p> <p>statistics [6] - 1544:38, 1568:7,</p>	<p>1568:14, 1587:27, 1587:28</p> <p>stats [2] - 1506:4, 1561:33</p> <p>status [6] - 1485:38, 1493:21, 1507:19, 1511:11, 1511:36, 1544:30</p> <p>statutory [1] - 1498:32</p> <p>stay [6] - 1578:20, 1590:36, 1601:8, 1601:11, 1605:43, 1609:1</p> <p>steady [1] - 1535:35</p> <p>stems [3] - 1587:41, 1605:27, 1606:23</p> <p>step [10] - 1479:33, 1492:19, 1492:25, 1492:28, 1492:31, 1516:10</p> <p>step-by-step [4] - 1492:19, 1492:25, 1492:28, 1492:31</p> <p>steps [1] - 1531:8</p> <p>stick [2] - 1562:19, 1562:32</p> <p>still [43] - 1476:39, 1477:20, 1477:26, 1477:45, 1480:28, 1481:43, 1482:11, 1483:2, 1483:27, 1483:46, 1485:11, 1487:25, 1487:36, 1488:8, 1488:30, 1488:37, 1491:7, 1491:17, 1492:16, 1492:38, 1494:17, 1495:39, 1501:11, 1510:44, 1526:33, 1527:14, 1528:33, 1530:14, 1535:40, 1541:18, 1541:21, 1543:35, 1545:6, 1559:10, 1561:31, 1577:20, 1578:12, 1587:1, 1588:46, 1590:10, 1590:47, 1592:20, 1602:11</p> <p>stolen [2] - 1606:20, 1610:9</p> <p>stood [3] - 1474:36, 1478:15, 1478:23</p> <p>stop [3] - 1522:21, 1542:44, 1559:22</p> <p>stopped [1] - 1522:35</p> <p>stops [1] - 1522:26</p> <p>stories [1] - 1531:27</p> <p>story [3] - 1579:5, 1579:12, 1579:23</p> <p>straight [2] - 1501:16,</p>	<p>1535:3</p> <p>Strait [8] - 1506:30, 1506:44, 1510:9, 1512:33, 1513:37, 1517:5, 1518:22, 1525:9</p> <p>strangulation [3] - 1532:18, 1536:2, 1536:7</p> <p>strategic [2] - 1503:21, 1504:44</p> <p>strategies [1] - 1591:21</p> <p>strategy [5] - 1487:7, 1488:11, 1491:46, 1498:18, 1505:30</p> <p>stream [3] - 1520:26, 1520:29, 1569:4</p> <p>streamline [3] - 1488:27, 1488:30, 1490:17</p> <p>streamlined [1] - 1489:23</p> <p>street [6] - 1501:37, 1502:31, 1503:42, 1539:34, 1551:39, 1588:28</p> <p>Street [2] - 1473:35, 1500:29</p> <p>strength [1] - 1485:29</p> <p>stringent [1] - 1599:3</p> <p>strong [15] - 1519:2, 1567:1, 1567:9, 1567:27, 1569:30, 1569:32, 1569:34, 1570:18, 1570:21, 1570:22, 1582:18, 1582:21</p> <p>Strong [21] - 1564:42, 1564:43, 1566:23, 1566:24, 1566:25, 1568:5, 1568:9, 1568:30, 1571:11, 1582:18, 1582:33, 1582:37, 1582:38, 1583:6, 1583:7</p> <p>stronger [1] - 1493:13</p> <p>strongly [3] - 1494:22, 1531:14, 1545:40</p> <p>struck [1] - 1531:13</p> <p>structural [1] - 1476:24</p> <p>structure [7] - 1477:13, 1477:25, 1479:5, 1479:9, 1482:41, 1546:9, 1608:14</p> <p>structured [1] - 1479:17</p> <p>structures [2] -</p>	<p>1498:12, 1589:7</p> <p>struggle [2] - 1588:34, 1588:36</p> <p>struggled [1] - 1584:15</p> <p>students [1] - 1570:46</p> <p>studies [1] - 1522:6</p> <p>study [2] - 1495:26, 1508:18</p> <p>stuff [14] - 1496:30, 1566:34, 1571:23, 1578:29, 1581:10, 1582:1, 1582:12, 1585:43, 1588:4, 1596:31, 1597:2, 1598:30, 1610:33, 1611:6</p> <p>stumble [1] - 1523:25</p> <p>styles [1] - 1589:30</p> <p>STYMI [1] - 1570:9</p> <p>subject [6] - 1497:35, 1525:1, 1533:21, 1537:8, 1541:11, 1551:41</p> <p>subjectivity [1] - 1536:37</p> <p>subjects [1] - 1519:1</p> <p>submission [1] - 1536:41</p> <p>submissions [4] - 1482:23, 1483:7, 1501:6, 1530:37</p> <p>subset [1] - 1532:15</p> <p>substance [1] - 1516:9</p> <p>substantial [2] - 1477:1, 1535:43</p> <p>substantially [2] - 1533:26, 1547:46</p> <p>substantive [1] - 1551:2</p> <p>subtle [1] - 1525:24</p> <p>success [17] - 1484:41, 1490:29, 1496:13, 1496:17, 1496:40, 1497:5, 1533:36, 1536:42, 1560:8, 1561:29, 1561:30, 1561:31, 1562:16, 1562:17, 1562:31, 1563:2, 1584:46</p> <p>successes [1] - 1561:33</p> <p>successful [6] - 1488:17, 1490:28, 1537:5, 1556:42, 1562:39, 1578:36</p> <p>sudden [1] - 1480:42</p> <p>suffered [1] - 1586:5</p>	<p>suffering [1] - 1577:26</p> <p>sufficiency [3] - 1475:15, 1536:47, 1537:17</p> <p>sufficient [3] - 1493:46, 1513:9, 1542:19</p> <p>suggest [8] - 1481:36, 1507:22, 1511:9, 1513:46, 1517:9, 1526:15, 1530:7, 1587:28</p> <p>suggested [1] - 1510:21</p> <p>suggesting [5] - 1497:43, 1497:44, 1511:23, 1516:21, 1530:33</p> <p>suggestion [1] - 1501:25</p> <p>suggestions [2] - 1499:40, 1537:36</p> <p>suggests [2] - 1523:27, 1528:24</p> <p>suit [1] - 1604:18</p> <p>suitable [1] - 1577:23</p> <p>sum [1] - 1528:8</p> <p>summaries [1] - 1517:15</p> <p>summarise [2] - 1475:10, 1553:45</p> <p>summarised [1] - 1550:13</p> <p>summary [4] - 1481:30, 1517:22, 1520:34, 1554:22</p> <p>Sunshine [1] - 1485:34</p> <p>superficial [1] - 1562:47</p> <p>superintendent [4] - 1484:2, 1585:39, 1587:12, 1590:19</p> <p>Superintendent [1] - 1510:37</p> <p>supervised [1] - 1571:1</p> <p>supervisor [1] - 1576:31</p> <p>supervisor's [1] - 1541:42</p> <p>supervisors [2] - 1492:40, 1509:5</p> <p>supplement [2] - 1538:20, 1547:38</p> <p>support [59] - 1475:14, 1476:38, 1478:19, 1490:23, 1490:37, 1499:29, 1519:46, 1520:11,</p>
---	---	--	--	--

<p>1530:21, 1530:42, 1545:19, 1555:23, 1556:5, 1558:11, 1559:1, 1559:3, 1565:27, 1565:31, 1565:39, 1565:40, 1566:1, 1566:9, 1566:12, 1566:13, 1566:22, 1566:38, 1567:32, 1567:39, 1568:19, 1568:38, 1569:24, 1569:28, 1569:34, 1569:44, 1570:7, 1571:31, 1573:7, 1573:9, 1574:7, 1574:47, 1575:6, 1575:14, 1575:28, 1578:38, 1581:14, 1582:10, 1583:13, 1583:47, 1584:35, 1589:7, 1597:46, 1600:8, 1600:12, 1600:18, 1601:9, 1602:28, 1605:19, 1606:3, 1606:5</p> <p>supported [2] - 1609:14, 1611:5</p> <p>supporting [3] - 1489:3, 1574:40, 1575:8</p> <p>supportive [7] - 1498:22, 1562:41, 1572:46, 1583:38, 1585:41, 1597:43, 1608:27</p> <p>supports [3] - 1475:43, 1538:2, 1611:3</p> <p>suppose [13] - 1528:17, 1533:28, 1536:25, 1547:23, 1548:33, 1557:36, 1558:37, 1559:7, 1561:13, 1561:36, 1561:47, 1562:8, 1594:27</p> <p>supposed [8] - 1491:47, 1503:20, 1512:12, 1541:13, 1541:23, 1554:21, 1563:43, 1582:42</p> <p>surely [1] - 1518:28</p> <p>surface [1] - 1518:47</p> <p>surprising [2] - 1508:14, 1510:27</p> <p>surprisingly [2] - 1555:8, 1555:9</p> <p>surrender [1] - 1584:40</p>	<p>surveillance [1] - 1593:43</p> <p>survivor [1] - 1490:25</p> <p>suspect [2] - 1513:18, 1540:34</p> <p>suspected [5] - 1477:5, 1515:36, 1526:26, 1542:5, 1542:33</p> <p>suspicious [1] - 1516:35</p> <p>sustainable [2] - 1493:30, 1493:32</p> <p>sustained [2] - 1515:33, 1544:37</p> <p>switch [1] - 1480:41</p> <p>swollen [1] - 1515:31</p> <p>sworn [2] - 1576:13, 1593:7</p> <p>symbol [1] - 1580:5</p> <p>system [18] - 1486:43, 1487:33, 1487:35, 1488:9, 1488:44, 1490:5, 1529:15, 1537:32, 1538:4, 1541:32, 1543:22, 1543:25, 1545:31, 1546:16, 1556:2, 1569:47, 1581:3, 1586:22</p> <p>system's [1] - 1539:18</p> <p>system-wide [1] - 1486:43</p> <p>systemic [9] - 1517:4, 1517:39, 1517:45, 1528:4, 1528:20, 1528:23, 1529:3, 1563:3</p> <p>systems [7] - 1486:47, 1487:1, 1488:19, 1488:22, 1493:30, 1493:31, 1504:41</p>	<p>tasked [6] - 1494:22, 1498:35, 1519:17, 1541:34, 1541:36, 1607:6</p> <p>taskforce [20] - 1474:47, 1475:1, 1475:34, 1475:39, 1475:44, 1476:4, 1476:5, 1476:10, 1476:13, 1476:21, 1476:25, 1476:27, 1476:32, 1476:44, 1477:17, 1477:44, 1481:14, 1481:15, 1487:31, 1548:7</p> <p>Taskforce [6] - 1498:39, 1519:33, 1530:28, 1530:36, 1544:5, 1545:16</p> <p>taskforces [3] - 1476:6, 1497:28</p> <p>tasks [2] - 1478:45, 1485:45</p> <p>taught [1] - 1523:5</p> <p>teach [2] - 1561:4, 1580:18</p> <p>teachers [4] - 1559:16, 1559:17, 1559:34, 1597:7</p> <p>Team [1] - 1478:14</p> <p>team [9] - 1478:16, 1479:2, 1487:27, 1487:37, 1487:41, 1488:29, 1493:23, 1496:14, 1598:14</p> <p>teams [1] - 1550:42</p> <p>Telstra [1] - 1596:12</p> <p>temporary [6] - 1499:27, 1550:36, 1607:44, 1607:46, 1608:2, 1608:13</p> <p>tend [2] - 1511:9, 1558:14</p> <p>TENDER [1] - 1474:9</p> <p>tender [6] - 1474:2, 1485:2, 1505:34, 1550:20, 1551:14, 1551:45</p> <p>tendered [3] - 1551:38, 1607:18, 1610:28</p> <p>tendering [1] - 1474:2</p> <p>tenure [5] - 1567:18, 1590:34, 1590:35, 1597:32, 1597:33</p> <p>term [14] - 1479:4, 1495:25, 1524:32, 1526:17, 1527:12, 1528:23, 1548:16, 1548:17, 1559:2,</p>	<p>1563:2, 1574:31, 1585:12, 1585:13, 1600:29</p> <p>terms [56] - 1476:34, 1478:9, 1479:35, 1479:41, 1480:15, 1483:3, 1487:29, 1488:16, 1490:3, 1497:8, 1506:7, 1512:33, 1513:10, 1515:14, 1517:5, 1517:17, 1521:12, 1523:41, 1525:24, 1526:42, 1527:1, 1535:1, 1537:11, 1544:16, 1549:11, 1555:21, 1556:17, 1556:19, 1557:29, 1566:4, 1568:28, 1569:9, 1571:27, 1572:14, 1583:24, 1594:34, 1594:37, 1594:46, 1595:12, 1595:35, 1598:36, 1598:47, 1599:46, 1600:1, 1600:32, 1601:14, 1601:41, 1601:42, 1603:22, 1603:40, 1604:33, 1604:35, 1605:2, 1605:7, 1606:1, 1606:3</p> <p>terribly [2] - 1507:23, 1507:30</p> <p>Territory [1] - 1579:22</p> <p>Terry [1] - 1545:28</p> <p>testing [1] - 1561:25</p> <p>THE [6] - 1552:9, 1564:21, 1576:11, 1593:2, 1611:36, 1612:20</p> <p>thematic [1] - 1546:36</p> <p>themes [5] - 1504:38, 1508:20, 1523:41, 1526:28, 1595:13</p> <p>themselves [9] - 1476:6, 1483:8, 1514:24, 1516:47, 1517:17, 1518:15, 1523:17, 1538:3, 1570:42</p> <p>theoretical [3] - 1527:44, 1528:19, 1528:34</p> <p>theory [1] - 1581:4</p> <p>therein [2] - 1518:40, 1538:38</p> <p>thinking [2] - 1494:2, 1604:40</p> <p>third [3] - 1490:24,</p>	<p>1547:15, 1608:17</p> <p>thirds [1] - 1502:27</p> <p>thorough [1] - 1545:30</p> <p>thoughts [1] - 1595:8</p> <p>thousands [3] - 1527:3, 1529:14, 1537:43</p> <p>threat [1] - 1514:22</p> <p>threatened [2] - 1515:35, 1577:39</p> <p>threatening [1] - 1577:38</p> <p>threats [4] - 1512:46, 1524:19, 1573:44</p> <p>three [24] - 1477:21, 1479:30, 1480:40, 1482:16, 1482:27, 1482:36, 1483:32, 1483:33, 1484:26, 1484:29, 1487:7, 1490:26, 1492:12, 1494:19, 1495:1, 1507:46, 1522:45, 1548:2, 1590:20, 1593:32, 1604:1, 1604:2, 1612:13</p> <p>three-day [3] - 1492:12, 1522:45, 1548:2</p> <p>three-year [1] - 1487:7</p> <p>threw [1] - 1537:20</p> <p>throughout [16] - 1478:38, 1506:38, 1550:29, 1553:18, 1564:37, 1571:26, 1572:9, 1576:28, 1576:39, 1589:23, 1589:43, 1593:18, 1595:25, 1596:45, 1603:28, 1607:39</p> <p>thrown [1] - 1527:2</p> <p>thumbs [1] - 1484:45</p> <p>Thursday [11] - 1473:40, 1508:11, 1508:45, 1509:30, 1510:18, 1510:21, 1511:7, 1511:31, 1512:18, 1515:39, 1570:41</p> <p>tickets [3] - 1489:6, 1489:7, 1489:9</p> <p>tied [2] - 1526:18, 1561:1</p> <p>tight [1] - 1482:4</p> <p>Tim [2] - 1585:40, 1587:13</p> <p>time-constricted [1] - 1476:9</p> <p>timeframe [4] -</p>
T		<p>table [4] - 1550:30, 1550:33, 1551:44, 1568:13</p> <p>TABLE [1] - 1551:18</p> <p>tactic [1] - 1524:42</p> <p>tactics [2] - 1505:30, 1514:24</p> <p>talks [3] - 1537:2, 1564:2, 1579:24</p> <p>Tamwoy [1] - 1555:17</p> <p>tangents [1] - 1560:6</p> <p>tape [1] - 1557:20</p> <p>Tara [1] - 1476:19</p> <p>target [1] - 1523:15</p> <p>targeted [1] - 1580:33</p>	<p>1563:2, 1574:31, 1585:12, 1585:13, 1600:29</p> <p>terms [56] - 1476:34, 1478:9, 1479:35, 1479:41, 1480:15, 1483:3, 1487:29, 1488:16, 1490:3, 1497:8, 1506:7, 1512:33, 1513:10, 1515:14, 1517:5, 1517:17, 1521:12, 1523:41, 1525:24, 1526:42, 1527:1, 1535:1, 1537:11, 1544:16, 1549:11, 1555:21, 1556:17, 1556:19, 1557:29, 1566:4, 1568:28, 1569:9, 1571:27, 1572:14, 1583:24, 1594:34, 1594:37, 1594:46, 1595:12, 1595:35, 1598:36, 1598:47, 1599:46, 1600:1, 1600:32, 1601:14, 1601:41, 1601:42, 1603:22, 1603:40, 1604:33, 1604:35, 1605:2, 1605:7, 1606:1, 1606:3</p> <p>terribly [2] - 1507:23, 1507:30</p> <p>Territory [1] - 1579:22</p> <p>Terry [1] - 1545:28</p> <p>testing [1] - 1561:25</p> <p>THE [6] - 1552:9, 1564:21, 1576:11, 1593:2, 1611:36, 1612:20</p> <p>thematic [1] - 1546:36</p> <p>themes [5] - 1504:38, 1508:20, 1523:41, 1526:28, 1595:13</p> <p>themselves [9] - 1476:6, 1483:8, 1514:24, 1516:47, 1517:17, 1518:15, 1523:17, 1538:3, 1570:42</p> <p>theoretical [3] - 1527:44, 1528:19, 1528:34</p> <p>theory [1] - 1581:4</p> <p>therein [2] - 1518:40, 1538:38</p> <p>thinking [2] - 1494:2, 1604:40</p> <p>third [3] - 1490:24,</p>	<p>1547:15, 1608:17</p> <p>thirds [1] - 1502:27</p> <p>thorough [1] - 1545:30</p> <p>thoughts [1] - 1595:8</p> <p>thousands [3] - 1527:3, 1529:14, 1537:43</p> <p>threat [1] - 1514:22</p> <p>threatened [2] - 1515:35, 1577:39</p> <p>threatening [1] - 1577:38</p> <p>threats [4] - 1512:46, 1524:19, 1573:44</p> <p>three [24] - 1477:21, 1479:30, 1480:40, 1482:16, 1482:27, 1482:36, 1483:32, 1483:33, 1484:26, 1484:29, 1487:7, 1490:26, 1492:12, 1494:19, 1495:1, 1507:46, 1522:45, 1548:2, 1590:20, 1593:32, 1604:1, 1604:2, 1612:13</p> <p>three-day [3] - 1492:12, 1522:45, 1548:2</p> <p>three-year [1] - 1487:7</p> <p>threw [1] - 1537:20</p> <p>throughout [16] - 1478:38, 1506:38, 1550:29, 1553:18, 1564:37, 1571:26, 1572:9, 1576:28, 1576:39, 1589:23, 1589:43, 1593:18, 1595:25, 1596:45, 1603:28, 1607:39</p> <p>thrown [1] - 1527:2</p> <p>thumbs [1] - 1484:45</p> <p>Thursday [11] - 1473:40, 1508:11, 1508:45, 1509:30, 1510:18, 1510:21, 1511:7, 1511:31, 1512:18, 1515:39, 1570:41</p> <p>tickets [3] - 1489:6, 1489:7, 1489:9</p> <p>tied [2] - 1526:18, 1561:1</p> <p>tight [1] - 1482:4</p> <p>Tim [2] - 1585:40, 1587:13</p> <p>time-constricted [1] - 1476:9</p> <p>timeframe [4] -</p>

<p>1482:8, 1487:7, 1493:13, 1567:38 timeframes [1] - 1487:21 timeliness [3] - 1494:36, 1513:38, 1546:42 timetable [1] - 1482:4 tip [1] - 1532:8 title [1] - 1579:40 titled [1] - 1480:10 TITLED [2] - 1485:8, 1505:39 titles [2] - 1550:35, 1550:39 TITLES [1] - 1551:18 TO [1] - 1473:12 today [11] - 1474:5, 1476:28, 1478:34, 1480:3, 1507:43, 1533:43, 1539:34, 1550:30, 1586:14, 1593:19, 1611:38 together [22] - 1482:11, 1482:29, 1487:37, 1488:29, 1491:27, 1494:23, 1497:33, 1499:1, 1499:5, 1533:4, 1546:27, 1556:9, 1560:12, 1561:45, 1562:26, 1562:28, 1573:17, 1578:38, 1583:34, 1584:3, 1604:25, 1606:7 token [1] - 1535:38 tomorrow [5] - 1478:13, 1478:34, 1551:45, 1611:40, 1612:13 Toni [1] - 1521:41 took [5] - 1551:37, 1554:45, 1559:9, 1563:20, 1606:24 tool [1] - 1510:6 tools [2] - 1489:12, 1511:1 top [4] - 1488:14, 1532:31, 1544:36, 1584:27 topic [3] - 1519:23, 1539:33, 1561:11 topics [1] - 1566:36 Torres [8] - 1506:30, 1506:44, 1510:9, 1512:33, 1513:37, 1517:5, 1518:22, 1525:8 total [2] - 1484:25, 1534:12</p>	<p>totalled [1] - 1535:1 tour [1] - 1586:26 tours [2] - 1587:17, 1587:19 toward [1] - 1589:19 towards [9] - 1506:45, 1573:1, 1573:5, 1574:26, 1577:38, 1577:43, 1578:44, 1589:8, 1589:9 town [22] - 1548:4, 1554:41, 1554:45, 1555:7, 1557:45, 1559:18, 1559:28, 1561:25, 1562:1, 1562:5, 1563:39, 1565:46, 1577:31, 1578:14, 1582:46, 1585:27, 1592:2, 1596:6, 1596:38, 1596:39, 1596:46 Townsville [5] - 1484:24, 1486:8, 1592:28, 1592:29, 1592:31 TPO [1] - 1533:7 TPOs [1] - 1532:42 track [3] - 1530:40, 1549:22, 1573:13 tracked [1] - 1533:4 traction [1] - 1501:20 traded [1] - 1579:42 tradies [1] - 1597:7 traditional [5] - 1494:9, 1579:40, 1579:45, 1596:34, 1607:7 traditionally [2] - 1482:18, 1494:19 traditions [2] - 1595:5, 1597:11 traffic [3] - 1489:6, 1489:9 train [2] - 1483:34, 1563:21 trained [2] - 1571:16, 1591:30 training [43] - 1487:45, 1488:1, 1492:10, 1492:15, 1507:8, 1509:5, 1510:6, 1510:42, 1510:45, 1511:2, 1511:14, 1513:16, 1514:27, 1525:36, 1539:21, 1545:46, 1546:35, 1546:38, 1547:17, 1547:21, 1547:37, 1548:9, 1554:29, 1554:30,</p>	<p>1563:30, 1566:5, 1566:9, 1566:16, 1581:31, 1585:43, 1592:8, 1592:27, 1592:30, 1592:31, 1593:43, 1596:20, 1597:9, 1597:13, 1606:36, 1606:42, 1606:44, 1607:31 trajectory [1] - 1590:39 transcribers [1] - 1522:28 TRANSCRIPT [1] - 1473:3 transfer [2] - 1489:7, 1555:39 transferred [2] - 1553:38, 1592:4 transition [1] - 1556:22 transitioning [1] - 1486:10 translatable [1] - 1479:9 transport [1] - 1561:24 trauma [2] - 1544:47, 1548:12 trauma-informed [1] - 1548:12 traumatising [1] - 1538:6 Treasury [1] - 1493:28 trend [1] - 1532:20 trends [3] - 1504:44, 1583:1, 1583:35 triage [3] - 1567:31, 1567:37, 1568:36 triages [1] - 1575:38 triaging [2] - 1566:10, 1574:39 trial [3] - 1494:8, 1494:34, 1494:43 triated [1] - 1498:12 trials [1] - 1498:8 tribes [1] - 1579:41 tribunal [1] - 1580:5 tried [3] - 1510:43, 1541:24, 1555:31 triggered [2] - 1511:17, 1511:19 trip [1] - 1564:18 triple [1] - 1533:41 troops [1] - 1542:12 trouble [6] - 1554:39, 1556:14, 1559:18, 1559:29, 1561:41, 1562:6 true [9] - 1484:9,</p>	<p>1500:43, 1538:11, 1538:38, 1554:46, 1558:13, 1561:26 truly [1] - 1503:41 trust [2] - 1475:35, 1578:45 truth [2] - 1531:6, 1610:16 truth-telling [1] - 1531:6 try [18] - 1478:21, 1496:9, 1516:24, 1528:34, 1530:39, 1531:28, 1548:33, 1563:25, 1570:13, 1573:17, 1580:27, 1582:22, 1583:19, 1583:47, 1584:3, 1597:21, 1597:26, 1601:2 trying [40] - 1480:39, 1484:37, 1485:12, 1485:26, 1489:12, 1489:14, 1491:35, 1491:37, 1492:34, 1497:11, 1498:17, 1506:6, 1508:28, 1508:38, 1518:4, 1526:15, 1528:11, 1528:15, 1528:17, 1529:2, 1531:33, 1533:20, 1537:14, 1538:34, 1538:42, 1549:25, 1560:5, 1568:36, 1575:35, 1577:19, 1580:34, 1582:5, 1584:39, 1584:46, 1585:39, 1585:46, 1586:32, 1586:38, 1587:9, 1609:6 Tuesday [2] - 1555:20, 1570:41 turn [13] - 1497:13, 1501:36, 1519:6, 1519:8, 1539:33, 1560:18, 1581:38, 1582:27, 1583:45, 1585:30, 1586:2, 1586:34, 1608:39 turnaround [1] - 1567:18 turned [2] - 1552:43, 1560:21 turning [1] - 1563:2 twiddling [1] - 1484:44 two [61] - 1475:28, 1480:9, 1480:39, 1481:41, 1482:7,</p>	<p>1482:27, 1482:31, 1484:30, 1486:45, 1490:21, 1494:19, 1494:21, 1497:16, 1499:10, 1499:12, 1502:27, 1509:45, 1511:43, 1513:26, 1536:14, 1546:26, 1547:42, 1549:11, 1549:13, 1549:25, 1550:6, 1551:37, 1567:11, 1567:13, 1567:22, 1567:24, 1571:37, 1573:37, 1582:13, 1584:24, 1584:26, 1586:1, 1586:22, 1586:26, 1588:17, 1588:23, 1590:34, 1590:37, 1591:42, 1594:30, 1597:33, 1598:18, 1598:19, 1599:5, 1600:25, 1600:27, 1601:18, 1601:19, 1601:24, 1602:2, 1603:29, 1604:1, 1605:10, 1606:41, 1611:42 two-page [1] - 1480:9 two-thirds [1] - 1502:27 two-year [3] - 1549:25, 1567:13, 1590:34 type [4] - 1490:3, 1495:28, 1581:37, 1596:30 types [3] - 1495:33, 1537:33 typing [1] - 1488:44</p>
U				
<p>ultimately [6] - 1475:42, 1515:22, 1527:38, 1529:16, 1533:8, 1566:29 unacceptable [1] - 1502:40 unchallenged [4] - 1526:2, 1526:7, 1526:10, 1527:39 unchecked [2] - 1527:39, 1528:31 uncle [1] - 1580:2 uncomfortable [1] - 1519:1 uncommon [3] - 1563:29, 1608:47, 1609:3</p>				

<p>unconscious [1] - 1524:36</p> <p>unconsciously [1] - 1527:41</p> <p>uncooperative [1] - 1610:32</p> <p>uncovering [1] - 1517:39</p> <p>under [14] - 1476:35, 1478:26, 1480:33, 1491:17, 1501:24, 1510:37, 1512:4, 1515:15, 1540:40, 1540:43, 1542:12, 1542:42, 1554:7, 1565:2</p> <p>underlying [3] - 1525:33, 1583:20, 1586:19</p> <p>underpinning [2] - 1498:15, 1525:46</p> <p>underpins [1] - 1492:2</p> <p>underreported [3] - 1530:15, 1535:40, 1537:31</p> <p>understaffed [2] - 1607:44, 1608:25</p> <p>understandable [1] - 1587:38</p> <p>understandably [1] - 1497:35</p> <p>understated [1] - 1594:16</p> <p>understood [1] - 1603:6</p> <p>undertake [3] - 1486:46, 1486:47, 1488:23</p> <p>undertaken [8] - 1481:20, 1492:8, 1501:38, 1506:11, 1509:16, 1509:24, 1517:44, 1551:45</p> <p>undertakes [1] - 1565:21</p> <p>undertaking [3] - 1483:7, 1509:23, 1510:47</p> <p>undertook [1] - 1507:2</p> <p>underway [2] - 1483:36, 1530:35</p> <p>unfair [1] - 1518:31</p> <p>unfortunately [2] - 1494:20, 1538:5</p> <p>unintentionally [1] - 1524:30</p> <p>union [2] - 1559:34, 1601:35</p> <p>unique [5] - 1476:46,</p>	<p>1477:7, 1532:23, 1532:44</p> <p>Unit [5] - 1477:35, 1606:32, 1606:40, 1607:27, 1607:38</p> <p>unit [18] - 1476:35, 1476:45, 1479:5, 1479:23, 1486:3, 1486:18, 1490:44, 1497:37, 1504:35, 1594:6, 1605:33, 1606:34, 1607:37, 1608:5, 1608:6, 1608:8, 1608:13, 1608:25</p> <p>United [2] - 1553:4, 1563:19</p> <p>units [3] - 1484:21, 1485:21, 1485:28</p> <p>University [2] - 1475:27, 1475:30</p> <p>unlicensed [1] - 1581:2</p> <p>unnecessarily [1] - 1499:7</p> <p>unsafe [1] - 1559:35</p> <p>unsatisfactory [1] - 1537:26</p> <p>unsure [1] - 1476:41</p> <p>unthinkable [1] - 1515:28</p> <p>UNTIL [1] - 1612:20</p> <p>untoward [1] - 1577:37</p> <p>unwell [1] - 1585:12</p> <p>unwillingness [1] - 1578:17</p> <p>up [88] - 1474:41, 1478:15, 1478:23, 1479:29, 1482:16, 1484:25, 1486:34, 1487:44, 1492:33, 1493:38, 1494:3, 1494:14, 1499:18, 1500:2, 1500:10, 1503:42, 1504:14, 1507:42, 1508:9, 1509:10, 1509:35, 1509:46, 1511:43, 1511:46, 1512:13, 1516:8, 1516:39, 1517:34, 1518:19, 1519:2, 1519:4, 1526:27, 1530:13, 1532:31, 1535:28, 1536:31, 1538:12, 1543:14, 1545:41, 1549:45, 1550:37, 1555:5, 1557:8, 1558:14, 1558:29,</p>	<p>1558:30, 1559:45, 1560:18, 1560:21, 1561:7, 1561:12, 1561:13, 1562:41, 1566:33, 1568:47, 1569:20, 1569:21, 1569:23, 1569:45, 1571:2, 1574:4, 1574:39, 1575:5, 1579:19, 1582:1, 1582:4, 1582:5, 1582:27, 1583:45, 1584:8, 1584:17, 1585:41, 1586:2, 1587:13, 1588:16, 1589:23, 1589:43, 1591:40, 1598:27, 1599:35, 1601:3, 1602:3, 1602:20, 1602:21, 1604:31, 1606:44, 1608:9, 1608:39</p> <p>update [5] - 1486:31, 1492:15, 1493:11, 1574:10, 1607:9</p> <p>updated [4] - 1488:10, 1495:38, 1547:45, 1607:10</p> <p>updates [1] - 1504:45</p> <p>updating [1] - 1606:45</p> <p>ups [1] - 1611:1</p> <p>upset [1] - 1542:40</p> <p>upsetting [1] - 1586:11</p> <p>uptake [1] - 1536:15</p> <p>upwards [1] - 1590:15</p> <p>UQ [1] - 1545:33</p> <p>urgent [1] - 1494:25</p> <p>useful [3] - 1550:30, 1550:33, 1556:21</p> <p>usefulness [1] - 1478:36</p> <p>utilise [2] - 1491:36</p> <p>utility [4] - 1478:32, 1478:34, 1530:22, 1531:5</p>	<p>1483:3</p> <p>validator [1] - 1482:1</p> <p>validity [1] - 1531:20</p> <p>value [3] - 1512:17, 1513:15, 1531:35</p> <p>values [5] - 1523:16, 1523:22, 1523:28, 1523:33, 1523:36</p> <p>variation [4] - 1533:9, 1573:7, 1573:9, 1574:28</p> <p>variations [5] - 1532:43, 1532:47, 1545:42, 1572:46, 1574:25</p> <p>varied [2] - 1589:14, 1593:40</p> <p>variety [1] - 1594:35</p> <p>various [7] - 1497:28, 1504:28, 1504:29, 1504:46, 1506:23, 1550:29, 1550:41</p> <p>vary [1] - 1589:5</p> <p>vehicle [11] - 1515:34, 1570:46, 1570:47, 1579:10, 1579:19, 1580:7, 1580:10, 1580:12, 1580:17, 1580:44</p> <p>vein [1] - 1582:39</p> <p>verified [1] - 1534:9</p> <p>version [3] - 1505:23, 1547:45, 1550:16</p> <p>via [4] - 1533:30, 1533:40, 1552:19, 1564:24</p> <p>victim [28] - 1490:25, 1497:5, 1514:14, 1514:15, 1514:22, 1524:45, 1531:22, 1531:24, 1538:13, 1539:11, 1542:35, 1544:16, 1545:8, 1548:12, 1566:22, 1569:28, 1570:5, 1570:7, 1575:14, 1575:36, 1575:38, 1582:5, 1588:5, 1588:38, 1588:47, 1591:32, 1599:37, 1611:4</p> <p>victim's [1] - 1582:4</p> <p>victim-centric [2] - 1497:5, 1548:12</p> <p>victims [12] - 1489:3, 1494:38, 1498:16, 1526:33, 1539:2, 1565:24, 1573:24, 1587:36, 1587:47, 1588:3, 1589:7,</p>	<p>1600:8</p> <p>Victoria [2] - 1546:20</p> <p>Victorian [1] - 1552:46</p> <p>video [7] - 1607:3, 1607:5, 1607:10, 1607:18, 1610:27, 1611:8, 1611:23</p> <p>videolink [2] - 1552:19, 1564:24</p> <p>videos [3] - 1610:23, 1611:3, 1611:22</p> <p>view [24] - 1483:29, 1497:21, 1497:39, 1503:17, 1510:19, 1510:25, 1513:23, 1526:26, 1529:46, 1542:34, 1544:26, 1548:30, 1561:36, 1563:34, 1574:47, 1591:29, 1591:30, 1595:14, 1595:37, 1596:30, 1596:32, 1596:37, 1606:13, 1608:44</p> <p>views [2] - 1519:24, 1531:13</p> <p>Violence [6] - 1478:14, 1546:21, 1565:20, 1566:46, 1571:10, 1571:16</p> <p>VIOLENCE [2] - 1473:12, 1505:39</p> <p>violence [141] - 1474:47, 1475:16, 1475:23, 1475:37, 1475:46, 1476:46, 1477:36, 1477:40, 1478:19, 1484:9, 1485:22, 1488:24, 1489:25, 1490:34, 1492:1, 1492:20, 1492:29, 1497:22, 1502:4, 1502:6, 1502:19, 1502:38, 1503:18, 1503:19, 1503:41, 1505:17, 1506:30, 1506:43, 1506:45, 1507:17, 1510:8, 1510:24, 1512:21, 1512:47, 1513:3, 1513:7, 1513:11, 1513:22, 1513:25, 1515:35, 1517:14, 1517:41, 1519:20, 1519:42, 1521:3, 1521:13, 1521:20, 1522:8, 1523:46, 1524:3, 1524:16, 1528:22, 1529:6, 1529:34,</p>
		V		
		<p>vacancies [1] - 1551:3</p> <p>vacant [3] - 1483:33, 1584:26, 1585:15</p> <p>valid [7] - 1487:17, 1498:27, 1517:7, 1523:29, 1526:16, 1538:42, 1545:47</p> <p>validated [1] - 1507:9</p> <p>validation [5] - 1481:20, 1481:27, 1482:42, 1483:2,</p>		

<p>1529:38, 1531:10, 1532:32, 1533:5, 1537:21, 1537:30, 1537:41, 1538:23, 1539:25, 1540:9, 1540:39, 1541:2, 1543:36, 1544:15, 1544:18, 1544:19, 1545:43, 1546:11, 1546:43, 1547:12, 1548:11, 1550:28, 1559:18, 1560:17, 1560:19, 1560:23, 1560:44, 1561:19, 1564:39, 1565:24, 1566:37, 1568:7, 1568:31, 1569:10, 1569:43, 1570:27, 1572:42, 1572:47, 1573:25, 1574:17, 1574:34, 1574:44, 1575:15, 1575:23, 1582:3, 1582:35, 1583:4, 1583:18, 1583:21, 1583:26, 1584:34, 1587:24, 1587:33, 1587:37, 1588:33, 1589:10, 1589:19, 1589:38, 1594:47, 1598:19, 1598:38, 1598:41, 1598:46, 1599:1, 1599:3, 1599:7, 1599:10, 1599:12, 1599:17, 1599:30, 1599:33, 1599:39, 1600:1, 1600:13, 1602:32, 1602:33, 1602:37, 1603:44, 1605:26, 1605:27, 1606:15, 1609:44, 1610:11, 1610:37, 1611:4, 1611:9, 1611:21</p> <p>violent [2] - 1574:17, 1611:20</p> <p>virtual [1] - 1479:25</p> <p>visibility [1] - 1518:45</p> <p>visit [1] - 1565:10</p> <p>visiting [1] - 1558:26</p> <p>visitor [2] - 1581:41, 1581:42</p> <p>visualiser [1] - 1486:34</p> <p>vital [7] - 1571:31, 1572:32, 1595:38, 1598:3, 1598:6, 1604:37, 1604:44</p> <p>vitality [1] - 1594:22</p> <p>volume [4] - 1479:22,</p>	<p>1491:33, 1506:8, 1532:21</p> <p>volunteer [1] - 1581:20</p> <p>VPU [22] - 1476:28, 1477:25, 1478:3, 1478:25, 1482:18, 1482:21, 1482:32, 1484:26, 1485:29, 1485:38, 1485:43, 1485:44, 1485:46, 1486:1, 1486:8, 1486:11, 1486:12, 1486:20, 1486:22, 1495:44, 1550:41</p> <p>VPUs [6] - 1478:43, 1485:13, 1485:25, 1485:28, 1551:21, 1551:25</p> <p>vulnerable [3] - 1498:16, 1525:7, 1530:3</p>	<p>1494:3, 1548:34, 1551:24, 1561:35, 1599:8</p> <p>wear [4] - 1590:20, 1590:21, 1590:22</p> <p>weasel [1] - 1487:11</p> <p>website [1] - 1500:39</p> <p>Wednesday [1] - 1571:12</p> <p>week [10] - 1565:45, 1566:32, 1566:33, 1567:30, 1578:36, 1578:38, 1578:42, 1578:47, 1583:11, 1599:34</p> <p>weekends [1] - 1594:40</p> <p>weekly [8] - 1477:39, 1477:46, 1482:30, 1568:1, 1568:3, 1599:16, 1599:31, 1599:47</p> <p>weeks [11] - 1505:4, 1556:30, 1556:39, 1557:26, 1558:3, 1570:37, 1596:23, 1597:19, 1599:44, 1600:25, 1600:27</p> <p>weight [4] - 1506:8, 1513:7, 1514:12, 1544:22</p> <p>welcome [2] - 1531:32, 1596:10</p> <p>welcoming [1] - 1585:2</p> <p>welfare [1] - 1581:46</p> <p>Wellesley [1] - 1606:27</p> <p>west [10] - 1479:10, 1486:9, 1564:39, 1566:5, 1566:19, 1567:5, 1567:19, 1587:11, 1599:29</p> <p>West [9] - 1565:20, 1566:22, 1566:46, 1567:28, 1569:19, 1569:28, 1571:10, 1571:15, 1582:34</p> <p>Western [1] - 1593:32</p> <p>WHARTON [1] - 1564:26</p> <p>Wharton [12] - 1474:3, 1564:24, 1564:30, 1573:28, 1573:35, 1576:3, 1576:6, 1580:13, 1583:8, 1584:7, 1586:44, 1589:4</p> <p>wheel [1] - 1554:18</p> <p>whereas [4] - 1538:39,</p>	<p>1540:42, 1573:17, 1591:36</p> <p>whichever [1] - 1575:15</p> <p>whilst [16] - 1479:7, 1488:28, 1515:35, 1520:10, 1526:33, 1530:12, 1531:18, 1533:7, 1538:43, 1570:7, 1577:26, 1597:39, 1599:2, 1603:30, 1605:21, 1609:27</p> <p>whispers [1] - 1595:20</p> <p>who'd [1] - 1541:1</p> <p>whole [20] - 1494:19, 1496:14, 1497:34, 1499:4, 1499:19, 1500:4, 1504:43, 1512:30, 1514:21, 1518:40, 1530:39, 1532:19, 1536:44, 1537:27, 1548:24, 1559:20, 1559:41, 1560:38, 1561:25, 1602:42</p> <p>whole-of-state [1] - 1499:4</p> <p>Wide [2] - 1485:34, 1485:36</p> <p>wide [2] - 1485:37, 1486:43</p> <p>widespread [6] - 1520:9, 1520:12, 1526:17, 1527:2, 1527:12, 1527:18</p> <p>wife [2] - 1585:12, 1591:44</p> <p>Wilkinson [1] - 1478:8</p> <p>willingness [1] - 1589:5</p> <p>winded [2] - 1484:43, 1494:4</p> <p>window [3] - 1557:46, 1557:47, 1562:16</p> <p>windows [1] - 1562:17</p> <p>wish [2] - 1526:45, 1532:1</p> <p>wishes [1] - 1537:3</p> <p>WITHDREW [5] - 1552:9, 1564:21, 1576:11, 1593:2, 1611:36</p> <p>witness [4] - 1474:11, 1485:43, 1551:37, 1611:38</p> <p>WITNESS [6] - 1551:20, 1552:9, 1564:21, 1576:11,</p>	<p>1593:2, 1611:36</p> <p>witnessed [1] - 1562:8</p> <p>witnesses [12] - 1474:4, 1513:36, 1520:18, 1526:19, 1545:4, 1573:37, 1611:42, 1611:45, 1612:1, 1612:8, 1612:13</p> <p>woman [3] - 1538:25, 1573:43, 1575:15</p> <p>women [20] - 1544:38, 1544:39, 1544:43, 1550:3, 1558:18, 1563:33, 1563:39, 1566:38, 1574:16, 1574:43, 1575:21, 1591:11, 1591:14, 1591:26, 1591:27, 1609:22, 1609:27, 1610:38, 1611:19</p> <p>Women [1] - 1478:28</p> <p>women's [5] - 1548:7, 1566:32, 1596:35, 1599:26, 1602:18</p> <p>Women's [8] - 1498:38, 1519:32, 1521:7, 1530:27, 1530:35, 1544:4, 1545:5, 1545:15</p> <p>won [1] - 1585:14</p> <p>woods [1] - 1568:3</p> <p>Woorabinda [4] - 1482:35, 1607:2, 1607:18, 1610:27</p> <p>word [7] - 1529:3, 1529:4, 1539:15, 1544:23, 1578:6, 1578:25, 1595:25</p> <p>wording [1] - 1588:32</p> <p>words [6] - 1481:18, 1487:11, 1529:41, 1539:16, 1539:20, 1555:6</p> <p>worker [3] - 1565:39, 1565:40, 1611:6</p> <p>workers [2] - 1521:3, 1569:34</p> <p>works [5] - 1555:7, 1573:1, 1582:38, 1585:9, 1602:12</p> <p>worn [4] - 1503:29, 1521:24, 1521:30, 1588:11</p> <p>worse [1] - 1559:30</p> <p>worth [2] - 1513:18, 1532:21</p> <p>worthwhile [1] - 1548:25</p> <p>would've [1] - 1512:34</p>
W				
<p>wait [2] - 1483:43, 1522:19</p> <p>waiting [5] - 1484:22, 1487:29, 1487:31, 1487:34, 1499:1</p> <p>wake [1] - 1602:21</p> <p>Wales [1] - 1583:32</p> <p>walk [4] - 1557:8, 1557:40, 1557:41, 1562:1</p> <p>walking [2] - 1557:38, 1603:7</p> <p>wants [4] - 1538:13, 1556:1, 1557:16, 1604:42</p> <p>warrant [1] - 1542:19</p> <p>warranted [2] - 1494:1, 1536:39</p> <p>warranting [1] - 1515:3</p> <p>warrants [6] - 1517:9, 1527:15, 1535:46, 1535:47, 1547:9, 1584:39</p> <p>warts [1] - 1518:34</p> <p>wary [1] - 1526:18</p> <p>WAS [1] - 1612:20</p> <p>watching [2] - 1520:25, 1520:29</p> <p>water [3] - 1571:17, 1571:20, 1577:24</p> <p>wave [1] - 1557:47</p> <p>ways [10] - 1476:21, 1479:25, 1488:27, 1490:26, 1490:35,</p>				

<p>wrapped [2] - 1499:18, 1579:19 write [1] - 1590:47 writer [1] - 1544:13 written [3] - 1503:42, 1516:28, 1541:4 wrote [1] - 1559:44</p>	<p>1603:15 yesterday [4] - 1499:46, 1510:31, 1532:8, 1534:10 yet-to-be-determined [1] - 1495:11 young [2] - 1583:37, 1602:45 younger [1] - 1598:21</p>
Y	
<p>yarning [2] - 1568:23, 1604:27 year [70] - 1478:16, 1479:2, 1479:30, 1480:20, 1480:24, 1480:27, 1480:40, 1481:4, 1482:24, 1484:19, 1484:25, 1487:7, 1487:10, 1487:17, 1501:39, 1508:21, 1509:11, 1509:12, 1511:28, 1512:11, 1519:33, 1519:36, 1527:6, 1532:6, 1532:12, 1532:13, 1533:13, 1533:17, 1534:14, 1534:17, 1534:18, 1534:23, 1534:34, 1534:40, 1535:2, 1535:10, 1535:11, 1535:26, 1535:36, 1536:3, 1536:4, 1536:5, 1540:47, 1547:46, 1549:15, 1549:17, 1549:25, 1551:23, 1556:10, 1562:18, 1566:7, 1567:13, 1577:46, 1578:30, 1590:34, 1594:4, 1601:18, 1601:19, 1605:39, 1605:42, 1605:45, 1606:32 Year's [2] - 1577:30 years [30] - 1475:28, 1480:45, 1482:16, 1482:27, 1482:36, 1493:40, 1495:1, 1529:13, 1533:16, 1535:15, 1549:2, 1549:7, 1549:15, 1549:27, 1552:27, 1552:46, 1553:15, 1553:24, 1567:11, 1567:22, 1567:24, 1576:36, 1590:15, 1590:37, 1590:40, 1593:27, 1593:32, 1597:33, 1601:24,</p>	<p>yourself [13] - 1517:45, 1554:12, 1554:14, 1557:41, 1558:26, 1558:29, 1560:4, 1563:20, 1565:39, 1568:4, 1572:27, 1590:16, 1594:28 youth [7] - 1550:2, 1559:30, 1584:1, 1594:31, 1598:19, 1598:20, 1599:4 youths [1] - 1543:33 Yumba [3] - 1577:20, 1586:6, 1586:9</p>
Z	
	<p>zero [3] - 1523:13, 1533:20, 1533:41 zeroed [1] - 1535:41 zoom [1] - 1486:36</p>