

TRIBUNAL OF INQUIRY INTO PROTECTED DISCLOSURES MADE UNDER  
THE PROTECTED DISCLOSURES ACT 2014 AND CERTAIN OTHER  
MATTERS FOLLOWING RESOLUTIONS PASSED BY DÁIL ÉIREANN AND  
SEANAD ÉIREANN ON 16 FEBRUARY 2017

ESTABLISHED BY INSTRUMENT MADE BY THE MINISTER FOR JUSTICE  
AND EQUALITY UNDER THE TRIBUNALS OF INQUIRY (EVIDENCE) ACT  
1921, ON 17 FEBRUARY 2017, AS AMENDED ON 7 DECEMBER 2018

CHAIRMAN OF DIVISION (P): MR. JUSTICE SEAN RYAN,  
FORMER PRESIDENT OF THE COURT OF APPEAL

HEARING HELD IN DUBLIN CASTLE  
ON TUESDAY, 1ST MARCH 2022 - DAY 172

172

Gwen Malone Stenography  
Services certify the  
following to be a  
verbatim transcript of  
their stenographic notes  
in the above-named  
action.

GWEN MALONE STENOGRAPHY  
SERVICES

APPEARANCES

SOLE MEMBER: MR. JUSTICE SEAN RYAN,  
FORMER PRESIDENT OF THE COURT OF  
APPEAL

REGISTRAR: MR. PETER KAVANAGH

FOR THE TRIBUNAL: MR. DIARMAID McGUINESS SC  
MR. PATRICK MARRINAN SC  
MS. SINÉAD McGRATH BL

INSTRUCTED BY: MS. CIARA WALSH  
SOLICITOR FOR THE TRIBUNAL

FOR SERGEANT WILLIAM HUGHES: MR. MICHAEL LYNN SC  
MR. COLM O'DWYER SC  
MS. NÓRA NÍ LOINSIGH BL  
MR. FINN KEYES BL

INSTRUCTED BY: MR. DARA ROBINSON  
MS. AOIFE KAVANAGH  
SHEEHAN & PARTNERS  
130 CUNNINGHAM HOUSE  
FRANCIS STREET  
THE LIBERTIES  
DUBLIN 8

FOR THE COMMISSIONER  
OF AN GARDA SÍOCHÁNA: MR. SHANE MURPHY SC  
MR. MÍCHEÁL P. O'HIGGINS SC  
MR. DONAL McGUINESS BL  
MS. SHELLEY HORAN BL  
MS. KATE EGAN BL

INSTRUCTED BY: MR. CORMAC FORRISTAL  
MS. MAIREAD BURKE  
CHIEF STATE SOLICITOR'S OFFICE  
OSMOND HOUSE  
LITTLE SHIP STREET  
DUBLIN 8

TAKE NOTICE – PURSUANT TO ORDER DATED THE 1ST DAY OF  
FEBRUARY 2022 OF MR. JUSTICE RYAN OF THE DISCLOSURES  
TRIBUNAL

IT IS HEREBY ORDERED THAT the identification by name of Mr.  
'A' or of any other suspect whether directly or indirectly  
in connection with investigations undertaken by An Garda  
Síochána is hereby prohibited;

AND IT IS FURTHER ORDERED THAT any interested party in this  
matter be at liberty to apply on the giving of 2 days  
notice in writing to the tribunal.

I N D E X

WITNESS	PAGE
DR. RICHARD QUIGLEY	
DIRECTLY EXAMINED BY MR. MCGUINNESS .....	5
CROSS-EXAMINED BY MS. NI LOINSIGH .....	102
CROSS-EXAMINED BY MR. O'HIGGINS .....	141
RE-EXAMINED BY MR. MCGUINNESS .....	145

1 THE HEARING RESUMED, AS FOLLOWS, ON TUESDAY, 1ST MARCH  
2 2022:

3  
4 CHAIRMAN: Take your time, Mr. McGuinness. Just so  
5 people know the situation, as far as I am concerned 10:29  
6 people are free to choose to wear masks if they are  
7 comfortable with that and they are equally free not to  
8 wear masks if they are comfortable with that. We have  
9 our screens and so on, so we are pretty highly  
10 protected, it seems to me. And some people will be, 10:29  
11 like myself, find it awkward, especially if you have  
12 glasses, to take notes and concentrate during the  
13 thing. But it is a matter -- I believe that is in  
14 conformity with all rules and regulations as to the  
15 protection of people, okay. Thank you very much. 10:30

16 MR. MCGUINNESS: Good morning, Chairman. The next  
17 witness is Dr. Richard Quigley.

18 CHAIRMAN: Thanks very much, Dr. Quigley, if you can  
19 come around here.

20 MR. MCGUINNESS: For the convenience of parties, 10:30  
21 Dr. Quigley's statement and appendices commences at  
22 page 1331 of our papers.

23  
24 DR. RICHARD QUIGLEY, HAVING BEEN SWORN, WAS DIRECTLY  
25 EXAMINED BY MR. MCGUINNESS, AS FOLLOWS: 10:31

26 CHAIRMAN: Thank you.

27 Q. MR. MCGUINNESS: I think you are a specialist  
28 occupational physician and you have worked at the  
29 Occupational Health Service of An Garda Síochána as

1 Assistant Chief Medical Officer since December of 2006?

2 A. Correct.

3 1 Q. I think you qualified from UCD in medicine in 1982.  
4 You have an MSc in sports medicine, a higher diploma in  
5 occupational health, a membership of the faculty of 10:31  
6 occupational medicine, and you've completed higher  
7 professional training in occupational medicine over a  
8 four year period between 2001 and 2005, and you served  
9 as a council member of the Irish Society of  
10 Occupational Medicine for an extended period: you were 10:31  
11 secretary 2010 to 2011; president in 2013 and treasurer  
12 2017 to '18.

13  
14 Now I think you've described the role of the Garda  
15 Occupational Health Service in your statement. How do 10:32  
16 you approach your task when a member is referred to  
17 you? Presumably it depends upon the circumstances of  
18 the referral, would that be fair to say?

19 A. Yeah. The doctors will look at the referral, consider  
20 whether an appointment is appropriate, in most cases 10:32  
21 that is so, and we give an appointment for review by  
22 the occupational health physician.

23 2 Q. Yes. Now, the Tribunal has been dealing with the  
24 issues relating to Sergeant Hughes where he had been  
25 certified by his own GP at different times, and 10:32  
26 frequently, for work-related stress, and he and his  
27 solicitor were, on different occasions, writing, making  
28 a case on his behalf that he was entitled to be  
29 classified as having been injured on duty and therefore

1 entitled to both pay -- full pay and allowances. And  
2 presumably you have reviewed members who have been  
3 injured on duty in the past?

4 A. Yeah.

5 3 Q. And I know we're going back quite a long time; your 10:33  
6 period of dealing with Sergeant Hughes stretches from  
7 September 2007 directly to up until the time you  
8 recommended his discharge on medical grounds in  
9 November of 2012, a period of slightly over five years,  
10 isn't that correct? 10:33

11 A. My final appointment was 7th September '12.

12 4 Q. The 7th September '12?

13 A. Yes.

14 5 Q. All right. And I am going to ask you just to look at 10:33  
15 two reports from Dr. Fernandez, which I think you  
16 didn't receive them at the time but you subsequently  
17 did receive them when you were dealing with Sergeant  
18 Hughes in his first year, and if we could just open  
19 page 1355 on the screen. This is a report from Dr.  
20 Fernandez to Sergeant Hughes's GP? 10:34

21 CHAIRMAN: Dr. Fernandez is his consultant  
22 psychiatrist?

23 MR. McGUI NNESS: Yes, he was a consultant psychiatrist.

24 CHAIRMAN: Referred to by Dr. Reilly, isn't that right?

25 MR. McGUI NNESS: Yes. 10:34

26 6 Q. And the Tribunal has heard that Sergeant Hughes was  
27 referred to Dr. Fernandez by Dr. Reilly, and this is a  
28 report back. And I think you saw this at a later stage  
29 that year, isn't that correct?

1 A. Yes.

2 7 Q. And if we just turn to the next page, which is the top  
3 of page 1356, this was Dr. Fernandez's view:

4  
5 "Given his presentation, I advised Mr. Hughes was not 10:35  
6 fit to return to work pending further review. He was  
7 not on any psychotropic medication when reviewed and he  
8 was reluctant to consider this prospect unless  
9 absolutely necessary. Under these circumstances, I  
10 felt that supportive psychotherapy would be the most 10:35  
11 appropriate intervention until I familiarise myself  
12 with further aspects of Mr. Hughes's presenting  
13 complaints, including their antecedents."

14  
15 And he expected to review Mr. Hughes then around the 10:35  
16 end of March.

17  
18 There was a report of a review then -- if we look at  
19 page 1357 -- again from Dr. Fernandez to Dr. Reilly.  
20 If we scroll down the screen, he says: 10:35

21  
22 "Further to my earlier letter regarding Mr. Hughes, I  
23 had occasion to review him on the 5th April 2007 and  
24 was surprised to note that he had returned to work on  
25 his own initiative on March 3, 2007. While Mr. Hughes 10:35  
26 remained as dissatisfied as before at the manner in  
27 which he was being ignored by his superiors, he did not  
28 complain of those symptoms and signs of autonomic  
29 over-activity and avoidance that had emerged in the



1 wake of his return to work earlier this year. Symptoms  
2 and signs of adjustment disorder were still in  
3 evidence, although his presentation did not warrant the  
4 prescription of any medication.

5  
6 Given the ongoing impasse, I expect to provide  
7 Mr. Hughes with the support he needs, pending further  
8 developments which could easily go down a medico-legal  
9 pathway depending on the circumstances.

10  
11 I expect to review Mr. Hughes in approximately six to  
12 eight weeks after I study pertinent documentation that  
13 he has agreed to provide."

14  
15 I think you became aware that Sergeant Hughes had  
16 informed Dr. Fernandez that he had prepared a lengthy  
17 submission relating to his position which he had given  
18 to his solicitor, and he -- Dr. Fernandez -- was  
19 expecting it to be given to him, isn't that correct?

20 A. Yeah.

21 8 Q. Now I think Sergeant Hughes remained at work until a  
22 period after he was served with a notice of discipline,  
23 and he reported ill with work-related stress in June of  
24 2007, and I think he was referred to you for an  
25 appointment --

26 A. Yes.

27 9 Q. -- isn't that correct? And we will look at, perhaps,  
28 one of the usual letters that goes out in these  
29 circumstances. If we look at page 3902, and we won't

1 have to look at other versions of this subsequently,  
2 but this is a letter from the Assistant Commissioner in  
3 HRM, which would be an instruction to local management,  
4 about the appointment having been fixed -- if we go to  
5 3902 -- and it would be an instruction to allow the 10:37  
6 member to prepare for such an appointment, isn't that  
7 correct?

8 A. Yes.

9 10 Q. And local management are meant to do a number of  
10 matters there, isn't that correct, in the bullet 10:38  
11 points?

12 A. Yes.

13 11 Q. The reason the member is being referred to the Chief  
14 Medical Officer is:

15 10:38  
16 "To determine the member's medical fitness grade for  
17 policing duty.

18  
19 To advise the member to forward all relevant medical  
20 reports from treating/certifying doctors including 10:38  
21 specialists to the Garda Medical Department on or prior  
22 to the review date.

23  
24 The member should be assured that these medical reports  
25 will be treated in the strictest medical confidence by 10:38  
26 the Chief Medical Officer in consultations with the  
27 member's treating/certifying doctors.

28  
29 Any other non-medical issues which may have a bearing

1 on the member's medical fitness for duty."  
2  
3 we will come back to that concept later, but you  
4 recognise that as a standard form referral?  
5 A. Yes. 10:38  
6 12 Q. It would appear -- if we turn to page 3905 -- that  
7 Sergeant Hughes was met -- 3905 -- Sergeant Hughes was  
8 met by Inspector Cryan.  
9 "... he undertook to bring all medical reports with  
10 him. He informed me that his doctor is refusing to 10:39  
11 certify him fit for duty at present time."  
12 That'd be standard practice --  
13 A. Yeah.  
14 13 Q. -- on the part of local management.  
15 Now when it came to you, in fact, seeing him then on 10:39  
16 this date, would you have had access to the SAMS  
17 reports or the original certifying certificates from  
18 the doctor?  
19 A. I'm not clear on that point.  
20 14 Q. Yes. 10:39  
21 A. I can certainly go back through the occupational health  
22 file. Sorry 2007, I beg your pardon.  
23 15 Q. I am not sure SAMS would have been computerised at that  
24 point in time, but perhaps it was.  
25 A. I don't think I had access to that. 10:40  
26 16 Q. All right.  
27 A. I had little information made available to me prior to  
28 the appointment.  
29 17 Q. Yes...

1 A. And I commented on that in my statement.

2 18 Q. Yes. In any event, you saw him and you reported to the  
3 Assistant Commissioner HRM on the 19th September.  
4 Perhaps we will look at page 3908. You describe this  
5 in your statement, on page 1331, but if we look at your 10:41  
6 report to the Assistant Commissioner -- and scroll  
7 down, please.  
8 You refer to the periods of sickness there. I'd infer  
9 that you had the B5 referred to in the first paragraph.  
10 And you were aware of earlier periods. 10:41  
11 In the second paragraph you attribute -- you record:  
12  
13 "He attributes his current sickness absence as being  
14 due to a condition associated with work-related stress.  
15 Having talked to Sergeant Hughes in detail, I am unable 10:41  
16 to identify issues outside of work contributing to his  
17 stress. He continues to be certified by his GP as  
18 unfit for work due to stress at this time.  
19  
20 In line of usual procedure I will write to his treating 10:41  
21 and certifying doctors to obtain a confidential medical  
22 report."  
23  
24 You refer to Dr. Tobin there, and I think you did write  
25 a letter to Dr. Tobin, which we have at page 6841. 10:41  
26 Unfortunately he couldn't, in the end --  
27 A. Yeah.  
28 19 Q. -- of the day review him. You do go on to say:  
29

1 "I note Sergeant Hughes is particularly anxious that  
2 this current sickness absence be regarded as injury on  
3 duty. I pointed out to Sergeant Hughes that this is a  
4 matter for management to decide but I will advise on  
5 the medical component relating to this when the 10:42  
6 relevant medical reports are to hand."  
7 A. Yes.  
8 20 Q. If I could just pause there. In terms of what you  
9 stated there, were you drawing a distinction between  
10 the formal final certification of an injury on duty 10:42  
11 resting with management?  
12 A. Yes. I suppose the injury in execution of duty would  
13 generally be for management to determine.  
14 21 Q. Yes...  
15 A. Now I was later asked to give advice on that issue. 10:43  
16 22 Q. Yes...  
17 A. But, yeah.  
18 23 Q. Yes. But can I just ask you to, as it were, break down  
19 the components of what could lead you to express a view  
20 on that, in principle, and maybe it's difficult in 10:43  
21 principle, but work-related stress, how would you  
22 assess it then as to whether it constituted an injury  
23 on duty, from a medical point of view?  
24 A. Well I think if management -- today's practice would be  
25 that if management were -- had I accepted that an 10:43  
26 injury had occurred during the course of work, a  
27 psychological injury --  
28 24 Q. Yes...  
29 A. -- then the medical component is an assessment of the

1 medical condition of the person and as to whether that  
2 medical condition and the extent of that condition has  
3 been, on balance of probability, caused by those work  
4 circumstances.

5 25 Q. Yes... 10:44

6 A. Yeah.

7 26 Q. So from a medical point of view, you would, in  
8 principle, look for the causes of the injury, if you  
9 have classified it as an injury?

10 A. Yes. 10:44

11 27 Q. would that be fair?

12 A. Yes.

13 28 Q. Okay. You did point out then that there was an issue  
14 about no follow-up contacts with management, and I  
15 think Assistant Commissioner Clancy claim back to you 10:44  
16 on that at a later stage?

17 A. Yeah.

18 29 Q. But in any event, we have seen from the papers, on the  
19 same day -- and this is appears to have been your  
20 practice -- you wrote three letters on generally every 10:44  
21 day that you saw Sergeant Hughes: one to Assistant  
22 Commissioner Clancy; one back to his GP; and then one  
23 to a specialist?

24 A. Yeah.

25 30 Q. And initially you wrote to Dr. Tobin -- we needn't look 10:44  
26 at that letter, it's 6841. You wrote back to  
27 Dr. Reilly, if we look at 6842. If we go down the page  
28 there, this was copied to Dr. Fernandez?

29 A. Yeah.

1 31 Q. Sergeant Hughes had told you he was under Dr.  
2 Fernandez's care, isn't that correct?  
3 A. Yes.  
4 32 Q. And you had nothing to do with the referral to Dr.  
5 Fernandez at an earlier stage, or the obtaining of the 10:45  
6 reports --  
7 A. No.  
8 33 Q. -- which you hadn't at this stage seen, is that right?  
9 A. Yeah.  
10 34 Q. So, you're explaining to Dr. Reilly what you're 10:45  
11 proposing. You're looking for a medical report from  
12 him covering the areas of diagnosis and management;  
13 this is in the third paragraph.  
14 A. Yeah.  
15 35 Q. And you're informing him of a proposal to arrange a 10:46  
16 review with one of the independent mental health  
17 advisers --  
18 A. Yeah.  
19 36 Q. -- Dr. Tobin. Is this -- did the Occupational Health  
20 Service maintain a panel of independent 10:46  
21 psychiatrists --  
22 A. Yeah.  
23 37 Q. -- that it could refer members to?  
24 A. Yeah.  
25 38 Q. And Dr. Tobin was one of those at that stage? 10:46  
26 A. Yes.  
27 39 Q. I think he became unavailable?  
28 A. Yeah.  
29 40 Q. You subsequently wrote to Dr. Anthony Clare the

1 following month?

2 A. Yes.

3 41 Q. And agreed a time for him to review him, and  
4 unfortunately Dr. Clare died then shortly afterwards,  
5 isn't that correct? 10:46

6 A. Yes.

7 42 Q. And you then wrote to Dr. Griffin?

8 A. Yes.

9 43 Q. If we could look at your letter of the 8th November  
10 2007. That is 6846. And if we scroll down the page 10:46  
11 there. What you are telling Dr. Griffin is in the  
12 first paragraph, second sentence:

13

14 "He reports significant issues in relation to reported  
15 threats to his own life by a criminal and in relation 10:47  
16 to disciplinary matters and in relation to his  
17 involvement in the investigation of child abduction  
18 investigation case involving the same person and the  
19 subsequent murder of the mother of these children. The  
20 abduction case had been in court less than a week 10:47  
21 before this murder and he and a colleague were one of  
22 the last points of contact between the Gardai and the  
23 victim.

24

25 He reports that he had disciplinary papers served on 10:47  
26 him in June 2007 in relation to this matter. He  
27 continues to report that through his GP, Dr. Reilly, he  
28 is unfit for work due to stress. I have written to his  
29 GP, Dr. James Reilly, and his psychiatrist has seen him



1 on one occasion - Dr. Joe Fernandez - but have not  
2 received reports to date. I would be much obliged for  
3 your medical report on Sergeant Hughes to cover his  
4 present medical health, including diagnosis, likely  
5 future mental health. This will assist me on advising 10:47  
6 Garda management on fitness for duty, and for  
7 disciplinary procedures and occupational  
8 rehabilitation."

9  
10 Now, can I just ask you, is that in line with the 10:48  
11 standard procedure of the Occupational Health Service?

12 A. Yes.

13 44 Q. And is the practice unaffected by the fact that the  
14 person, the member concerned, is already under the care  
15 of one psychiatrist, or may have seen, indeed, a seek 10:48  
16 psychiatrist?

17 A. Yeah. An independent psychiatrist is not seeing the  
18 person in a treating role.

19 45 Q. Yes...

20 A. But should they form an opinion that a particular 10:48  
21 treatment should be considered, that position would be  
22 advised to the treating team.

23 46 Q. Yes...

24 A. The report will be given insight and I would probably  
25 emphasise the part of the report that references a 10:48  
26 particular treatment if a practising psychiatrist has  
27 said, you know, an increase in this medical might be  
28 considered in this case, or this approach might be  
29 considered here.

1 47 Q. Yes. You did receive a report back from Dr. Reilly I  
2 think early in January of '08. If we could look at  
3 page 6847. It's dated 3rd January, and he recites the  
4 position there. And if we go down to the last  
5 paragraph, just at the bottom there he says:

10:49

6  
7 "He was seen again on the 14/9 at which time his pay  
8 had been stopped and William was feeling quite  
9 disturbed by the manner in which the Garda authorities  
10 were dealing with this situation that he found himself  
11 in. He felt in particular his life was placed in  
12 danger and that of his partner as a threat had been  
13 issued against him that he was not aware of. He feels  
14 that his life was put at risk unnecessarily. He is  
15 very keen to have the matter cleared up for him to  
16 return to work. He also feels that Garda authorities  
17 completely mishandled all aspects in relation to his  
18 case. He feels that from the outset he had been  
19 subject to serious bullying and harassment by Garda  
20 management. William believes that the serious issues  
21 have not been properly addressed by Garda management  
22 regarding the murder of the woman referred to. It is  
23 my opinion that William will be unable to return to  
24 work until these matters are addressed by the Garda  
25 authorities and settled one way or the other."

10:49

10:50

10:50

10:50

26  
27 I am not in any way criticising Dr. Reilly, he is not,  
28 as it were, giving a diagnosis to you, but he is making  
29 it clear what Sergeant Hughes's complaints are.

1 A. Yes.

2 48 Q. And, on one interpretation, perhaps, they might seem to  
3 relate to non-medical matters. Were you -- did you  
4 take it that way or how did you see it from the point  
5 of view of having read this letter? 10:51

6 A. Em, I suppose... looking at it today, I think he's  
7 raising the -- Sergeant Hughes's perceptions of his  
8 work context.

9 49 Q. Yes. In any event, I think within a couple of days you  
10 got Dr. Griffin's report -- should we refer to him as 10:51  
11 Mr. Griffin? Dr. Griffin?

12 A. Dr. John Griffin yes.

13 50 Q. Dr. John Griffin. Page 1343. This is dated 7th  
14 January. And he sets out sort of history there. In  
15 the last paragraph he says: 10:52

16

17 "He has effectively been off duty now since late June  
18 '07 and not being able to return to work. He says he  
19 feels constantly stressed when he thinks of returning  
20 to work. He even says if a patrol car passes him on 10:52  
21 the street it all comes back to him as he put it. As  
22 you know, he has been served with disciplinary papers  
23 and feels very let down by the system overall."

24

25 And it continues then on the next page: 10:52

26

27 "When I pressed Sergeant Hughes on continuing in the  
28 police force, even on light duties, he feels he can't  
29 foresee any way of returning as an effective police

1 officer. Certainly having read his detailed file,  
2 which I don't have a copy of, but have had full sight  
3 of, I don't think this man is in a position now or will  
4 be in a position in the future to give full and  
5 effective service as police officer. I don't think he 10:52  
6 now has the mental robustness, or will in the future  
7 have the mental robustness to continue in the Garda  
8 force. Thus my recommendation would be that he be  
9 considered for retirement on medical grounds."

10 A. Yes. 10:53

11 51 Q. And he expresses the wish that he hopes the report is  
12 successful. I think you considered that and you wrote  
13 back to Dr. Griffin, I think, on the 18th January?

14 A. Yes.

15 52 Q. If we look at page 6849. Four lines down there you 10:53  
16 say:

17  
18 "In order for me to progress the case further I would  
19 need a formal diagnosis in relation to Sergeant Hughes  
20 within the parameters of formal psychiatric 10:53  
21 definition."

22 A. Yeah.

23 53 Q. "Therefore I would be much obliged for your help in  
24 this matter. I also enclose the report of Dr. Reilly  
25 received last week. His report would seem to lay out 10:53  
26 attendance at Dr. Reilly's practice but does proffer  
27 that it is Dr. Reilly's opinion would seemingly foresee  
28 a possible return to policing work and that he states  
29 Sergeant Hughes would be unable to return to work until

1 matters between Sergeant Hughes and management have  
2 been appropriately addressed. "

3 A. Yeah.

4 54 Q. So, were you, sort of, pointing to a possible  
5 difference of view there -- 10:54

6 A. Yeah.

7 55 Q. -- between the GP and the specialist --

8 A. Yeah.

9 56 Q. -- about the future prospects?

10 A. Yes. 10:54

11 57 Q. And in terms of looking for a concrete diagnosis, as it  
12 were, had Dr. Griffin's report come as a surprise to  
13 you, or would you expect to get such a firm  
14 recommendation at that point in time?

15 A. Em -- 10:54

16 58 Q. Or is it difficult?

17 A. -- certainly I would emphasise, I suppose, when I first  
18 saw Sergeant Hughes, that I'd about nine months service  
19 in the department, so I -- it was certainly the most  
20 complex of cases that I had come across at that point. 10:54

21 In retrospect, I certainly think I was -- I would be  
22 somewhat surprised that I came to that conclusion at  
23 first appointment.

24 59 Q. Yes. But in any event --

25 A. Yeah. 10:55

26 60 Q. -- you saw that you needed a formal diagnosis?

27 A. Yeah.

28 61 Q. And you wanted to get one. And you got one shortly  
29 thereafter?

1 A. Yeah.

2 62 Q. I think by letter of the 12th February 2008?

3 A. Yeah.

4 63 Q. If we look at page 6851. And in the second line it  
5 says:

10:55

6

7 "I think the most accurate diagnosis in this case would  
8 be one of post traumatic stress disorder. I note

9 Dr. Reilly's comments that Garda Hughes would be unable  
10 to return to work until matters he referred to in this

10:56

11 letter addressed by the authorities are settled one way  
12 or another. However, in my opinion, on the 7th January

13 last that even when, and if this is achieved, I don't

14 think Sergeant Hughes, due to the nature of his

15 condition and diagnosis, would be in the position in

10:56

16 the future to continue as an efficient policeman."

17

18 So you received that. Then you wrote to Dr. Corry,  
19 apparently, on the 18th February, if you may recall.

20 If we look at page 6852. Now, can you recollect how  
21 Dr. Corry came into it at that point?

10:56

22 A. Em, I'm not absolutely clear as to who referred him to  
23 Dr. Corry.

24 64 Q. Yes...

25 A. Em, I --

10:57

26 CHAIRMAN: Mr. Costello referred him to Dr. Corry. His  
27 solicitor referred him to Dr. Corry, and Dr. Corry  
28 would have been well known in the courts as a person  
29 who gave -- this is not in any way to criticise the

1 late Dr. Corry, but he would have been well known as  
2 a -- in the forensic world.

3 MR. MCGUINNESS: Yes.

4 CHAIRMAN: But anyway, the fact is Sergeant Hughes's  
5 evidence is that his solicitor referred him to Dr.  
6 Corry. 10:57

7 MR. MCGUINNESS: Yes.

8 65 Q. I think he wrote back, I think, indicating an issue  
9 about receiving Sergeant Hughes's consent and his  
10 solicitor being involved. You also wrote to Dr. 10:57  
11 Fernandez though -- if we look at 6853. And in the  
12 last line of that, you stated:

13  
14 "Your advice regarding predisposing, initiating,  
15 aggravating and sustaining factors, particularly if 10:58  
16 they relate to work, would be most welcome."  
17

18 And you enclose a copy of a signed consent that you had  
19 earlier got from Sergeant Hughes, isn't that correct?

20 A. Yeah. 10:58

21 66 Q. You then, also on the same day, wrote back to  
22 Dr. Griffin, if we look at the other letter of the  
23 19th -- 6854 -- and you note his diagnosis in the first  
24 paragraph. You tell him about the High Court action,  
25 which you must have obviously heard about from 10:58  
26 somewhere else presumably, and "In relation to the  
27 diagnosis of post traumatic stress disorder, I would be  
28 obliged if you would outline what was the initiating  
29 traumatic event, as to whether it is the event of

1 Ms. Saulite's death or the reported threat to his own  
2 life, or whether there is another component to the  
3 induction of this illness."

4 A. Yeah.

5 67 Q. So you were probing the cause -- 10:59

6 A. Yeah.

7 68 Q. -- of the initiation of the stress disorder?

8 A. Yeah.

9 69 Q. Okay. At this point do you recall having received a  
10 phone call from Inspector Dwyer, who gave evidence and 10:59  
11 produced a note of a phone call to you? If we could  
12 look at page 1925 of our papers. This is just two days  
13 after the letter we referred to. The context is,  
14 Inspector Dwyer was assisting Chief Superintendent  
15 Feehan with the disciplinary inquiry and an issue arose 11:00  
16 about attempting to interview Sergeant Hughes, and this  
17 is a phone call that Inspector Dwyer made a note of,  
18 having spoken to you. It says:

19

20 "Discussed the fitness of Sergeant Liam Hughes. 11:00  
21 Enquired if he was fit to be interviewed in respect of  
22 disciplinary matter. Dr. Quigley responded. He stated  
23 that Sergeant Hughes currently has a case in the High  
24 Court regarding his pay and that if he gave evidence in  
25 the case in court he may be capable of being 11:00  
26 interviewed in respect of a disciplinary matter.  
27 Undertook to conduct further enquiries and revert to me  
28 later on the question of the member's fitness to be  
29 interviewed."



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

Do you recall that conversation?

A. No, I don't.

70 Q. Okay. Does it sound like something would you have said and was consistent with what was written in the letter about the knowledge of the case? 11:00

A. I suppose the second point in particular, yes.

71 Q. Yes. Okay. Well in any event, Dr. Griffin wrote back to you about the triggering events, as it were. If we look at page 1346, this is a letter of the 26th February 2008. He says there: 11:01

"Once again having reviewed Sergeant Hughes's notes I think there is dual effect here, that is the trauma of Ms. Saulite's death affected him greatly, also the reported threats to his own life played a major part. Thus I think these two factors would provide the genesis for his post traumatic stress disorder." 11:01

So you were grateful to get that, no doubt. 11:01

A. Yeah.

72 Q. And Dr. Fernandez also, I think, then replied to you by letter of the 4th March -- if we look at page 1358. He refers in the second paragraph to the fact that he felt that Mr. Hughes's presentation in February 2009 was precipitated by the assassination, which is referred to there. At the end of that paragraph he states: 11:02

"Mr. Hughes stated that he felt threatened personally

1 by the aforementioned events and resentful he had been  
2 left out in the cold by his superiors with no  
3 communication or no formal acknowledgment of his  
4 predicament. The latter predicament had antecedents  
5 going back over the previous three and a half years 11:02  
6 during which Mr. Hughes felt he was the victim of  
7 bullying and harassment at work."

8  
9 Had he complained about that to you when you saw him in  
10 September, can you recall? Previous bullying? 11:03

11 A. I think there -- I'll look at the original of my note  
12 from September '07. Yeah, there's a note in my  
13 clinical notes on the second page of his file and the  
14 note of 19th September 2007, and the relevant lines  
15 read: 11:03

16  
17 "Background history of reporting member of  
18 D/Sergeant rank about three or four years ago in Swords  
19 station - affected atmosphere in work - tendency to be  
20 isolated." 11:03

21 73 Q. All right. Okay. Thank you.

22 If we can go over the next page of this, he goes into  
23 some details in a general way about this. And then if  
24 we go down the page to the concluding two paragraphs,  
25 he says: 11:04

26  
27 "I next reviewed Mr. Hughes on the 5th April 2007.  
28 Regrettably he had not brought along with him a copy of  
29 the submission I had previously requested. I have

1 enclosed herewith a copy of my letter to Dr. Reilly  
2 dated 15th April 2007... "

3  
4 which we saw earlier.

5  
6 "... summarising the observation during the latter  
7 review re-emphasising my need to study pertinent  
8 documentation that I had yet again requested Mr. Hughes  
9 to provide. "

10  
11 And he goes on, really, to record that he didn't have  
12 any -- he didn't get the submission and didn't have any  
13 further contact, et cetera. And I think there was no  
14 further involvement of Dr. Fernandez from that point  
15 onwards, isn't that correct?

16 A. I think... yeah, I think that's correct.

17 74 Q. It would appear then that at the time you came to  
18 report to Assistant Commissioner Clancy on the 6th  
19 March, you had Dr. Griffin's three to-ing and fro-ing  
20 with you, you had Dr. Fernandez and Dr. Reilly's  
21 responses to your requests?

22 A. Yeah.

23 75 Q. And effectively you had all medical information that  
24 was made available to you at the time, isn't that  
25 correct?

26 A. Yes.

27 76 Q. You wrote then, on the 6th March, to Assistant  
28 Commissioner Clancy. If you look at page 8102. You  
29 summarise this letter at page 1332 of your statement on

1 to page 1333, but this is obviously the text as sent  
2 there. You also seem to have received a report -- just  
3 having regard to the second paragraph -- in relation to  
4 the threats issue. Do you recall receiving that? You  
5 say:

11:06

6 "Having reviewed the report..."

7 A. Yes.

8 77 Q. "... of Chief Superintendent Phillips, Superintendent  
9 Mark Curran and Detective Inspector O'Sullivan..." you  
10 summarise what they said about the issue of threats  
11 there, isn't that correct?

11:06

12 A. Yes.

13 78 Q. The third paragraph says:

14  
15 "At interview on the 6th March 2008 Inspector Matt  
16 Nyl and of Human Resource Management Legal Section  
17 specifically pressed me on the issue as to whether an  
18 injury on duty had occurred in the circumstances  
19 described. My best sense of what has happened is that  
20 the events described constitute in fact normal policing  
21 work. I did not see evidence of injury being  
22 perpetrated upon Sergeant Hughes. Therefore, though  
23 the independent psychiatric adviser Dr. Griffin has  
24 associated Sergeant Hughes's current illness with  
25 work-related events, I cannot conclude that these  
26 work-related events constitute formal injury on duty."  
27

11:06

11:06

11:07

28 Now, can I just ask you there: You had earlier, as it  
29 were, assigned the function to management of deciding

1           what was injury on duty.

2           A.    Yeah.

3   79   Q.    And was this a decision made by yourself and Inspector  
4           Nyland, or was it simply your own view, as the medical  
5           component, that you didn't think it related to an           11:07  
6           injury?

7           A.    I suppose injury on duty is very straightforward where  
8           a guard, perhaps, has sustained a specific assault.

9   80   Q.    Yes...

10          A.    And, for example, he's broken a bone and the period of           11:08  
11          absence relates to the recovery from injury. I suppose  
12          in this case there was the unfortunate and terrible  
13          murder of a mother of two children, and there were  
14          associated events. I suppose it was difficult policing  
15          circumstances, but I couldn't identify a single event           11:08  
16          that could be considered injury on duty in that sense.

17   81   Q.    All right. We saw earlier that you had written to Dr.  
18          Corry, and I think he wrote back to you the day after  
19          you had furnished this report to Assistant Commissioner  
20          Clancy. If we look at page 1360.                                   11:09  
21          He raised the issue of consent here. And I think you  
22          must have sent him the signed consent that you'd  
23          earlier received because he furnished you, I think,  
24          with his report of the 17th April after he had been  
25          asked to review Sergeant Hughes by his solicitor.           11:09  
26          If we look at page 1361, you have Dr. Corry's report;  
27          that's a four-page report. At the bottom of page 1363,  
28          he gives his opinion there:  
29

1 "Sergeant Hughes is suffering from a cluster of  
2 symptoms consistent with the diagnosis of post  
3 traumatic stress disorder secondary to a history of  
4 prolonged duress in keeping with bullying, harassment  
5 and intimidation in the workplace. The diagnosis of 11:10  
6 post traumatic stress fulfills the criteria set out  
7 below. "

8  
9 And he sets out the DSM-IV criteria there, and states  
10 then at the last two paragraphs, if we scroll down, in 11:10  
11 fact in the final paragraph he concludes:

12  
13 "To conclude, Sergeant Hughes is in great suffering and  
14 requires ongoing supportive psychotherapy. I regard  
15 him to be at risk for a further deterioration in his 11:11  
16 mental wellbeing. "

17  
18 Do you recall receiving that at the time?

19 A. This is 14 years ago, but yes, I am satisfied that I  
20 did receive it around that time, yes. 11:11

21 82 Q. In any event, Dr. Griffin made an enquiry of you in  
22 May --

23 A. Yeah.

24 83 Q. -- whether any decision had been taken re retirement on  
25 medical grounds. If we look at his letter of the 14th 11:11  
26 May, at page 1347, he's asking you that question and it  
27 would appear then, according to your statement, that  
28 you reviewed Sergeant Hughes on the 5th June of 2008,  
29 is that correct?

1 A. Yes.

2 84 Q. And that was in person with you --

3 A. Yes.

4 85 Q. -- in the Occupational Health Service?

5 A. Yeah. 11:12

6 86 Q. I think you reported on that to Assistant Commissioner  
7 Clancy in the first instance on the 9th June?

8 A. Yeah.

9 87 Q. Essentially reporting that you had recommended that he  
10 be retired on medical grounds? 11:12

11 A. Yes.

12 88 Q. Isn't that correct? And if we look at page 398 --  
13 3978. You state in the first paragraph there:

14

15 "Sergeant Hughes attended the Occupational Health 11:12  
16 Service 5th June 2008 to review sickness absence of  
17 over 12 months duration. Based on the reports of the  
18 independent mental health adviser, I conclude that  
19 Sergeant Hughes no longer possesses the necessary  
20 health to perform the demanding of a police officer. I 11:13  
21 have advised Sergeant Hughes of this position. I  
22 informed him accordingly that he has now 28 days in  
23 which to consider matters and to lodge an appeal if he  
24 so wished. I note on 6th March 2008 I had given  
25 earlier advices that my best sense of what has happened 11:13  
26 is that the work events described contributing to his  
27 ill health did not constitute an injury on duty. I  
28 note that this case is a particularly complex one with  
29 the following aspects. . ."

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

And you set out those four matters.

"Accordingly I consider you must decide upon the issue of injury on duty based on the medical advices given but also based on the outcome of all these other issues which must be reported upon to you by the relevant parts of the organisation of An Garda Síochána. I note that Sergeant Hughes indicates that he has been served with disciplinary papers approximately a year ago. He states he has not been interviewed or been informed of when this disciplinary matter will be dealt with. Accordingly, it is recommended that if it is possible that these disciplinary issues be dealt with at as early a date as possible and as speedily, effectively and fairly brought to closure, I see this as being of benefit to Sergeant Hughes and to the organisation."

Now, just a couple of matters in relation to that consultation.

You obviously explained the position, as you saw it, to Sergeant Hughes at the time, is that right?

A. Yes.

89 Q. And can you say how he reacted? Can you recall how he reacted to the proposal at that time?

A. Gosh, at this distance, that detail --

90 Q. All right...

A. -- I'm not certain of. I recall the consultation as



1           being a long consultation --

2    91   Q.    Yeah...

3           A.    -- where he ventilated the concerns of which the

4           Tribunal would be familiar.

5    92   Q.    Yes... 11:15

6           A.    And, I suppose, as referenced in my letter of 9 June

7           '08.

8    93   Q.    Yes...

9           A.    Em...

10   94   Q.    In any event, I think you also wrote immediately to 11:15

11           Dr. Reilly on the same date --

12           A.    Yeah.

13   95   Q.    -- on the 9th June. If we look at page 6856. And you

14           enclosed Dr. Griffin's report, and you refer to the

15           time limit, the procedure, and were inviting him, 11:15

16           effectively, whether he had anything else to report in

17           the matter. And essentially you were saying the final

18           couple of sentence:

19

20           "In an absence of an appeal then proceed after the 11:15

21           appropriate interval to recommend ill health

22           retirement. If an appeal is made I will consider

23           matters and seek the further opinion of Dr. John

24           Griffin, independent adviser, as necessary, and follow

25           due process." 11:16

26           A.    Yeah.

27   96   Q.    So you were conscious of the duty, it would seem, to

28           proceed fairly in the matter?

29           A.    Yes.

1 97 Q. Sergeant Hughes's solicitors lodged an appeal with AC  
2 HRM, and I think you became aware of that and you  
3 responded to the Assistant Commissioner in connection  
4 with some matters that had been stated in the letter I  
5 think on the 18th July of 2008. 11:16  
6 And if we could look at page 4005, if we scroll down  
7 there, you're summarising your letter of the 9th June  
8 in the first paragraph and you're confirming the  
9 position, really, that the letter of appeal from the  
10 solicitors was taken as the appeal and you wouldn't be 11:17  
11 completing a D33 inter alia, isn't that right?  
12 A. Correct.  
13 98 Q. And you were prepared to release the reports of  
14 Dr. Griffin to his solicitor?  
15 A. Yeah. 11:17  
16 99 Q. Isn't that correct?  
17 A. Yeah.  
18 100 Q. Subject to his consent as well. You also wrote a  
19 second letter to the Assistant Commissioner on the same  
20 date, I think. If we look at page 4006. And this 11:17  
21 seemed to have been written relative to the query about  
22 his fitness to be interviewed?  
23 A. Yeah.  
24 101 Q. You recall writing that letter, I take it?  
25 A. Yes. 11:18  
26 102 Q. If we go to the final paragraph, at the bottom -- or  
27 the top of page 4007, the next one, the third line down  
28 you say:  
29

1 "Accordingly, I recommended that if it is possible that  
2 these disciplinary issues be dealt with at as early  
3 stage as possible and as speedily and effectively  
4 fairly brought to closure I see this as being of  
5 benefit to Sergeant Hughes and organisation. 11:18  
6 Accordingly, I did not consider that there is a medical  
7 impediment to the then processing of disciplinary  
8 matters and there is benefit to the Garda member and  
9 the organisation in proceeding with it, that remains  
10 the position at this time." 11:18  
11 A. Yeah.  
12 103 Q. Now, you had no role, obviously, in the disciplinary  
13 investigation, or in the proceedings --  
14 A. No.  
15 104 Q. -- to any extent? 11:19  
16 A. No, no.  
17 105 Q. But is it normal for the CMO's office to be consulted  
18 about the fitness for interview of a member?  
19 A. Yes, that can arise.  
20 106 Q. So there's nothing unusual in either being made aware 11:19  
21 of the desire of management to have somebody  
22 interviewed --  
23 A. Yes.  
24 107 Q. -- and to seeking your view on it, is that right?  
25 A. Yes. 11:19  
26 108 Q. I think you made Dr. Griffin's reports available on the  
27 1st August through the AC HRM, and I think you  
28 received, at this point in time, Dr. Corry's report,  
29 which we've previously seen. If we look at page 6857,

1 just to put it beyond doubt. And you're sending on to  
2 Dr. Griffin Sergeant Hughes's appeal and Dr. Corry's  
3 report --

4 A. Yes.

5 109 Q. -- for his views, isn't that correct? 11:20

6 A. Yes.

7 110 Q. And I think Dr. Corry -- sorry, Dr. Griffin got back in  
8 touch with you to try and set up a review of Sergeant  
9 Hughes at the end of October, and a review was fixed  
10 then for the 8th January with Dr. Griffin? 11:20

11 A. Yes.

12 111 Q. I think that was reported to you -- if we look at page  
13 1349 -- on the 9th January. If we scroll down there,  
14 second paragraph says:

15 11:21

16 "Following a long consultation with Sergeant Hughes I  
17 do not think it would be right for him psychologically  
18 to retire currently on medical grounds. He still feels  
19 there are issues that need to be investigated in  
20 relation to tragic events outlined in my previous 11:21  
21 report. He is very distressed that he's on pension pay  
22 which is as I understand less than half his normal pay.  
23 He says it is due to the fact that the authorities  
24 suggest that his absence from work is not related to a  
25 work issue. In my opinion, his absence from work is 11:21  
26 definitely related to work issues. Also I don't think  
27 he is in a position psychologically to return to work  
28 while this situation is not being investigated. I  
29 really do feel the expediting of this investigation

1 would help him greatly and he could then make a  
2 decision in due course as to whether he should return  
3 to work. I would then be happy to review him in order  
4 to ascertain as to whether or not medical discharge  
5 would be an issue at that stage." 11:22

6  
7 That represents, obviously, a change of view --

8 A. Yeah.

9 112 Q. -- at the point of time of Dr. Griffin?

10 A. Correct. 11:22

11 113 Q. But he also appears to be making it either provisional  
12 or conditional on the carrying out of, or expediting of  
13 different investigations. Did that concern you at the  
14 time?

15 A. Em, I -- it was unusual, certainly, that a position of 11:22  
16 an independent specialist adviser changed  
17 substantially, I suppose, following his attendance in  
18 January 2009.

19 114 Q. Yes. You did obviously report on this to Assistant  
20 Commissioner Clancy -- 11:23

21 A. Yeah.

22 115 Q. -- I think within a number of days. If we look at page  
23 4070. On the 19th January, six lines from the bottom  
24 the sentence is:

25 11:23  
26 "He reported to Dr. Griffin that this is due to the  
27 fact that the authorities suggest his absence from work  
28 is not related to work issue. I can write to  
29 Dr. Griffin and clarify for him that it is not so much

1 that the issues at hand are not related to work but  
2 that the issues at hand are not considered in the  
3 ordinarily understood sense of the word to constitute  
4 an injury on duty. Your view on the same would be most  
5 welcome. Dr. Griffin advises that an expediting of the 11:24  
6 investigation with regard to the pay issues would help  
7 Sergeant Hughes generally. Accordingly, I would  
8 welcome the opportunity to case conference this aspect  
9 of the case at the next case conferencing schedule  
10 Thursday, 22nd January 2009." 11:24  
11

12 So, you're picking up on an issue that you don't think  
13 Dr. Griffin has alluded to --

14 A. Yeah.

15 116 Q. -- that, although it may relate to his work, it doesn't 11:24  
16 follow, in your view, that it constitutes an injury at  
17 work, essentially?

18 A. Yes.

19 117 Q. Now as far as the case conferencing there referred to,  
20 would that be -- is that a normal sort of case 11:24  
21 conferencing relating to different members that come  
22 before you, or was this intended just to relate to  
23 Sergeant Hughes?

24 A. Em, case conferencing would be something that occurs  
25 involving, I suppose, local management, Human Resource 11:25  
26 management in the absence of the Chief Medical Officer,  
27 usually the doctor who is dealing with the case.  
28 They're more frequently used probably as the years have  
29 gone by.

1 118 Q. Yes...

2 A. And records of same are better than they were --

3 119 Q. I am sorry could you just repeat that?

4 A. Records of case conferencing are better formalised at

5 this time than they were -- 11:25

6 120 Q. Yes...

7 A. -- in 2008 and '09.

8 121 Q. Yes. We have sought, and we haven't been able to

9 obtain any records of the case conference.

10 A. Yeah. 11:25

11 122 Q. And I take it that you have no records yourself?

12 A. No, no, there have been several searches in

13 Occupational Health for any records.

14 123 Q. As I understand your previous answer, it's not unusual

15 that there wouldn't be formal minutes -- 11:26

16 A. Yeah.

17 124 Q. -- or a record from anyone?

18 A. Not then.

19 125 Q. And you, presumably, don't have any notes as to who

20 attended or anything like that? 11:26

21 A. No, I don't.

22 126 Q. The only record that I can appear to find is a report

23 from you then back to who was then the new Assistant

24 Commissioner HRM, Commissioner O'Sullivan, on the 26th

25 January 2009, at 4071. Four lines in you say: 11:26

26

27 "Having considered matters in detail, I would recommend

28 that Sergeant Hughes be considered fit for trial of

29 light duties. Accordingly I recommend that local

1 management meet with Sergeant Hughes to put place  
2 arrangements for resumption of light duties in  
3 particular noting Sergeant Hughes's contention that he  
4 not be retired on grounds of ill health due to  
5 permanent incapacity. Early referral of the matter to 11:27  
6 this service should occur if the member reports  
7 disabling symptoms interfering with his ability to  
8 perform light duties."

9  
10 what was the rationale for recommending light duties at 11:27  
11 that point in time, if you can expand on it or...?

12 A. Well it appeared to be from the latter part of 2008 and  
13 the appeal of July 2008, regarding the ill health  
14 retirement recommendation, that he not be ill health  
15 retired. So we'd gone through a process of considering 11:28  
16 that and obtaining further independent specialist  
17 opinion. And at that point, if he was prepared to  
18 consider a return to work, I thought that was  
19 reasonable from the medical perspective, with  
20 restriction from not being required to do operational 11:28  
21 policing duties.

22 127 Q. Yes. I think we don't need to look at it, but  
23 Assistant Commissioner O'sullivan wrote authorising you  
24 to clarify the position about Dr. Griffin concerning  
25 the pay issues and injury on duty. She wrote -- that 11:29  
26 was on the 28th January, page 4072. She also wrote to  
27 you on the 10th February, bringing it to your attention  
28 that Sergeant Hughes hadn't resumed duty -- that's at  
29 page 4085. And she had also written to Mr. Costello



1 solicitors enquiring about the resumption of light  
2 duties -- page 4074 and page 4075. And you wrote back  
3 to her, on the 16th March, in relation to her last two  
4 letters to you. If we look at page 4096.

11:29

5  
6 In the first paragraph you are referring to the letter  
7 to Dr. Griffin, which we will come to in a moment. In  
8 the second paragraph you're saying:

9  
10 "Your further letter of the 11/3 is now to hand.  
11 Dr. Griffin did advise that the member would not now be  
12 ill health retired. He further advised in essence that  
13 while investigation of the payment issue regarding  
14 injury on duty is not progressing Sergeant Hughes would  
15 be unfit for work. However, as this has emerged to be 11:30  
16 a non-issue, I felt it would be reasonable in all the  
17 circumstances to explore a return to some work in this  
18 case, given the apparent misunderstanding in relation  
19 to pay issues, notwithstanding the complex history  
20 here. I am writing to his doctors to obtain an updated 11:30  
21 medical report. I have asked Dr. Griffin if he wishes  
22 to report further in light of the pay position and to  
23 ask if he saw merit in further review of Sergeant  
24 Hughes at this time."

25 A. Yeah.

11:30

26 128 Q. And your letter to Dr. Griffin then is at page 6860, if  
27 we just look at that. 6860. And the first paragraph  
28 of that sets out your view in relation to the -- the  
29 last sentence of that is essentially it.

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

"It is essentially not so much that the issues are not related to work but that the issues at hand are not considered in the ordinarily understood of the sense of the word constitute an injury on duty. I felt at the end of January, having reviewed matters at hand and the context that it was under, an apparent misapprehension with regard to entitlement to injury on duty pay provision, that Sergeant Hughes would be fit for trial of light administrative duties given that the issue with regard to pay was apparently closed. Local management have indicated they were prepared to accommodate him on a different unit in a different work location and resumption has not occurred at this time and Sergeant Hughes has continued to submit certificates of unfit for work. Obligated for your further comments..." et cetera, et cetera.

You wrote a similar letter to Dr. Reilly, if we look at page 6859. Again you're inviting him to submit an up-to-date. Dr. Griffin came back to you. You reported on that to Assistant Commissioner O'Sullivan. You wrote a letter, at page 4107, that we might just look at, to the Assistant Commissioner. In the third line there -- I'm sorry, page 4107 is where it should be. Just bear with us, Dr. Quigley. If we just scroll down there, and in the third line of that you say:

"I think it is likely to be unhelpful in terms of

1 occupational rehabilitation to discontinue sick pay in  
2 present circumstances while awaiting further medical  
3 letters from his GP and from the independent mental  
4 health adviser as it would in my view diminish the  
5 chances of a successful return to some work. I will 11:33  
6 advise when new medical information is to hand."  
7

8 what was your thinking behind that at the time, if you  
9 can recall?

10 A. I suppose I think he was on pension rate of pay at that 11:33  
11 point.

12 129 Q. Yes...

13 A. And the issue of discontinuing pension rate of pay had  
14 been raised. And I -- pending the clarification of his  
15 fitness for duties with further medical reports I felt 11:34  
16 it might be helpful, rather than reinforce Sergeant  
17 Hughes's sense of grievance on the matter.

18 130 Q. Yes. But was the issues of his issue of pension pay  
19 ceasing, was that raised at the case conference in  
20 January then, or in February? 11:34

21 A. I can't specifically recall that but I think, reading  
22 that letter now, that it had been.

23 131 Q. Yes. Dr. Griffin did report back to you following your  
24 request on the 22nd May. If we look at page 1352. He  
25 attended with him on the 21st May. And he refers to 11:35  
26 his very difficult circumstances there, in the middle  
27 paragraph. And then in the bottom paragraph he says:

28  
29 "I really do feel that unless and until the whole issue

1 is brought to a conclusion by the authorities, this man  
2 will continue to suffer significantly. I cannot see  
3 him returning to work in his current mental state as he  
4 feels that he could not give efficient service unless  
5 and until these issues are dealt with. 11:35  
6 Finally and with alacrity I wondered whether there is  
7 any way the process could be moved forward more quickly  
8 than at present."  
9  
10 Did you see any way forward at that point in time? 11:35  
11 A. Em, I presume I wrote to the Assistant Commissioner HRM  
12 on receipt of that.  
13 132 Q. Yes. You wrote three letters of the 2nd June --  
14 A. Yeah.  
15 133 Q. -- as would seem to be your practice. First to 11:36  
16 Dr. Reilly -- 6865. It's enclosing Dr. Griffin's  
17 report and you say:  
18  
19 "Ultimately it would seem that probity requires a  
20 prolonged procedure in relation to the processing of 11:36  
21 the issues between Sergeant Hughes and Garda  
22 management.  
23  
24 I have again written to Garda management reiterating  
25 the concerns expressed by Dr. John Griffin in his 11:36  
26 report. I would be obliged for your medical report in  
27 the simple hope of securing his occupational  
28 rehabilitation as early as feasible."  
29

1 You wrote in similar, not identical, fashion, though,  
2 to Dr. Griffin -- page 6864. And in the first line:

3  
4 "I have now written again annunciating the concerns in  
5 your letter and my own concerns regarding the  
6 processing of the disciplinary matters." [As read]

11:37

7  
8 Was that the principal concern as you saw it, at that  
9 time?

10 A. Well certainly it was a step that would advance matters  
11 for Sergeant Hughes.

11:37

12 134 Q. Yes, okay. Page 4128: the other leg of the triangle  
13 of letters to the Assistant Commissioner of the 2nd  
14 June 2009. 4128.

15  
16 "I am in receipt of a medical letter from Dr. Griffin  
17 consultant psychiatrist in relation to Sergeant Hughes.  
18 Dr. Griffin is reporting that Sergeant Hughes feels he  
19 was no further along with the disciplinary aspect of  
20 this matter. He reports it is still hanging over him  
21 and he has no idea when this is going to end or where  
22 the investigation is at present."

11:38

11:38

23  
24 And then you refer to his circumstances there. And  
25 then you conclude:

11:38

26  
27 "In these circumstances I am obliged to advise an  
28 update with regard to the disciplinary process of  
29 Sergeant Hughes. Dr. Griffin has acted as independent

1 mental health adviser and the advice received is that  
2 unless and until this matter is brought to a conclusion  
3 he will still continue to be unfit for work."  
4

5 And I think you got no immediate response to that? 11:38

6 A. Yeah.

7 135 Q. Dr. Reilly did reply to you slightly later in the  
8 month, received by you, it appears to be on the 10th  
9 July -- page 6866. This was his recitation of having  
10 reviewed Sergeant Hughes at that point in time. In the 11:39  
11 fourth paragraph down he says:

12  
13 "I am aware that the whistleblower's report has been  
14 finalised and hopefully this can bring matters to a  
15 head. However William has informed me his concerns 11:39  
16 that the same individuals who are actually in charge of  
17 that investigation were in charge of the original  
18 investigation. Obviously there would be construed as a  
19 conflict of interest. Notwithstanding that, from a  
20 medical perspective William is suffering quite severe 11:40  
21 symptoms due to factors which are outside his control  
22 completely. I fail to see how a situation can change  
23 until the investigation is complete and these matters  
24 are resolved.

25  
26 Given the amount of suffering and symptomology that  
27 William has had I believe that natural justice would  
28 dictate that he be restored to full pay until such time  
29 as these matters are resolved. I would hope that you 11:40

1 would be able to use your good offices to bring this  
2 situation about as I believe it would alleviate a lot  
3 of William's symptoms and would remove from him, apart  
4 from all his other concerns and worries, the financial  
5 worries that are now placed upon him. "

11:40

6  
7 Can I just ask you there about the reference to  
8 whistleblower: Had you any knowledge of Sergeant  
9 Hughes and a "whistleblower's complaint"?

10 A. No.

11:40

11 136 Q. You yourself don't seem to have referred to it at any  
12 stage in your letters?

13 A. No. No, I didn't have knowledge or, I believe, sight  
14 of it at any point.

15 137 Q. I think you reply to Dr. Reilly on the 17th July, if we  
16 look at page 6868. And you're setting out, as it were,  
17 a summary of matters from the previous year, that we  
18 don't need to concern ourselves with. But if we turn  
19 to 6869, in the paragraph beginning:

11:41

20  
21 "He advised... "

11:41

22  
23 This is Dr. Griffin's advice:

24  
25 "He advised that the expediting of the investigation  
26 would help him greatly and I have apprised Garda  
27 management of advice in this regard on several  
28 occasions. In the light of Sergeant Hughes's  
29 contention that he ought not to be retired on grounds

11:42

1 of ill health it was considered reasonable that local  
2 management might explore with him returning to the very  
3 restricting policing work and a different work location  
4 and with a different team. However this has been  
5 unsuccessful and Sergeant Hughes has remained on sick 11:42  
6 leave at this time. At this point from the medical  
7 point of view it is contended that he is not  
8 permanently incapacitated but that his medical  
9 condition precludes him from his return to work. I  
10 must ask what in particular is preventing Sergeant 11:42  
11 Hughes from returning to work? If it is that the  
12 position of unfitness for work is arising from  
13 discomfort with aspects of work or interpersonal  
14 difficulties in work, these are not of themselves  
15 medical diagnoses. I must endeavour to establish what 11:42  
16 medical intervention in particular can be put in place  
17 to facilitate a return to work and to try to establish  
18 what accommodations in work would support a return to  
19 work. That there are issues between Sergeant Hughes  
20 and Garda management is not in any doubt but I cannot 11:43  
21 at present conclude that we must await absolute and  
22 complete closure of all issues to Sergeant Hughes's  
23 satisfaction prior to seeking closure to the current  
24 sick leave. The operation of management or legal  
25 process should not, though in itself potential or 11:43  
26 actual source of some stress, be if at all possible the  
27 basis for continued absence from work. If resumption  
28 of some work were to occur, it would help to address  
29 Sergeant Hughes's difficult financial circumstances



1 outlined in your letter and I hope would be a source of  
2 improved health for Sergeant Hughes. It might be that  
3 he can resume to restricted duties in a work  
4 location..."

11:43

5  
6 If we scroll down further please --

7  
8 "... other than his previous work relation. Management  
9 have indicated that support to return to some duties  
10 would be available to Sergeant Hughes."

11:44

11  
12 So is this -- this is obviously a reaction to  
13 Dr. Reilly's letter?

14 A. Yeah.

15 138 Q. And you're asking these questions about what was  
16 preventing him returning to work?

11:44

17 A. Yeah.

18 139 Q. And did it seem to you to be a non-medical issue or --  
19 he wasn't on any particular medication, as we  
20 understand it, at this point in time, or perhaps at any  
21 point in time?

11:44

22 A. Yeah. Yeah, the predominant issue seemed to be his  
23 sense of grievance about issues that had arisen in  
24 work. I suppose he had been previously diagnosed with  
25 post traumatic stress disorder. The levels of  
26 intervention from a medical perspective seemed to be on  
27 the lower end of the scale for this. If his  
28 dissatisfaction and, I suppose, sense of hurt and  
29 grievance with the organisation was at issue, that of

11:44

1           itself wasn't a medical diagnosis.

2 140 Q.    Yes. That sense of hurt or grievance, presumably you  
3           wouldn't classify that as an injury on duty then, in  
4           any sense, or would you?

5           A.    No. I think it would create very dangerous precedence 11:45  
6           if one were to say that a member of staff having a  
7           sense of grievance about an issue would be an injury on  
8           duty.

9 141 Q.    Yes. In any event, I think you were subsequently made  
10          aware by AC HRM that the disciplinary file had been -- 11:46  
11          investigation had concluded?

12          A.    Yes.

13 142 Q.    And that it had been determined to discontinue the  
14          proceedings?

15          A.    Yeah. 11:46

16 143 Q.    And he was not found to be in breach of discipline --

17          A.    Yeah.

18 144 Q.    -- isn't that correct? And I think you were in a  
19          position to report that fact to Dr. Reilly on the 31st  
20          August 2009. If we look at page 6870. Four lines in, 11:46  
21          if we go down to the first paragraph, it says:

22

23          "I would hope that this is a matter of considerable  
24          relief and satisfaction to Sergeant Hughes  
25          notwithstanding his unfortunate position of being in 11:47  
26          limbo for a considerable period. I would be hopeful to  
27          be now in a position to advance matters in cooperation  
28          with you towards a return to work arranging review of  
29          these independent adviser Dr. Griffin, consultant

1           psychiatrist..."

2

3

Then you ask him to update you.

4

5

You wrote a similar letter to Dr. Griffin, if with you 11:47

6

look at that -- 6871 -- on the same date. And in the

7

last four lines you say:

8

9

"I would be hopeful given that the matter of  
considerable upset to Sergeant Hughes is now brought to 11:47

10

closure albeit after significant interval that

11

rehabilitation to work would now occur. I will work to

12

put in place any reasonable accommodation to support

13

Sergeant Hughes on return to work and hope that this

14

can now occur. "

15

11:47

16

17

And that appears to have been your objective

18

throughout, to return him to work --

19

A. Yes.

20

145 Q. -- whether light duties or full duties if possible? 11:48

21

A. Yes.

22

146 Q. You, similarly, report to Assistant Commissioner

23

Fanning, who had taken over HRM -- if you look at page

24

4133. And this was in accordance with your practice of  
keeping HRM informed of precisely what you were doing, 11:48

25

who you were consulting, what you had got, what view

26

you had taken of it and what steps you were taking

27

next, isn't that right?

28

29

A. Yes.

1 147 Q. That was 4133. I think Dr. Griffin arranged an  
2 appointment with Sergeant Hughes for the 20th October.  
3 He reported to you -- that to you on the following day,  
4 at page 1354, the second paragraph says:

5  
6 "Sergeant Hughes is extremely relieved that the  
7 disciplinary procedure has been dropped. However he  
8 repeated to me a number of times during the  
9 consultation that the ongoing investigation has still  
10 not been resolved and he is very concerned about this. 11:48  
11 However he states he has no option now but to return to  
12 work because he is in deep financial trouble.

13  
14 I would suggest that he is now fit for light duties,  
15 but I don't think he would be fit for full policing 11:49  
16 duties just yet. Perhaps you might like to review him  
17 prior to his return to work as per the final sentence  
18 in the letter of 31st August last year."

19  
20 And he was essentially agreeing with the suggestion 11:49  
21 about a resumption of light duties --

22 A. Yeah.

23 148 Q. -- that had you made originally back on the 26th  
24 January of that year --

25 A. Yeah. 11:49

26 149 Q. -- isn't that right?

27 A. Yes.

28 150 Q. Dr. Reilly wrote to you slightly later, in the middle  
29 of November, to that effect; the 14th November 2009, if

1 we look at page 6872. He's noting, in paragraph 1 on  
2 the second line:

3  
4 "However the issues which have been raised by  
5 Mr. Hughes of malpractice, bullying, systems failure 11:50  
6 and abuse of process still remain outstanding."

7  
8 Had you seen those as significant issues, or did you  
9 understand to what extent or to what matters they  
10 related? 11:50

11 A. Em, I suppose I would have had Sergeant Hughes's  
12 account at consultation that he felt there had been a  
13 systems failure, unfortunately, in relation to the  
14 events in 2006, when the mother of the [REDACTED] had  
15 been murdered, and the question that had the -- could 11:51  
16 the organisation have done something to have prevented  
17 that murder.

18 151 Q. Yes. I think you obviously focused on the matter,  
19 because you did revert back to Dr. Reilly within the  
20 week. If we look at 6873, a letter of the 20th 11:51  
21 November. And if we scroll down, the second sentence:

22  
23 "I agree it would be appropriate for Sergeant Hughes to  
24 now resume to light non-confrontational duties in a  
25 location other than where he has previously worked 11:52  
26 given that there would appear to be a lack of trust  
27 between Sergeant Hughes and his supervisors. The  
28 issues which you indicate have been raised by Sergeant  
29 Hughes are not addressable through this service."

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

This is referring to your --

A. Yeah.

152 Q. -- occupational service, is that right?

A. Yes.

11:52

153 Q. "At this stage I would be very hopeful that following his meeting with management arrangements can be put in place to support his return to work in a slight light duty role. I would be obliged if you continue to update me in relation to progress. This would assist me in giving ongoing advice to Garda management on occupational fitness and rehabilitation."

11:52

And you seem to be, the use of the word 'outruling' the concerns about these other investigations or issues as being a medical issue for you?

11:53

A. Yeah. I mean the investigations of those issues are not carried out by the Chief Medical Officer's office in any sense.

154 Q. Yes.

11:53

A. So it is not a matter that I can control, or could have controlled.

155 Q. But --

A. Yeah.

156 Q. -- I mean you do appear to have ruled them out as being irrelevant to his return to work, as being not related to an inability to come back to work, would that be accurate or not?

11:53

A. I think from a pragmatic point of view as to trying to

1 achieve, if possible, a return to the payroll for  
2 Sergeant Hughes, but also to secure a return to some  
3 form of work, modified work.

4 157 Q. Yes. And in different circumstances with perhaps less  
5 interaction with either the public or other -- 11:54

6 A. Yeah.

7 158 Q. -- front line police. You also reported, on the same  
8 date, to Assistant Commissioner Feehan -- if we look at  
9 page 4186. And in the first paragraph, you say:  
10 11:54

11 "Sergeant William Hughes attended the Occupational  
12 Health Service 19th November 2009 to review sickness  
13 absence of about two and a half years duration  
14 recording on B5 file as being due to stress. The  
15 circumstances of this sickness absence would be 11:54  
16 intricately interwound with the events of the death of  
17 the unfortunate woman and subsequent processing of  
18 disciplinary proceedings which followed it. Overall  
19 this disciplinary process has been brought to a closure  
20 and Sergeant Hughes has, I understand, on the 11:55  
21 investigation of a senior officer of the force, been  
22 exonerated. Based upon the recent report of Dr. John  
23 Griffin, I consider Sergeant Hughes to be fit at  
24 present for light duties in a context where he can be  
25 afforded to work in a safe working environment." 11:55  
26

27 You then refer to the necessity for updating him and an  
28 element of retraining perhaps?

29 A. Yeah.

1 159 Q. Or re familiarisation with matters?  
2 A. Yeah.

3 160 Q. Would that be something again normally seen as being  
4 within your remit, as to how to get somebody back to  
5 work? 11:55

6 A. Yes, absolutely. You don't -- if somebody has been out  
7 of the workplace for an extended period, you ask for  
8 them to be updated in relation to changes in work  
9 practice, or changes in legislation, or changes with  
10 internal work procedures, or rules for that matter. 11:56

11 161 Q. Yes. You conclude by saying in the final sentence:  
12  
13 "Sergeant Hughes has been assessed as capable of  
14 negotiating with management work arrangements that  
15 would be conducive with returning to work." 11:56

16  
17 Did you see him as being able to engage positively  
18 towards that process?

19 A. Yes, I think in a supportive context, yes.

20 162 Q. I think you were aware that he did return to work and  
21 remained at work for some considerable period of 2010,  
22 isn't that correct? 11:56

23 A. Yes.

24 163 Q. You did, however, receive a letter from his GP on the  
25 7th July? 11:56

26 A. Yes.

27 164 Q. If we could look at that perhaps -- 6875. Dr. Reilly  
28 was reporting ongoing anxiety, uneasiness and  
29 unhappiness with regard to his current working



1 situation and he wanted to refer you to him. And I  
2 think you took that on board and you reported to  
3 Assistant Commissioner Feehan on the 21st July -- if we  
4 look at page 4331 -- and you arranged for a review and  
5 a report. Again those matters are all standard sort of 11:57  
6 instructions that should go out then from HRM --

7 A. Yes.

8 165 Q. -- to the member through his local management?

9 A. Yeah. To local management I think, yeah.

10 166 Q. Yes. Then, Assistant Commissioner Feehan did that -- 11:58  
11 if we look at 4332 -- on the 30th July. And Sergeant  
12 Hughes then, I think, reported to you in the service  
13 and produced a memo, isn't that right? If we look at  
14 page 6879, this is a two-page memo which does relate to  
15 his allegations not having been addressed fully and 11:58  
16 properly?

17 A. Yeah.

18 167 Q. If we scroll down, he talks about his distrust there in  
19 the second last paragraph. The final paragraph, going  
20 on to the next page, he says: 11:59

21  
22 "A common thread in the various reports that issued was  
23 that Garda management must deal with the serious issues  
24 I raised before return to work would be considered.  
25 Increasingly however he found that Garda management 11:59  
26 failed to properly respond to these recommendations."

27  
28 He refers to his pay reductions, harassment and  
29 bullying. And then he complains of his current work

1 circumstances there in the last paragraph on screen.

2

3 And then he refers to the decision made, there in the  
4 last paragraph:

5

11:59

6 "A decision has been made previously at your office  
7 that my illness is not work related. I respectfully  
8 request that my case file be revisited and thoroughly  
9 reviewed. I believe that a comprehensive reappraisal  
10 of my case will establish that my illness was and still 12:00  
11 is attributable to the performance of efficient duties.  
12 I ask that this be done with a view to, amongst other  
13 things, having restored my full pay and emoluments to  
14 date please. If you deem it necessary, Dr. Reilly will  
15 assist further in that regard." 12:00

16

17 Did you take that as a request to review the injury on  
18 duty, in essence?

19 A. Em... yeah. It's an unusual circumstance that the  
20 request -- I think that letter is addressed to myself? 12:00

21 168 Q. Yes.

22 A. Rather than routed through management.

23 169 Q. Yes.

24 A. Yeah. Because, in general, if a person -- if a Garda  
25 member is deemed not to have sustained an injury on 12:00  
26 duty, he might address an appeal of that position to  
27 management who then would also consult with the  
28 occupational health physician.

29 170 Q. Yes. You did report on this to Assistant Commissioner

1 Fanning on the 20th August, the following day. If we  
2 look at page 4342. And the second paragraph you refer  
3 to his considerable sense of grievance. You refer to  
4 your opinion, in the fourth last line:

5  
6 "That he doesn't have the current resilience for front  
7 line policing duties. As such he falls in the fitness  
8 category fit for light duties. When asked he was  
9 unable to identify which alternative duties would be  
10 satisfactory to him though his GP letter raised 12:01  
11 concerns in relation to his work environment."

12  
13 There's reference to the disciplinary matter then. In  
14 the second last paragraph of the letter, on the  
15 following page, you say: 12:02

16  
17 "I would be obliged if an early, effective and  
18 comprehensive assessment of these issues can be  
19 completed and outcome communicated to the member. If  
20 it is the case that Sergeant Hughes is considered 12:02  
21 blameless with regard to all disciplinary matters, I  
22 think it may be helpful for management to look at these  
23 issues and communicate with Sergeant Hughes as to how  
24 he might go about seeking redress of the said issues.  
25 Sergeant Hughes has indicated to me that previous 12:02  
26 submission of a grievance or harassment case has been  
27 associated with management decision that the matters do  
28 not fall under the current policy."  
29

1           You seem to be throwing it into the court of AC HRM to  
2           see whether they could --

3           A.    Yeah.

4 171 Q.    -- get a salary back because the discipline hadn't gone  
5           anywhere? 12:03

6           A.    Yeah.

7 172 Q.    Was that a matter for them to consider?

8           A.    Yeah. In my view it's a decision of AC HRM that can  
9           include the advice of other officers, including the  
10          occupational health physician. 12:03

11 173 Q.    Yes. But did you see the recouping of his salary as  
12          being a matter unrelated to an injury on duty issue or  
13          something that they were at large at; they could just  
14          decide it anyway?

15          A.    No. I think it would be a review of the management 12:03  
16          position with regard to what had occurred in the  
17          workplace as to whether it might consider it to have  
18          been an injury in the course of duty.

19 174 Q.    Yes. In any event, you decided to arrange an  
20          appointment with Dr. Devitt. And I think this was the 12:04  
21          first time Dr. Devitt became involved, is that right?

22          A.    Yeah.

23 175 Q.    You wrote a similar letter, as you had written to  
24          Assistant Commissioner Feehan, to Dr. Reilly?

25          A.    Yeah. 12:04

26 176 Q.    If we look at page 6878. And then you wrote to  
27          Dr. Devitt on the same -date, if we look at page  
28          6876 -- and at the bottom paragraph there you set out  
29          the issue in relation to the disciplinary charge, but

1 you then ask Dr. Devitt, over the page, to consider  
2 whether the disciplinary charges proffered against  
3 Sergeant Hughes were major or substantive cause of his  
4 sickness absence.

5  
6 "Please see the earlier reports of Dr. Griffin  
7 consultant psychiatrist. I would also be much obliged  
8 for your expert assessment of his current mental health  
9 to assist me in advising Garda management on fitness of  
10 duty workplace accommodations which might afford  
11 Sergeant Hughes the capacity to work to his optimum  
12 potential."

13  
14 were you considering that the disciplinary charge could  
15 be a facet of an injury on duty diagnosis? Or, how  
16 were you viewing the matter?

17 A. I... yes, I think so.

18 177 Q. Okay. You seem to have also sought a legal perspective  
19 on it, because you, shortly afterwards, wrote to  
20 Assistant Commissioner Fanning on the 8th September --  
21 if we look at page 4350. Now there's material blocked  
22 out for legal privilege here.

23  
24 You say you reviewed the opinion, which I think is a  
25 legal opinion, is that correct? The first paragraph.

26 A. Yeah.

27 178 Q. If we could remove the box there. In the second  
28 paragraph you say:

1 "In the circumstances I request that management have  
2 legal review of these matters and consideration as to  
3 whether they have taken the medical and legal  
4 management information into account in its decision on  
5 how to proceed. In particular..."

12:07

6  
7 And there's a bit blocked out there. Were you  
8 wondering whether you had cause to review your opinion  
9 or whether you had formed a different opinion at that  
10 point in time?

12:07

11 A. I think going back to the advice given in March 2008 --

12 179 Q. Yes...

13 A. -- I had at that point advised from a medical  
14 perspective, but I was concerned that Human Resource  
15 Management appeared to want that opinion as the  
16 definitive opinion that they were going to rely on.

12:08

17 180 Q. Yes...

18 A. And on a couple of occasions I have asked them to take  
19 into account the position of local management, of  
20 legal, of other potential sources to inform such a  
21 decision.

12:08

22 181 Q. At the end of it you received Dr. Devitt's opinion, if  
23 we look at page 1365 of the papers. Sergeant Hughes's  
24 presentation is recorded at the bottom of page 1368, if  
25 we just go there, and this is under the heading "Mental  
26 State on 16/9" and you probably recall receiving this  
27 at the time?

12:10

28 A. Yeah.

29 182 Q. Dr. Devitt's opinion then is set out in a number of

1 seven bullet points on the following page, at 1369.  
2 And that appears to be a clear view that he had PTSD  
3 symptoms --

4 A. Yes.

5 183 Q. -- set out at number 2. And then his current position, 12:11  
6 5, 6 and 7. 6, including an opinion that he is  
7 medically fit to continue his current duties on a  
8 full-time basis.  
9 And 7, there's a reasonable possibility that matters  
10 can be resolved. Sergeant Hughes's mental state will 12:11  
11 further improve allowing him to resume full Garda  
12 duties.  
13

14 And I think that was accompanied by an opinion from a  
15 Dr. Brendan McCormack? 12:11

16 A. Yes.

17 184 Q. Which was presented to Dr. Devitt when Sergeant Hughes  
18 presented for interview, it would appear. So you had  
19 two new, as it were, pieces of advice. You also had  
20 Dr. Reilly's contribution from Dr. Hugh McMahon of that 12:12  
21 practice, at 6881. And you appear to have had all  
22 these matters then before you wrote again to Assistant  
23 Commissioner Fanning on the 28th September 2010. If we  
24 look at page 4358.  
25 12:12

26 And this is copied to Dr. Collins who was the Chief  
27 Medical Officer at the time?

28 A. Yes.

29 185 Q. And this seems to be a new involvement of the chief, as

1           it were. Was that a conscious decision on your part, I  
2           presume?

3           A.    I presume it was.

4 186 Q.    Yes...

5           A.    Em...

12:13

6 187 Q.    In any event, as seen in the last paragraph there, you  
7           record:

8

9           "I have indicated in the past that I consider Sergeant  
10          Hughes's illness to be work related and that the  
11          circumstances did not, to me at the time, fulfil the  
12          criteria for injury on duty. My letter of the 6th  
13          March 2008 indicates the condition was work related but  
14          that my best sense of what had happened was that the  
15          events described constituted normal policing work. In  
16          theory, the matters would be much more straightforward  
17          in having a formal definition of injury on duty which  
18          could be tested in the courts. There would then be a  
19          benchmark in which to call judgement. In the absence  
20          of well defined criteria it is much more difficult to  
21          decide the issue at hand."

12:13

12:13

12:14

22

23          If we go over...

24

25          "It appeared to me that the Garda management must  
26          consider the advices..."

12:14

27

28          And I that is some legal advice. And it goes on

29



1 "... be prepared only to look at reviewing my position  
2 on injury on duty in context of receiving a  
3 management's definition of what constitutes an injury  
4 on duty. However I am absolutely satisfied that  
5 Sergeant Hughes's condition is work related.

12:14

6  
7 I am in receipt of the independent report of Dr. Pat  
8 Devitt in relation to current fitness for duty.  
9 Dr. Devitt indicates that the member is fit for his  
10 current duty on a full-time basis in a light duty role.  
11 Dr. Devitt notes that Sergeant Hughes continues to be  
12 consumed with every aspect of his case and is  
13 distrustful of Garda management and remains exceedingly  
14 angry, and for these reasons he must be regarded as  
15 mentally unfit to resume Garda duties. Dr. Devitt  
16 advises if there is a reasonable possibility that  
17 matters can be resolved Sergeant Hughes's mental state  
18 will further improve allowing him to resume full Garda  
19 duties.

12:14

12:14

20  
21 Dr. Devitt is of the opinion that the disciplinary  
22 measures being initiated against Sergeant Hughes were  
23 the cause of emotional trauma to Sergeant Hughes and  
24 that his sick leave was directly related due to this  
25 emotional trauma. I have discussed these issues with  
26 Dr. Devitt and he is of the further opinion that it is  
27 a legal and management decision as to whether such  
28 issues constitute injury on duty."  
29

12:15

12:15

1 And I think you sent Dr. Devitt's report then to  
2 Dr. Reilly's practice on the 5th October. You also  
3 sent another report up to Assistant Commissioner  
4 Fanning on the 5th October -- page 4364 -- and you  
5 refer, in the last three paragraphs, to the issue of 12:16  
6 stress for Sergeant Hughes there. I think, is it the  
7 case that this related to the cause of his stress over  
8 a particularly short period in September of 2010?

9 A. Yes.

10 188 Q. Where he had gone absent and there was an immediate 12:16  
11 focus on what was the cause of it at that time, isn't  
12 that correct?

13 A. Yes.

14 189 Q. And this report, as I read it, doesn't relate to the  
15 broader issue of injury on duty as a whole, is that 12:17  
16 right?

17 A. Yes. I think that's a reasonable interpretation.

18 190 Q. Now, you wrote another letter to the Assistant  
19 Commissioner on the 28th October. Could we look at  
20 that, at page 4397? And you have received two letters 12:17  
21 back from Assistant Commissioner Fanning, both dated  
22 the 20th October, and they're to be found, just for the  
23 record, at page 4384 and 4385.

24 You deal with the first of those letters in the first  
25 paragraph, which is the release of your letter of the 12:18  
26 20th August to the solicitor at that point in time.

27

28 In relation to the issue of retirement then on ill  
29 health you say, in the second paragraph, you set out

1 the history of how that had previously been dealt with,  
2 isn't that correct?

3 A. Yes.

4 191 Q. And in the last paragraph here you deal with the second 12:18  
5 of Assistant Commissioner Fanning's letter of the 20th  
6 October which raises the issue of categorisation of  
7 Sergeant Hughes's medical condition as to whether it is  
8 considered as associated with injury on duty.

9  
10 "I note you indicate that it has been established that 12:19  
11 is a matter for the Chief Medical Officer to adjudicate  
12 as to what is or what is not an injury on duty. That  
13 is not the position of the Chief Medical Officer as  
14 communicated recently to me."

15 12:19  
16 Now, did that represent a change in your understanding  
17 of the position at the time, or are you simply  
18 reflecting what you and the Chief Medical Officer  
19 understood to be the position at that point in time?

20 A. I think it -- the Chief Medical Officer had indicated 12:19  
21 that on a couple of occasions, particularly subsequent  
22 to March 2008, but I couldn't put dates on when he said  
23 them, but certainly that letter fixes it as the Chief  
24 Medical Officer having given such opinion to me in  
25 probably mid or late October 2010. 12:20

26 192 Q. Yes. Assistant Commissioner Fanning's second letter of  
27 the 20th, if we look at that at page 4385, just in this  
28 context before proceeding further. If we just scroll  
29 down there. In the first paragraph he refers to your

1 previous report, which we've seen, in the following  
2 way:"... and the conundrum that you now find yourself  
3 in vis-à-vis categorisation of Sergeant Hughes's  
4 injuries whether they are or are not associated with  
5 injury on duty.

12:20

6  
7 I am also to inform you that at a recent meeting where  
8 the Chief Medical Officer was present and the pension  
9 regulations were taken into account, it was established  
10 that it was a matter for the Chief Medical Officer to  
11 adjudicate as to what is or is not an injury on duty."

12:21

12  
13 And just to pause there. You don't, and didn't,  
14 understand that to be the Chief Medical Officer's  
15 position, isn't that right?

12:21

16 A. Yes.

17 193 Q. And that was your position as well, isn't that right?

18 A. Yes.

19 194 Q. The letter goes on to say:

20  
21 "This should be done in the context of all available  
22 information to hand and unfortunately it must be done  
23 in the absence of any clear case law in this  
24 jurisdiction. Therefore, I suggest to you that a case  
25 conference needs to be held as soon as possible to  
26 resolve the matter that you have highlighted so that  
27 the definitive and clear direction can be given. Given  
28 that the change in your opinion will have serious  
29 consequences for pay and judicial proceedings that are

12:21

12:21

1 currently ongoing this matter has to be dealt with as a  
2 matter of urgency."

3  
4 Now you were replying to that issue as to whether you  
5 would change your opinion in your letter of the 28th  
6 October, isn't that correct? 12:21

7 A. Yes.

8 195 Q. And if we just go back to the top of the second page of  
9 that letter, at page 4398, you say, in reference to the  
10 Chief Medical Officer, quotation: 12:22

11  
12 "He stated to me that the issue of injury on duty shall  
13 be determined at the meeting where management, legal  
14 representatives meet with the Chief Medical Officer or  
15 his representative on these issues. It is important 12:22  
16 that this issue be clarified prior to the proposed  
17 meeting in this case, which I understand is scheduled  
18 for the 12th November 2010, as there currently appears  
19 to be diametrically opposed views on the purpose of  
20 this proposed meeting. There is, in my view, a 12:22  
21 requirement for legal representation and advice in  
22 relation to [blank]..."

23  
24 It is redacted for legal privilege.

25  
26 "... such advice will be essential in advance of a  
27 decision taken by the stakeholders in this case.

28  
29 The penultimate sentence of your letter of the 20th

1           October implies that there is a definitive change in my  
2           opinion. This is not presently so. There is  
3           advice..." which is then redacted.

4  
5           In any event, a case conference was held, isn't that           12:23  
6           correct, on the 12th November?

7           A.    Yes, I think so.

8   196   Q.    And you've no notes of that case conference?

9           A.    No, I don't, no.

10   197   Q.    And have you any recollection at present of it?           12:23

11          A.    I can't say I have.

12   198   Q.    All right. There is --

13          CHAIRMAN:   Sorry, can I just ask, doctor, what was the  
14          point of case conference do you know? I mean it's  
15          impossible to know from the blackening out, but           12:23  
16          ultimately there seems to have been disagreement as to  
17          what the purpose of the case conference was. What did  
18          you understand was the purpose of the -- if you can  
19          recall it? And if you can't, you can't.

20          A.    I suppose I can -- based on what I have before me, I           12:23  
21          believe the purpose was for local management, Human  
22          Resources, perhaps with legal advice, and medical  
23          advice, to come to a conclusion on the injury on duty  
24          question.

25   199   Q.    CHAIRMAN:   From this meeting?           12:24

26          A.    Yeah.

27   200   Q.    CHAIRMAN:   was to emerge a decision?

28          A.    Yeah.

29   201   Q.    CHAIRMAN:   Is that right?

1 A. Yeah.

2 202 Q. CHAIRMAN: Yes.

3 A. The model that I would have.

4 CHAIRMAN: Okay.

5 203 Q. MR. MCGUINNESS: And it was also in the context of 12:24

6 pending judicial proceedings brought by Sergeant Hughes

7 in relation to the matter as well?

8 A. Yes.

9 204 Q. I just want to ask you to look at two letters that 12:24

10 Assistant Commissioner Fanning wrote on foot of the

11 meeting, and it might help your assessment of the

12 matter as to whether this was one of the results of the

13 meeting. It's a letter he wrote at page 4406 on the

14 17th November. It's directed to a relevant issue but

15 it's directed as an addressee to the Chief 12:25

16 Superintendent in Ballymun. And it says:

17

18 "I refer to the above and to the case conference held

19 in the office of the Assistant Commissioner, Human

20 Resource Management on the 12th November 2010. 12:25

21

22 Please forward a copy of all investigations carried out

23 in relation to member's work-related stress. From

24 perusal of our records this member reported unfit for

25 work suffering from stress on the following dates..." 12:25

26

27 Then it gives four ranges of dates there. And it says:

28

29 "As you are aware, if any of the above absences are

1 associated with work-related stress, a full  
2 investigation should have been carried out."

3  
4 So one conference could be that the meeting decided  
5 that HRM should, as it were, bottom this out with local 12:25  
6 management, draw their attention to the relevant  
7 periods of absence for work-related stress alleged to  
8 have been suffered, and then seek a copy of all the  
9 investigations. That would appear to be --

10 A. Yeah. 12:26

11 205 Q. -- a likely course of action determined upon by the  
12 meeting. Is that fair to put it to you in those terms?

13 A. Yes, as best one can assess.

14 206 Q. The second letter of relevance relating to the  
15 conference is a letter to the Chief Medical Officer of 12:26  
16 the 3rd December 2010 -- that's at page 4407. And just  
17 scrolling down there, it says:

18  
19 "I refer to the above and case conference..." et  
20 cetera. 12:27

21  
22 And then paragraph 2:

23  
24 "Subject to a copy of the investigation into Sergeant  
25 Hughes's stress-related work absence carried out by his 12:27  
26 local management, the participants of the case  
27 conference concurred with the assessment of the  
28 Assistant Chief Medical Officer on the 6th March 2008  
29 (i.e. 'I cannot conclude that these work-related events



1           constitute formal injury on duty').

2  
3           Accordingly I have written to Sergeant Hughes' local  
4           management and I have requested a full copy of all  
5           investigations carried out in the member's work-related 12:27  
6           stress. This report will be forwarded to your office  
7           on receipt of same."

8  
9           So that is certainly representing back to the Chief  
10          Medical Officer the apparent conclusion of the meeting? 12:27

11          A.    Yeah.

12   207   Q.    Do you agree with that; that they all concurred,  
13           subject to what might emerge from the investigations  
14           requested, that your view was considered to be the  
15           correct one? 12:27

16          A.    At that point, yes.

17   208   Q.    At that point, is that right?

18          A.    Yeah.

19   209   Q.    Did that ever in fact then change, as far as you were  
20           concerned? 12:28

21          A.    Not to my knowledge.

22   210   Q.    Yes. Okay. Matters then moved into 2011, and I think  
23           you received a letter, again from Dr. Nathaniel of  
24           Dr. Reilly's practice -- if we look at page 6887. This  
25           is addressed to you then. Although it's dated 7th of 12:28  
26           January, it is date stamped as seeming to have been  
27           received in the section on the 29th March 2011?

28          A.    Yeah.

29   211   Q.    In the text of the letter it says:

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

"He has returned to work as his financial position is untenable due to his cut in pay although he is still suffering from the work-related stress as diagnosed by numerous psychiatrists that William has attended. He reported a recent panic attack at work related to ongoing issues with his superiors. In the light of this recent episode I feel he is unable to continue his work unless the underlying issue has been resolved. William has been hesitant in the past to commence psychotropic medication as he understood this as a sign of weakness to a point where we are at an impasse and I have prescribed him anxiolytics.

12:29

12:29

In the light of his ongoing work-related stress I would recommend that he be given sick leave with full pay and entitlements until the situation is resolved. I think perhaps a consultation with your good self would be appropriate to update you on his progress or lack thereof."

12:29

12:29

And I think you were able to arrange for that and review him on the 24th February of 2011. And you deal with that at the top of page 1336 of your statement.

12:30

And you record in your statement that he reported that he had become distressed during the course of a meeting with his superintendent. He subsequently attended his GP and was certified as unfit for work. And I think

1 you wrote a trio of letters on the 2nd March. Firstly,  
2 back to Dr. Reilly's practice -- if we look at 6883.  
3 And in the third line down you say:

4  
5 "I understand that the current period of sickness 12:30  
6 absence had followed a meeting with a manager where it  
7 was explored about Sergeant Hughes doing necessary  
8 training that might bring him towards performing more  
9 normal policing duties. It would seem the meeting was  
10 associated with deterioration in Sergeant Hughes' s 12:31  
11 sense of wellbeing as he perceived as intrusive and  
12 perhaps coercive. He tells me he is shortly to attend  
13 for reassessment."

14  
15 And again you're looking for further medical assistance 12:31  
16 and updates --

17 A. Yes.

18 212 Q. -- as you had previously done, isn't that correct?

19 A. Yes.

20 213 Q. You then write to Dr. McCormack I think for the first 12:31  
21 time also on the same date -- that's at 6884. why did  
22 you decide -- can you recall at this point why you were  
23 writing to him at that particular stage?

24 A. I would think because he was the consultant  
25 psychiatrist who had seen or assessed Sergeant Hughes. 12:32

26 214 Q. Yes. Okay.

27 A. I think he -- my understanding in fact is that  
28 Dr. McCormack, in effect, was a successor to Dr.  
29 Michael Corry who, I understand, had died -- was

1           deceased at that point.

2   215   Q.   Yes, he did die around that period.

3           A.   Yes.

4   216   Q.   You also reported to Assistant Commissioner Fanning  
5           then on the same date -- if we look at 4440, going into 12:32  
6           4401. You give your own opinion here at the top of  
7           page 442:

8  
9           "At the time Sergeant Hughes continues to report  
10          adverse psychological symptoms which interfere with his 12:33  
11          quality of lifespan on a daily basis and affect a sense  
12          of well being to the extent that he is currently unfit  
13          for work. On my assessment I was unable to identify  
14          sources of stress or anxiety that were not related to  
15          his work circumstances. Further it appeared in 12:33  
16          consultation that the issue of concern no longer  
17          related to proximity to the death of a member of the  
18          public nor to reported death threats to the member's  
19          colleague but rather Sergeant Hughes's perceptions that  
20          he had been bullied, harassed, isolated and he asserts 12:33  
21          intimidated at work. I note your letter of the  
22          3/12/10..."

23  
24          which we've just looked at previously

25  
26          "... to the Chief Medical Officer indicating that the  
27          letter had been sent to local management and requested  
28          a copy of all investigations carried out in relation to  
29          the member's work-related stress. I look forward to 12:34

1 receiving this report in early course as this is  
2 essential to giving a definitive conclusion on the  
3 organisation's position on Sergeant Hughes' s assertion  
4 of injury on duty.

5  
6 Given that it is now two and a half months since this  
7 request to local management has been made, I would be  
8 obliged to receive the said report as a matter of  
9 urgency.

10  
11 Given current unfitness for work, I am arranging a  
12 further review with Dr. Devitt."

13  
14 And you state that an appointment has been made for  
15 10th March.

16  
17 I think you then receive Dr. Devitt's second report of  
18 the 10th March on the 15th March, if we look at page  
19 1370. Again this is a four-page report. If we turn to  
20 page 1372, there is again a reference to a document  
21 which -- or a letter that Sergeant Hughes presented to  
22 him at that point in time, and it appears to have been  
23 a reiteration of the perceptions he expressed at the  
24 interview of the 16/9. That was when he had presented  
25 you with the two-page document we've seen, isn't that  
26 correct?

27 A. Yes.

28 217 Q. It goes on to recite:

29

1 "Sergeant Hughes appears to be again greatly consumed  
2 by every detail of the events which had befallen him  
3 and the conduct and irregularities he had perceived at  
4 his workplace.

5  
6 It was quite obvious he ruminates about these matters  
7 on an almost continuous basis.

8  
9 Again it is difficult to deflect Sergeant Hughes from  
10 going into minute detail.

11  
12 He did not appear depressed but on this occasion he did  
13 appear more anxious than previously. There was no  
14 evidence of psychosis, not suicidal. Well oriented,  
15 concentration and memory were normal.

16  
17 Judged to be of average intelligence."

18  
19 And I think he reported then that -- if we go down the  
20 page -- that the conclusions and his report of the 16/9  
21 still applied.

22  
23 At number 2:

24  
25 "He found the workplace extremely stressful and regards  
26 it as an unsafe working environment causing him anxiety  
27 anger and serious mistrust.

28 3. In this mental state Sergeant Hughes should be  
29 regarded as temporarily unfit for three months from all

1           garda duties.

2           4. It is vital that steps are taken to urgently

3           address the matters raised by Sergeant Hughes.

4           5. If Sergeant Hughes can be convinced that these

5           matters are being approached in good faith by the Garda 12:36

6           authorities, it is likely that his mental state will

7           improve."

8

9           Now, on receipt of that did you have the same view that

10          those matters were not something that you were in a 12:37

11          position to address as an occupational health

12          physician?

13          A. Yes.

14   218   Q. Okay. Okay. I think you forwarded that to Dr. Reilly,

15          if we note that at page 6885. As far as Assistant 12:37

16          Commissioner Fanning is concerned, if we just look at

17          the text of the letter to Dr. Reilly there, slightly

18          differently phrased then to Assistant Commissioner

19          Fanning, at 4460.

20          In the middle of this paragraph you seem to, as it 12:38

21          were, endorse the issue of what steps ought to be

22          taken. You say:

23

24          "It is vital that steps are taken urgently to address

25          the matters raised by Sergeant Hughes. If Sergeant 12:38

26          Hughes can be convinced that these matters are being

27          approached in good faith by Garda authorities it is

28          likely that the mental state will improve."

29

1 I mean in terms of the nuts and bolts of what HRM  
2 should be doing, had you taken a position that they  
3 should be carrying out all the investigations as  
4 required by Sergeant Hughes, or to his satisfaction, or  
5 were you leaving it to them to form a judgment on the 12:38  
6 issue?

7 A. I think, as Dr. Devitt said, if Sergeant Hughes could  
8 have been convinced that Garda management were  
9 approaching the issues that he had in good faith, his  
10 mental state would likely improve and he would be 12:39  
11 capable of work, and perhaps even progress to normal  
12 policing duties.

13  
14 For that reason, from an occupational health physician  
15 point of view, I felt it was vital that steps were 12:39  
16 taken by management to address those issues. The  
17 format that such action would take was for management  
18 to determine.

19 219 Q. Yes. Dr. McCormack, as the successor to Dr. Corry,  
20 seemed to be saying the same thing. If we look at his 12:39  
21 report -- page 1388. This came to you after you had  
22 reported up to Assistant Commissioner Fanning and back  
23 to Dr. Reilly. But the second paragraph says:

24  
25 "On reviewing the file and my own notes therein it 12:40  
26 appears that Mr. Hughes remains deeply dissatisfied by  
27 the response by Garda management to criticisms and  
28 complaints made by him. He also feels that  
29 disciplinary action which was taken against him and



1 subsequently not upheld was an attempt to prevent him  
2 from advancing his complaints. These are matters that  
3 the Garda management need to address in a manner which  
4 is satisfactory to Sergeant Hughes and addresses his  
5 concerns. Simply offering further training courses is 12:40  
6 unlikely to have any benefit."

7  
8 I think you replied to Dr. McCormack on the 7th  
9 April -- if we look at 6890 -- and you're obviously  
10 ensuring that the flow of information to the treating 12:41  
11 consultant, and that's appropriate, is it?

12 A. Yeah.

13 220 Q. Giving him Dr. Devitt's reports. You're recording  
14 there that you wrote to management again to indicate  
15 deterioration and the three month unfitness period. 12:41  
16 You record that you pointed out to management that  
17 Sergeant Hughes's assertion that he finds An Garda  
18 Síochána workplace extremely stressful, et cetera, and  
19 that you recommended to management that it was vital  
20 that steps be taken urgently to address the matters 12:41  
21 raised by Sergeant Hughes, et cetera. And then you  
22 advise that further assessment can be arranged to  
23 consider progress at about a three-month phase. And  
24 that would coincide with the period of unfitness having  
25 been certified by you and agreed, as it were, with 12:42  
26 Dr. Devitt, isn't that correct?

27 A. Yes.

28 221 Q. You wrote a similar letter to Dr. Nathaniel of  
29 Dr. Reilly's practice. We don't need to look at that,

1 it's at page 6888. You wrote to Assistant Commissioner  
2 Fanning on the same date at page 4469, and this is  
3 again a letter of the 7th April. And you're referring  
4 back to the issues relating to the work-related stress  
5 investigation reports, isn't that correct?

12:43

6 A. Yeah.

7 222 Q. I think following on then approximately three months  
8 down the line, you do get a letter from Dr. Keenan,  
9 Dr. Susan Keenan --

10 A. Yeah.

12:43

11 223 Q. -- on behalf of Sergeant Hughes, dated 26th July of  
12 2011. If we look at that at page 6891. This is a  
13 short letter but it is indicating that she has now  
14 taken the step of referring him to another  
15 psychiatrist, who had a different sort of expertise. I  
16 think you received that obviously by the time you were  
17 writing. You wrote back to Dr. Keenan, if we look at  
18 page 6892. If we go down that, you note there that you  
19 hadn't received a further report from management and  
20 you refer to the substance of what you had previously  
21 written. And you conclude by saying that you had  
22 written to management again today asking for a report  
23 on these matters, you'd be obliged if he would update  
24 you on progress. And you conclude:

12:44

12:45

25  
26 "Unfortunately it is considered likely he remains unfit  
27 for policing duties at present."

12:45

28  
29 You had written a prior letter to management, prior to

1 the one you refer to there, to Assistant Commissioner  
2 Fanning, perhaps we'd look at that. 4505. I don't say  
3 this in a pejorative way, but you had been getting on  
4 to Assistant Commissioner Fanning about what he had  
5 been doing and he gave you sight of letters that he had 12:45  
6 been sending to local management, pestering them for  
7 the reports into the work-related stress  
8 investigations. And perhaps just to get a flavour of  
9 those, if we look at page 4480, which is the first of  
10 the Assistant Commissioner Fanning letters referred to 12:46  
11 there of the 22nd June. And he's referring to all of  
12 his previous correspondence there, saying it's  
13 extremely urgent, at the bottom.

14  
15 If we go on to page 4482 then, if we scroll down two 12:46  
16 pages, 4482, it's another similar letter.

17 A. Yeah.

18 224 Q. And so, if we go back then to your letter, at page  
19 4505, 4505, and you're thanking him for sight of those  
20 letters. 12:47

21  
22 "From a medical perspective, I again underscore the  
23 importance of interventions of management in relation  
24 to addressing the issues as previously raised by me  
25 22/3/11. At this stage I require an urgent report of 12:47  
26 management actions with regard to my advices of the  
27 22/3/11."

28  
29 Then you have a reference to Inspector Lacey's letter

1           there.

2

3           You're again referring to this letter and a subsequent  
4           letter, if we look at page 4543. You're again writing  
5           to Assistant Commissioner Fanning, referring to this           12:48  
6           letter in the middle, your earlier original letter and  
7           then your last reminder of the 23rd August. And on  
8           this date you still hadn't received any update. You  
9           also wrote to Dr. Devitt on the same date, the 5th  
10          October, if we look at 6893, and you're asking him for           12:48  
11          a further assessment - if we just look at the last few  
12          lines of that paragraph - even in the absence of  
13          further management reports. And you got a report back  
14          I think within the week from Dr. Devitt, if we look at  
15          his third report furnished to you at page 1374. Again           12:49  
16          that's a four-page report. I don't need to go through  
17          Sergeant Hughes's interview but just to go straight to  
18          his conclusions at the bottom of page 1377. And the  
19          issue of the High Court proceedings comes into explicit  
20          play in the conclusions here and he seems to envisage           12:50  
21          the possible improvement of Sergeant Hughes's medical  
22          state after the High Court proceedings have been dealt  
23          with

24          A.    Yes.

25    225    Q.    And he seems to regard it as sort of a stand off           12:50  
26                  position. Was that the position as you understood it  
27                  from the Garda side; that the proceedings were an  
28                  impediment or a temporary roadblock to matters being  
29                  addressed or looked at in any way.

1 A. It's plausible to me that management felt that perhaps  
2 they couldn't advance matters while a High Court review  
3 or -- High Court proceedings were in expectation, yeah.

4 226 Q. Yes. You wrote to Dr. Keenan, you appear to have  
5 adopted the view that it might appear that that 12:51  
6 wouldn't happen; that his mental state wouldn't improve  
7 until after the proceedings. If we look at 6894. And  
8 you appear to be agreeing with that view, just sort of  
9 hold off, as it were, or matters had to stand still in  
10 a sense? 12:51

11 A. Yeah.

12 227 Q. Is that --

13 A. I think this was based upon the independent report of  
14 Dr. Devitt.

15 228 Q. Yes. Again on the same day you write similarly to 12:52  
16 Assistant Commissioner Fanning, that is on the 17th.  
17 If we look at page 4554. Now it would appear that HRM  
18 had received a reply from Superintendent Curran about  
19 the work-related stress report issue. And I am  
20 wondering whether you received that or whether you've 12:53  
21 any recollection of seeing it. We've seen the to-ing  
22 and fro-ing with Assistant Commissioner Fanning and  
23 yourself --

24 A. Yeah.

25 229 Q. -- about, you know, you seeking an update, he telling 12:53  
26 you about all these efforts to get a report. Could we  
27 look at 4503, which is a report from Superintendent  
28 Curran of the 29th July of 2011. It's going up to,  
29 through Chief Phillips.

1 A. It would be on the file here.

2 230 Q. In the second paragraph it's saying, although it's not  
3 expressed to be related to work related duty, it says:

4  
5 "No investigation was conducted locally in respect of 12:53  
6 any specific injury on duty to Sergeant Hughes. The  
7 nature of the injury on duty contention related to a  
8 wide range of events and issues, some of which were the  
9 subject of investigation by Assistant Commissioner  
10 Feehan." 12:54

11  
12 There's then, the rest of the report deals with really  
13 sort of Sergeant Hughes's position after he had gone  
14 out sick on the 4th January. We don't need to look at  
15 that. 12:54

16  
17 Do you recall receiving that or being told of that as  
18 really the substance of the reply?

19 A. I can't say I do.

20 231 Q. Okay. All right. Well anyway, matters seem to have 12:54  
21 been left in abeyance essentially until February 2012,  
22 and I think you sent an e-mail to Dr. Devitt on the  
23 13th February if we look at page 1378. It's at the  
24 bottom of page 1378. You say:

25 12:55  
26 "Please find attached the three independent reports you  
27 completed in the case of Sergeant William Hughes. I  
28 would be obliged for clarity as to whether there is a  
29 working psychiatric diagnosis, having discussed it with

1 you this morning, the understanding is that what was  
2 involved has been stress or emotional trauma associated  
3 with 'such post traumatic stress disorder symptoms as  
4 intrusive recollections, avoidance and anxiety'.

5 (Conclusion 2 of first report, 16th September '10). 12:55

6 This constitutes a description of a mental state rather  
7 than confirming a psychiatric diagnosis.

8  
9 Your third report (6th October 2011) indicates that  
10 Sergeant Hughes' s perception that An Garda Síochána is 12:56  
11 an unsafe working environment for him is currently  
12 causing him even further anxiety, anxiety and serious  
13 mistrust. Also that 'in his current mental state  
14 Sergeant Hughes should be regarded as temporarily unfit  
15 to perform all Garda duties and that it is unlikely 12:56  
16 that his mental state will improve until after the High  
17 Court proceedings'. I would be obliged for clarity as  
18 to the current working diagnosis in relation to this  
19 unfitness for work. "

20 12:56  
21 Can you recall at this point what had caused you to go  
22 back to look at his three reports? Were you scheduled  
23 to give evidence in his case at any stage?

24 A. I don't believe I was.

25 232 Q. Okay. If we look, if we scroll up the page then and 12:56  
26 look at Dr. Devitt's reply, in the second paragraph of  
27 that he says:

28  
29 "His symptoms currently causing him to be unfit for

1 Garda duties are those of anger, anxiety, distrust,  
2 obsessive rumination regarding his case and every  
3 aspect of his perceived ill treatment by An Garda  
4 Síochána. While he previously suffered PTSD type  
5 symptoms such as intrusive recollections, avoidance and 12:57  
6 anxiety, these or the nature of the trauma did not rise  
7 to the level required for the diagnosis of PTSD."

8  
9 He obviously seems to be disagreeing with the diagnosis  
10 by Dr. Corry at an earlier stage. 12:57

11 A. Yes.

12 233 Q. Although not explicitly, perhaps.

13  
14 "Sergeant Hughes, therefore, has no formal psychiatric  
15 diagnosis. His working diagnosis relating to unfitness 12:57  
16 for work may be described as work associated emotional  
17 distress temporarily incompatible with effective  
18 working performance. I hope this is helpful."

19  
20 And did you find that helpful in the circumstances? 12:57

21 A. Em, it defined what Dr. Devitt's position was. As I  
22 understand it, that wouldn't be a condition that would  
23 represent a psychiatric diagnosis in, say, DSM-IV.

24 234 Q. Yes. You did receive from Dr. Keenan then a letter of 12:58  
25 the 28th February of 2012, at page 6850. And she  
26 recites in the first paragraph that the High Court  
27 proceedings -- "that the current court case has been  
28 further adjourned due to medical illness of the  
29 prosecution witnesses". Now that's perhaps a different



1 way of looking at it. But it then recites:  
2  
3 "I have spoken with Mr. Hughes recently and at this  
4 point we feel in his own best medical interest it would  
5 be advisable for him to take a medical discharge from 12:59  
6 An Garda Síochána. I feel the huge psychological toll  
7 the past number of years have taken have effectively  
8 made him unfit to return to his work. I have advised  
9 him of this recommendation and he will in due course  
10 attend yourself for assessment. 12:59  
11  
12 As you know this recommendation has been made  
13 previously.  
14  
15 Please contact me if you have any further queries. " 12:59  
16  
17 And I think on foot of that you wrote to Dr. Devitt on  
18 the 6th March.  
19 CHAIRMAN: I think we will take a break there,  
20 Mr. McGuinness. 13:00  
21 MR. MCGUINNESS: Yes, thank you, Chairman.  
22 CHAIRMAN: unless you're going to finish in the next  
23 two minutes, but I don't think that is --  
24 MR. MCGUINNESS: No, I think I have ten minutes left  
25 perhaps. 13:00  
26 CHAIRMAN: we will do that later. Thanks very much  
27 okay. Two o'clock thanks very much.  
28  
29 THE HEARING THEN ADJOURNED FOR LUNCH AND RESUMED AS

1 FOLLOWS.

2  
3  
4 CHAIRMAN: Yes, now where were we, Mr. McGuinness?

5 235 Q. MR. MCGUINNESS: Dr. Quigley, just before lunch we had 14:00  
6 reached the position where Dr. Keenan, Sergeant  
7 Hughes's general practitioner, had written on the 6th  
8 March -- had written a letter received by you on the  
9 5th March, raising the issue of retirement on the  
10 grounds of ill health. And I think you forwarded that 14:00  
11 to Dr. Devitt on the 6th March. We don't need to look  
12 at the two-page letter of reference; it's at 6896 just  
13 for the record.

14 And the concluding paragraph asked that:

15 14:01  
16 "In the light of newly received letter from Dr. Keenan  
17 I would be much obliged if you would review Sergeant  
18 Hughes and advise on his current psychiatric state to  
19 assist me in advising Garda management on his current  
20 occupational fitness status. 14:01

21 Thanking you for your help.

22 Kind regards."

23  
24 And an appointment was set up relatively shortly, and  
25 Dr. Devitt produced his fourth report to you, which was 14:01  
26 dated 29th March 2012. It commences at page 1379. And  
27 if we go to the third page, which is page 1381, there's  
28 a review then in the normal format that Dr. Devitt  
29 followed of a description of his mental state at this

1 stage. And if we just scroll down to the bottom of the  
2 page there, you can see all of them listed out, the  
3 third one there:  
4

5 "It became quickly obvious that Sergeant Hughes had not 14:02  
6 relinquished any of the resentments he had presented at  
7 previous meetings. He referred frequently throughout  
8 the interview to allegations of malpractice and  
9 corruption made but not investigated. The 'elephant in  
10 the room is a huge injustice done against me'. He said 14:02  
11 it shouldn't be left to the medical department to sort  
12 it out.  
13

14 Sergeant Hughes appeared ambivalent regarding  
15 retirement on medical grounds. He said that when he 14:02  
16 was offered medical retirement in the past he did not  
17 take it on legal advice. He was aware that retiring on  
18 mental health grounds might have future implications.  
19

20 He then discussed retirement in general and how he 14:02  
21 wouldn't be eligible until April 2012 if sick leave  
22 would be reckonable for retirement purposes. He stated  
23 'from my welfare perspective the sooner I'm out of An  
24 Garda Síochána the better, I have a genuine fear of a  
25 repetition of the way I was treated'. 14:03  
26

27 When Sergeant Hughes was discussing aspects of his  
28 allegations against the authorities and An Garda  
29 Síochána he became tense and anxious. It was obvious

1 he was still hugely concerned with all aspects of his  
2 grievance. "

3  
4 The conclusions then are set out at 128. They're as  
5 stated there. Dr. Devitt, at number 5, seemed to be of 14:03  
6 the view that:

7  
8 "The delayed resolution of his High Court action has  
9 made Sergeant Hughes more tense and more anxious.

10  
11 6. Temporarily unfit. 14:03

12  
13 7. Sergeant Hughes's grievance to An Garda Síochána  
14 should be resolved through standard non-medical  
15 channels. 14:03

16  
17 The issue of retirement on medical grounds of mental  
18 health should not be resolved until his High Court  
19 action is settled as there is still a possibility that  
20 if Sergeant Hughes feels a sense of vindication, his 14:04  
21 mental state will improve such that he could resume  
22 Garda duties. "

23  
24 I think you had advised Assistant Commissioner Fanning  
25 that you sent him for an appointment because of Dr. 14:04  
26 Keenan's letter and that should report further. And we  
27 don't have to look at that letter but it's at 4567.

28  
29 You then received it from Dr. Devitt and you reported

1 to Assistant Commissioner Fanning on that on the 13th  
2 April, if we look at page 4587. And you're restating a  
3 number of portions, selected by you more or less, from  
4 the report.

14:04

5  
6 The second last one of which:

7  
8 "Sergeant Hughes' grievance against An Garda Síochána  
9 should be resolved through standard non-medical  
10 channels."

14:04

11  
12 I'm not sure did you have anything in particular in  
13 mind there or were you just, as it were, passing on the  
14 view?

15 A. I was... well I suppose I had two aspects in mind. One 14:05  
16 was the, I believe, the High Court review, and the  
17 second would be any channel through Human Resource  
18 management and local management interacting with the  
19 member.

20 236 Q. Yes. I mean you'd no particular prescriptive form of 14:05  
21 action --

22 A. No.

23 237 Q. -- that ought to be undertaken as such. And you  
24 weren't asked --

25 A. No, I wasn't.

14:05

26 238 Q. -- to elaborate in any way, isn't that right?

27 A. Yes.

28 239 Q. I think you advised Dr. Keenan on the same date with a  
29 similar letter, we don't need to look at it -- it's

1 6898. You then received from Dr. Keenan a letter of  
2 the 5th June of 2012, which I think informed you of the  
3 settlement of his proceedings.

4 A. Yes.

5 240 Q. And if we look at that, at page 6899, and the second 14:06  
6 paragraph, second sentence in the first paragraph:

7  
8 "He has informed me that his case had been settled  
9 without having to go to court. Mr. Hughes agreed to  
10 the settlement as he felt going to court would be long 14:06  
11 and hard and very distressing for him. Mr. Hughes,  
12 although relieved that the case had been settled, still  
13 feels extremely upset that the issues that caused him  
14 distress in the first place have not been addressed. I  
15 can only hope that removal from the constant reminder 14:06  
16 of these issues will help in his longer term recovery.

17  
18 I refer to our previous correspondence with regard to  
19 the medical discharge of Mr. Hughes from An Garda 14:06  
20 Síochána. I am writing you to today further supporting  
21 this and I re-emphasise the fact that Mr. Hughes is not  
22 medically fit to return to work in An Garda Síochána.  
23 I hope you will consider his case as soon as possible  
24 which will enable Mr. Hughes to move on with his life  
25 and put all this in the past." 14:06  
26

27 And I think if we just scroll down a little bit  
28 further, you've penciled in, or written in in ink  
29 perhaps, an appointment that was arranged. And you saw

1 him on the 26th July yourself, isn't that correct?

2 A. Yes.

3 241 Q. And you reported, in the first instance, to Dr. Devitt  
4 in relation to that at page 6900. And this seems to  
5 echo some of the views that Dr. Keenan had put in her  
6 letter. In the second line, first sentence there, at  
7 the top:

14:07

8  
9 "While there is some improvement in his status I felt  
10 that Sergeant Hughes continued to describe a degree of  
11 anxiety and mistrust in relation to An Garda Síochána.  
12 The case was settled out of court and he asserts  
13 therefore that he did not have the judgment of the  
14 court in the matter. He proffered that it would have  
15 been unreasonable to go into court but did not gain the  
16 benefit of court opinion on his assertions."

14:07

14:08

17  
18 Then you ask for Dr. Devitt's expert assessment and  
19 report.

20 14:08

21 And you reported similarly to Assistant Commissioner  
22 Fanning on the same date, 27th July, at page 4618. We  
23 don't need to look at that. But you obtained, in due  
24 course, Dr. Devitt's fifth report.

25 A. Yes.

14:08

26 242 Q. Arising from an assessment that he had conducted in  
27 early August of 2012. And that's to be found at page  
28 1383. And it's a shorter report but with longer  
29 conclusions at the bottom of page 1384. There's a set

1 of 13 conclusions there. The first one, I suppose, was  
2 perhaps a disappointment for you to find out and for  
3 Dr. Devitt, that despite settlement of his case -- if  
4 we just go up to number 1 -- "Sergeant Hughes's mental  
5 condition continues to be as it was during previous 14:09  
6 assessments following going off work in January 2011."  
7

8 The second one said that he would now still be regarded  
9 as unfit for work on grounds of anxiety. And I think  
10 that ultimately was fixed on by you as a medical reason 14:09  
11 for discharge to some degree?

12 A. Yes.

13 243 Q. There was a finality expressed in number 3: "No  
14 reasonable prospect, given his relationship with his  
15 employers, of an improvement in these symptoms of 14:10  
16 anxiety.  
17

18 4. The symptoms of anxiety situation in nature and  
19 occur when Sergeant Hughes thinks about, speaks or  
20 encounters any aspect of An Garda Síochána. 14:10  
21

22 5. Sergeant Hughes's symptoms of anxiety and  
23 obsessional ity certainly could be construed as symptoms  
24 caused by his attempts to adjust to his perceived very  
25 difficult situation. 14:10  
26

27 6. In terms of a technical diagnosis, according to the  
28 diagnostic and statistical manual IV, Sergeant Hughes  
29 would currently qualify for a diagnosis of adjustment



1 disorder with anxiety symptoms.

2  
3 7. While this condition is hugely self limiting, when  
4 the situation causing the need to adjust ceases, in  
5 some cases this can be ongoing or chronic. 14:10

6  
7 8. This would appear to be the case with Sergeant  
8 Hughes.

9  
10 9. He would therefore qualify for formal diagnosis of 14:10  
11 adjustment disorder with anxiety symptoms chronic.

12  
13 10. On that basis is he not in the position to fulfil  
14 the normal duties of his occupation as garda sergeant  
15 to a satisfactory level. 14:10

16  
17 11. It would therefore be to the benefit of An Garda  
18 Síochána organisation and Sergeant Hughes to retire him  
19 on medical grounds.

20 14:11  
21 12. Sergeant Hughes is a genuine individual and  
22 medical retirement as recommended will offer him the  
23 opportunity to rebuild his life.

24  
25 13. Once he is freed from having to deal with An Garda 14:11  
26 Síochána on a day-to-day basis, his long-term mental  
27 outlook will improve."

28  
29 Had you consulted with Dr. Devitt before he completed

1 this report and before he furnished his conclusions or  
2 diagnosis in this fashion?

3 A. No, I don't -- I believe I referred the matter to  
4 Dr. Devitt but I didn't speak to him about the context  
5 or try to influence his conclusions, no. 14:11

6 244 Q. I mean this, as in the case of the others, was his own  
7 independent view reporting to you...

8 A. Yes.

9 245 Q. For the purposes of seeing whether there could be an  
10 occupational rehabilitation of Sergeant Hughes in the 14:11  
11 context of everything he was suffering from?

12 A. Yeah.

13 246 Q. I think you forwarded that to Dr. Keenan on the 11th  
14 September -- at page 609. And it seems apparent that  
15 you had what turned out to be a final consultation with 14:12  
16 him -- Sergeant Hughes -- on the 11th September, is  
17 that correct?

18 A. I think the consultation was 7th September.

19 247 Q. 7th September? I beg your pardon.

20 A. Yeah. 14:12

21 248 Q. At page 6901 is your letter to Dr. Keenan. The second  
22 paragraph there contains your view:  
23

24 "I informed Sergeant Hughes of this position at  
25 consultation today. I informed him that the procedure 14:12  
26 requires now 28 days in which to consider matters. I  
27 advised him that I would review matters at the expiry  
28 of 28 days. I will complete the form recommending ill  
29 health retirement in the absence of any appeal. I

1 would be much obliged in particular should Sergeant  
2 Hughes decide to appeal this matter that you would send  
3 me an updated medical report which includes the basis  
4 for appeal."

5 A. Yes. 14:13

6 249 Q. In your discussion with Sergeant Hughes on that day, I  
7 mean did you take it that he was aware of Dr. Keenan's  
8 application to you that he be considered for retirement  
9 on medical grounds?

10 A. I think he was. 14:13

11 250 Q. And --

12 A. I don't... it's ten years ago at this point.

13 251 Q. Yes.

14 A. So...

15 252 Q. Did you explain the position to him as Dr. Devitt saw 14:13  
16 it, about him, at that time?

17 A. Yes.

18 253 Q. You reported similarly up to Assistant Commissioner  
19 Fanning, if we look at 4652. And that's normal  
20 reporting on your case in your practice? 14:14

21 A. Yes.

22 254 Q. I think you received a letter then from Dr. Keenan on  
23 the date of the 27th September, if we look at page  
24 1389. That's a short paragraph saying:

25 14:14

26 "Many thanks for your recent letter dated 11th  
27 September 2012 along with a copy of Dr. Devitt's  
28 independent report in which he indicates it is  
29 appropriate that Mr. Hughes be retired on ill health

1 grounds.

2

3 I also note and appreciate your recommendation of ill  
4 health retirement also from Mr. Hughes.

5

14:15

6 I have met and spoken to Mr. Hughes this week who is  
7 also in agreement with this decision and has confirmed  
8 he will not be appealing the decision.

9

10 I would like to thank you for all your help in what has  
11 been a very difficult and challenging case for  
12 Mr. Hughes. " 14:15

13

14 And I presume you would agree with that last  
15 description -- 14:15

16 A. Yes.

17 255 Q. Was it a very difficult case as far as you were  
18 concerned?

19 A. Yes. The, I suppose, backdrop of the unfortunate  
20 murder, the member's own difficulties with regard to 14:15  
21 perception of how he had been treated in the workplace,  
22 his perceptions that possibly failings of An Garda  
23 Síochána had contributed to the unfortunate murder, his  
24 ongoing anxiety, obsessional rumination, I suppose,  
25 about his circumstances made it very difficult to make 14:16  
26 progress towards a rehabilitation to return to work  
27 where he might have confidence in the work context that  
28 he was, yeah.

29 256 Q. Can you say fairly categorically that from a medical

1 perspective, there was no medical prescription or  
2 measures or medication that, in your view, would have  
3 been likely to affect his position --

4 A. Yes.

5 257 Q. -- and perception in that regard? 14:16

6 A. Absolutely.

7 258 Q. I think ultimately you completed a form D33?

8 A. Yes.

9 259 Q. Which is the requisite form, and you sign that on the  
10 15th October -- if we look at page 6904. That was sent 14:17  
11 then, as I understand it, on the same date by you to  
12 Assistant Commissioner Fanning?

13 A. Yeah.

14 260 Q. If we look at 4688. I think on foot of that you know  
15 that he was discharged -- 14:17

16 A. Yes.

17 261 Q. -- from An Garda Síochána the following year?

18 A. Correct, yeah.

19 262 Q. Is that correct?

20 A. I think it was a February date, yeah. 14:17

21 MR. MCGUINNESS: Thank you, Dr. Quigley. That's all I  
22 have at present. Thank you. Other parties may wish to  
23 ask you some questions.

24 CHAIRMAN: Now, who... yes, Ms. Ni Loinsigh. Are you  
25 happy to go before the Garda Síochána or would you 14:17  
26 prefer to wait until later, Ms. Ni Loinsigh?

27 MS. NI LOINSIGH: I am happy to go before it, Chair,  
28 subject to An Garda Síochána.

29 CHAIRMAN: It is a matter for you, Ms. Ni Loinsigh,

1 thank you very much.

2

3 THE WITNESS WAS CROSS-EXAMINED BY MS. NI LOINSIGH AS  
4 FOLLOWS:

5

14:18

6 263 Q. MS. NI LOINSIGH: My name is Nora Ni Loinsigh, I appear  
7 on behalf of Sergeant Hughes, I hope you can hear me  
8 okay?

9 A. Yes, can I.

10 264 Q. I might just take you back to the issue, I mean one of 14:18  
11 the primary issues that you have given evidence on this  
12 morning is in relation to this question of injury on  
13 duty?

14 A. Yes.

15 265 Q. And whether Sergeant Hughes was somebody who had been 14:18  
16 injured on duty. And I might open a letter to you.  
17 Now this isn't a letter that was to or from you, but I  
18 just want to see if it was brought to your attention.  
19 It's a letter at page 3875 of the materials, and it is  
20 from Sergeant Hughes to the superintendent, 14:18  
21 Superintendent Curran, in Coolock. And you will see  
22 within this letter he identifies, at the second  
23 paragraph, that he:

24

25 "... respectfully wishes to seek clarification with 14:19  
26 regard to the issue of injury insofar as it is set out  
27 in the relevant code regulations.

28

29 "It is my assertion that my absence on sick leave was a

1 direct consequence of traumatic occurrences in my  
2 workplace. This is also the view of two medical  
3 practitioners I am attending."

4  
5 He goes on in the next paragraph to say:

14:19

6  
7 "The Code regulations are silent on whether the term  
8 injury refers to a physical injury or otherwise, I  
9 respectfully request that this issue be referred to the  
10 Chief Medical Officer for determination as to whether  
11 my case falls under..."

14:19

12  
13 If we scroll down a small bit, thank you, Mr. Kavanagh

14  
15 "... the category of injury on duty."

14:19

16  
17 And this is a letter that was received and is date  
18 stamped on the 7th May 2007. So this was, I think, a  
19 couple of months before you met Sergeant Hughes. Did  
20 you ever -- do you recall having had sight of this  
21 letter

14:19

22 A. I can't say I do. I believe I didn't have sight of a  
23 formal referral at the time of the first appointment,  
24 19th September '07.

25 266 Q. And I think, and not much turns on it, and I think --  
26 so that letter is on page 3875 -- it was then sent from  
27 Superintendent Curran to the chief superintendent, and  
28 there's no need to open this but it's on page 3874,  
29 and, in turn, then that was sent on to the Assistant

14:20

1 Commissioner of Human Resource Management. But I think  
2 it is your evidence, as I understand it now, that you  
3 didn't have sight of that correspondence when you met  
4 Sergeant Hughes first in September?

5 A. I don't recall so, yeah. 14:20

6 267 Q. And I think when you did meet with Sergeant Hughes,  
7 yours first consultation with him on the 18th  
8 September, he raised with you this question about  
9 injury on duty, isn't that right?

10 A. Well, may I open my notes -- 14:20

11 268 Q. Of course.

12 A. -- from consultation, yeah.

13 269 Q. If it is of assistance, Dr. Quigley, I can take you to  
14 a letter that you sent to Assistant Commissioner Clancy  
15 thereafter -- 14:21

16 A. Okay.

17 270 Q. -- just shortly after that consultation took place?

18 A. Okay.

19 271 Q. That's on page 3908.

20 A. Yeah. 14:21

21 272 Q. And if we scroll down a little bit to, I think it's the  
22 fourth paragraph:  
23

24 "I note Sergeant Hughes is particularly anxious that  
25 this current sickness absence be regarded as injury on 14:21  
26 duty."

27 A. Yeah.

28 273 Q. "I have pointed out to Sergeant Hughes that this is a  
29 matter for management to decide but I will advise on a



1 medical component relating to this when the relevant  
2 medical reports are to hand."

3  
4 Does that refresh your memory in terms of those  
5 discussions that you had with Sergeant Hughes? 14:21

6 A. Okay, yeah.

7 274 Q. And do you recall, and I appreciate this was some time  
8 ago, but do you recall whether, when Sergeant Hughes  
9 raised this with you at your first meeting in  
10 September, it was the first time that the injury on 14:22  
11 duty question had been raised with you, or do you  
12 recall that having been raised with you previously?

13 A. Em, I'm not clear on that. I feel I didn't have much  
14 correspondence from management, I didn't have a formal  
15 referral at the time of that first appointment, but 14:22  
16 that -- that did occur at that time. It wouldn't be  
17 current practice but...

18 275 Q. And when you say it wouldn't be current practice, is it  
19 that it wouldn't be current practice to have no formal  
20 referral or no kind of background documents? 14:22

21 A. Yeah. In about 2010 we evolved a referral form. So a  
22 manager or HR person referring an individual completes  
23 the form and sends it to us.

24 276 Q. And so, essentially at this stage, you met with  
25 Sergeant Hughes in the absence of a formal referral, 14:23  
26 obviously that form hadn't been identified, there  
27 doesn't seem to be any other evidence of any other  
28 formal referral as such?

29 A. No.

1 277 Q. And you didn't, I think you didn't have any reports as  
2 to the background or anything setting out, I suppose,  
3 why Sergeant Hughes was being sent to you?  
4 A. Sorry, can you repeat the question please?  
5 278 Q. Of course. So you didn't have a referral, a formal 14:23  
6 referral --  
7 A. Yeah.  
8 279 Q. -- and you didn't have any other reports or documents  
9 to outline the factual background as to why Sergeant  
10 Hughes was being sent to you? 14:23  
11 A. I didn't, no, I don't think so.  
12 280 Q. And I think at that stage you identify, and again in  
13 that fourth paragraph that I have taken you to, you say  
14 you had pointed out to Sergeant Hughes that this is a  
15 matter for management to decide but that you'll advise 14:23  
16 on the medical component.  
17 A. Yes.  
18 281 Q. So am I to take it from that that the question of the  
19 injury on duty is a question, in your view, for  
20 management to decide with your advice on the medical 14:23  
21 side of things?  
22 A. Yes.  
23 282 Q. And I think following on from that first meeting you  
24 sent on this letter to Assistant Commissioner Clancy  
25 and then you made a referral for Sergeant Hughes 14:24  
26 ultimately to Dr. Griffin, isn't that right?  
27 A. Yes, yes.  
28 283 Q. And Dr. Griffin was, as I understand it, one of a panel  
29 of independent psychiatrists, or independent

1 practitioners --

2 A. Yes.

3 284 Q. -- that An Garda Síochána went to seek opinions -- 14:24

4 A. Yes.

5 285 Q. -- second opinions, if you like, or expert opinions -- 14:24

6 A. Yes.

7 286 Q. -- in cases of injury on duty?

8 A. Yes, independent specialist opinions, yes.

9 287 Q. And presumably when sent to an independent specialist,  
10 the rationale for that is to get, I suppose, their 14:24  
11 expert opinion, whether it's a psychiatrist dealing  
12 with a psychological injury, an orthopedic surgeon  
13 dealing with a physical or bone injury, that's the  
14 rationale for it, is that right?

15 A. Yes. 14:25

16 288 Q. And so, that expert opinion comes in and that guides, I  
17 suppose, how things are moved forward, is that right?

18 A. Yes.

19 289 Q. And is that with regard to, I suppose, not simply how  
20 things might move forward in terms of resuming duty but 14:25  
21 in terms of categorisation, such as injury on duty? So  
22 you would use that, if I can -- or if you would like me  
23 to rephrase?

24 A. So, an independent specialist report may cover the  
25 issue of an injury on duty, yeah, or the extent of the 14:25  
26 medical problem arising from an injury on duty.

27 290 Q. And I think you indicated earlier in your evidence this  
28 morning that perhaps your classic injury on duty might  
29 be somebody who has broken a bone because they have

1           been assaulted?

2           A.    Yes.

3 291 Q.    And presumably in circumstances such as that, you might  
4           send them to, the example I gave you, an orthopedic  
5           surgeon, you would receive a report back and see how           14:26  
6           things might progress from there?

7           A.    Yes, if that's necessary. I mean, some broken bones  
8           are very straightforward and periods of sick leave are  
9           short and -- relatively short, yeah.

10 292 Q.   And so, in terms of sending Sergeant Hughes to a           14:26  
11           psychiatrist, the logic was that there is an injury  
12           which is psychological in nature rather than a physical  
13           injury such as a broken bone, and so that requires the  
14           analysis of an independent expert in that area which  
15           will then inform things going forward --           14:26

16           A.    Yes.

17 293 Q.    -- within An Garda Síochána?

18           A.    Yes.

19 294 Q.    And so I think Dr. Griffin sent through a report,  
20           initially on the 7th January -- I don't propose to open           14:26  
21           it -- but essentially there were a series of reports  
22           and kind of a little bit of correspondence between  
23           yourself and Dr. Griffin --

24           A.    Yes.

25 295 Q.    -- in January and February of 2008. And I think this           14:27  
26           was opened to you earlier on, but you wrote to  
27           Dr. Griffin on the 18th January -- this is at page 6849  
28           of the materials -- seeking a formal diagnosis. Sorry,  
29           that should be 6849. So, essentially, that you would

1 be obliged for his assistance regarding a formal  
2 psychiatric definition. That is about six lines down.

3 A. Yeah.

4 296 Q. Then he replied, and I don't propose to open this, but  
5 on the 12th February, saying that post traumatic stress 14:27  
6 disorder is the kind of diagnosis he was working with.  
7 And then he sent a further letter on the 26th February  
8 2008, which I do want to open, which is at 1346. And,  
9 essentially, what he says here is that:

10  
11 "Having reviewed Sergeant Hughes's notes I think there  
12 is dual effect here. That is the trauma of  
13 Ms. Saulite's death affected him greatly and also the  
14 reported threats to his own life played a major part.  
15 Thus I think these two factors would provide the 14:28  
16 genesis for his post traumatic stress disorder."  
17

18 So, essentially, at this juncture, in late February  
19 2008, Dr. Griffin is saying this gentleman meets the  
20 criteria for a PTSD diagnosis and the genesis of that 14:28  
21 PTSD is the death of Ms. Saulite and threats to his own  
22 life, isn't that right?

23 A. Yes.

24 297 Q. And I think that reflected in many ways your own  
25 initial view in terms of your meeting with Sergeant 14:29  
26 Hughes back in September, where you said that you were  
27 unable to identify issues outside of work contributing  
28 to his stress?

29 A. Yeah.

1 298 Q. So this was rooted in work and work related issues,  
2 isn't that right?

3 A. Yes.

4 299 Q. And shortly after that letter and that correspondence  
5 from Dr. Griffin, you wrote a letter, and this is on 14:29  
6 page 5306, and it's on the 6th March 2008, and it's  
7 been opened to you earlier on, Doctor, it's to  
8 Assistant Commissioner Clancy, and if we just scroll  
9 down to the next paragraph that begins "At interview on  
10 the 6th March..." 14:29  
11

12 So you refer to an interview --

13 A. Yeah.

14 300 Q. -- between -- am I right in saying that is between  
15 yourself and Inspector Nyland of Human Resource 14:30  
16 Management legal section?

17 A. It is. I think 'interview' is an unfortunate word in  
18 that it was a case conference, yeah, and there were  
19 others present.

20 301 Q. And I think that this letter is referred to numerous 14:30  
21 times thereafter, because it's in this letter that you  
22 say that you do not see evidence of injury being  
23 perpetrated on Sergeant Hughes and that your best sense  
24 of what happened is that the events described  
25 constitute, in effect, normal policing work, and that 14:30  
26 you cannot conclude that these work-related events  
27 constitute formal injury on duty. That is a report of  
28 that meeting that you had had with Inspector Nyland,  
29 among others?

1 A. And others, yeah.

2 302 Q. And what I wanted to ask you about, Dr. Quigley is:  
3 That appears, in March 2006 -- excuse me, March 2008,  
4 to be a somewhat different position to the position you  
5 were adopting approximately six months earlier, in 14:31  
6 September 2007, where you had, in your first meeting  
7 with Sergeant Hughes, indicated that the question of  
8 injury on duty was one for management to decide?

9 A. Yeah.

10 303 Q. You seem to have -- or perhaps you haven't -- changed 14:31  
11 your view as to who is to decide what injury on duty  
12 is?

13 A. I suppose in the meeting I was asked about what had  
14 been presented, and I gave my impression of what had  
15 been presented by local management. 14:31

16 304 Q. And when you say in this letter that it is your best  
17 sense of what happened, is that a preliminary view or  
18 is that a definitive view at this stage? Because  
19 certainly it seems to be taken up as a definitive view  
20 later on. 14:32

21 A. Yeah. It was my best sense based on the information  
22 made available at that meeting.

23 305 Q. And it is of note, I think in this letter, that you say  
24 that you were pressed on this particular issue by an  
25 inspector from Human Resource management. Did you use 14:32  
26 that language or anything in particular, because it  
27 certainly seems to suggest that you provided this  
28 opinion having been pressed to do so and that this  
29 opinion is perhaps somewhat different to the previous

1 opinion you have adopted?

2 A. My recollection is that he specifically asked me that  
3 question in the meeting, yes.

4 306 Q. That he specifically asked you that question. And if I  
5 were to suggest to you that you were pressed or 14:32  
6 pressurised to provide that conclusion, or provide  
7 advice, would you agree with that?

8 A. I was asked a question and I gave a considered answer,  
9 based on the information I had.

10 307 Q. And I think we'll come back to this letter because I 14:33  
11 think it's referred to repeatedly on later occasions,  
12 but I think there's a further letter that you wrote on  
13 the 9th June 2008, which is at page 3978 of the  
14 materials. And in this you say, just within that first  
15 paragraph, three lines from the bottom: 14:33

16  
17 "I note that on the 6th March 2008 I had given earlier  
18 advices that my best sense of what has happened is that  
19 the work events described contributing to his ill  
20 health did not constitute an injury on duty. I note 14:33  
21 that this case is a particularly complex one with the  
22 following aspects: grievance and welfare issues,  
23 disciplinary issues, legal issues, industrial relations  
24 issues. Accordingly I consider that you must decide  
25 upon the issue of injury on duty based on the medical 14:34  
26 advice as given but also based on the outcome of all  
27 these other issues, which must be reported upon to you  
28 by the relevant parts of the organisation of An Garda  
29 Síochána. "



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

So, in June you're making it clear once again, I suppose reverting to the position from September, that the medical component is one aspect of this, but that ultimately injury on duty is to be determined by Human Resource Management, is that right?

14:34

A. Yeah. The regulation makes reference to a member's chief superintendent making that decision normally. But in cases of -- essentially in cases of complexity, that there would be the input of Assistant Commissioner Human Resource Management.

14:34

308 Q. And I think you itemise within that, the particular aspects that make it complex. So the grievance, disciplinary, legal and industrial relations issues, is that right?

14:35

A. Yeah.

309 Q. They're the particular complexities?

A. Yes.

310 Q. And so it's not simply that it's a psychological injury; it's because of this whole context --

14:35

A. Yeah.

311 Q. -- that there is complexity to the case?

A. And I would add to that, that the expectation of the other parties seemed to -- the expectation that the Chief Medical Officer would perform essentially non-medical decisions added to the complexity, and perhaps also Sergeant Hughes's himself expectation of what I was to do didn't accord with the role of an occupational health physician. So it was complex for a

14:35

1 number of reasons, the ones listed in the letter  
2 included.

3 312 Q. So I think at that stage, in June, Dr. Griffin had met  
4 with, and indeed you'd had reports from Dr. Griffin, I  
5 think Dr. Corry had also had a meeting with Sergeant 14:36  
6 Hughes, and his report I'll come to now in a moment,  
7 but I think Dr. Griffin, ultimately there were some  
8 correspondence between kind of May and October of 2008,  
9 and ultimately in January 2009 -- and this is at page  
10 1349 -- Dr. Corry, he indicates, this is the middle of 14:36  
11 the second paragraph, he says:

12  
13 "In my opinion his absence from work is definitely  
14 related to work issues."

15  
16 And so, this is following another consultation with 14:37  
17 Sergeant Hughes. He makes reference to retirement on  
18 medical grounds and so on, it not being right for it to  
19 be done at this stage. But his view definitively that  
20 his absence from work, Sergeant Hughes's absence from 14:37  
21 work is related to work issues; it's work related. And  
22 I think that again accorded with previous views that he  
23 had offered in terms of his PTSD diagnosis and the  
24 reasons for that, and indeed with your own initial  
25 views regarding the source of stress for Sergeant 14:37  
26 Hughes, isn't that right?

27 A. Yes.

28 313 Q. And I think in terms of this question of injury on  
29 duty, Dr. Corry's report had been -- and indeed he had

1 two reports from April and from October -- they were  
2 sent on, I think, to Dr. Griffin in the interim. And  
3 Dr. Corry's -- I might open his April report, which is  
4 at 1363. My apologies, I might have -- oh yes, that is  
5 correct, and running on I think into the end of 1363. 14:38

6  
7 "Sergeant Hughes is suffering from a cluster of  
8 symptoms consistent with a diagnosis of a post  
9 traumatic stress disorder secondary to a history of  
10 prolonged duress in keeping with bullying, harassment 14:38  
11 and intimidation in the workplace."

12  
13 So, again a PTSD diagnosis but Dr. Corry's view that  
14 this is secondary to workplace duress. And I think  
15 that report had also been sent to Dr. Griffin before he 14:39  
16 had sent on that January report, isn't that right?

17 A. Yes. Dr. Corry's report references his -- contrasts  
18 with Dr. Griffin's report in terms of the PTSD in that  
19 Dr. Griffin would say the initiating events were the  
20 death of Ms. Saulite and the perception of a risk to 14:39  
21 his own life, a threat to his own life; whereas that is  
22 talking about bullying and harassment, et cetera. But  
23 I don't think the bullying and harassment extended to a  
24 mortal threat to Sergeant Hughes.

25 314 Q. I think what we could perhaps fairly conclude is that 14:39  
26 whether it is PTSD related to the death of Ms. Saulite,  
27 related to the threats to life, or related to duress  
28 from bullying, harassment and intimidation, that all of  
29 that is rooted very firmly within Sergeant Hughes's

1 work rather than anything external to work, those are  
2 the things certainly that the psychiatrists have in  
3 common?

4 A. Those issues are rooted in his work but I am not sure  
5 that one can medically argue that an experience of 14:40  
6 bullying and harassment of itself could cause a post  
7 traumatic stress disorder, because the initiating event  
8 from bullying and harassment doesn't represent a risk  
9 to the life of the person I would have thought.

10 315 Q. Just so that I am clear myself, are you suggesting that 14:40  
11 there has to be a threat to risk -- of risk to the life  
12 of person to fall within DSM? I just want to make sure  
13 that I'm clear.

14 A. I suppose he goes on to say further down under Item A:  
15 "He has one trauma of life threatening event that had 14:41  
16 potential of bodily harm that the individual responded  
17 to with fear, helplessness or horror."  
18

19 So I suppose he is saying that, but if one analyses  
20 that particular first sentence that's saying bullying, 14:41  
21 harassment and intimidation in the workplace were the  
22 cause of post traumatic stress disorder, I am just  
23 raising the point that such items on their own, I  
24 haven't experienced situations where I considered that  
25 such items as those cause post traumatic stress 14:41  
26 disorder.

27 316 Q. And I don't propose to second-guess the finer points of  
28 the DSM criteria in terms of post traumatic stress  
29 disorder...

1 A. Yeah.

2 317 Q. But I think following on from Dr. Corry's report that  
3 was sent to Dr. Griffin...

4 A. Yeah.

5 318 Q. And I have opened the letter of the 9th January that 14:41  
6 Dr. Griffin sent to you saying that his absence from  
7 work is definitely related to work issues. And I think  
8 you then replied to Dr. Griffin in March, and this is  
9 on page 6860. And I think... I just want to make sure  
10 I have the right section. You say in this letter, and 14:42  
11 this is in the first paragraph, this is in reply to  
12 Dr. Griffin -- as I understand, Dr. Griffin's assertion  
13 that these are work related issues.

14

15 "Garda management accept that absence from work has 14:42  
16 been related to a work issue. However, paid provisions  
17 that Sergeant Hughes would wish to invoke, members  
18 having continuing full pay while on sick leave, are  
19 reserved for those who are injured on duty.

20 Essentially it is not so much that the issues at hand 14:42  
21 are not related to work, but that the issues at hand  
22 are not considered in the ordinarily understood sense  
23 of the word to constitute an injury on duty."

24

25 Is this letter essentially seeking to clarify for 14:43  
26 Dr. Griffin that --

27 A. It's trying to clarify for Dr. Griffin that the  
28 organisational position with regard to injury on duty,  
29 it seemed to be -- I was writing the letter in the

1 context that it appeared that Dr. Griffin believed that  
2 it was An Garda Síochána's position that his  
3 difficulties weren't work related, but it's possible to  
4 have difficulties that are work related that perhaps  
5 don't fulfil criteria for injury on duty. 14:43

6 319 Q. And in terms of those criteria for being considered  
7 injury on duty, the phrase that you use in this letter,  
8 and indeed it arises in later correspondence in 2010,  
9 is that it is "in the ordinarily understood sense of  
10 the word". So, an ordinary understanding of injury on 14:44  
11 duty. Was that the definition, if you like, that you  
12 were working with, or was there a clear definition at  
13 all at that stage?

14 A. Unfortunately there isn't a formal definition of injury  
15 in the execution of duty for An Garda Síochána, I 14:44  
16 believe. And that's the context in which injury on  
17 duty items are progressed.

18 320 Q. And what I want to suggest to you, Dr. Quigley, is that  
19 you have, at this stage, a number of reports from  
20 psychiatrists, from psychiatrists that Sergeant Hughes 14:44  
21 has attended through his own GP and solicitor, from  
22 psychiatrists that he has attended who's advising An  
23 Garda Síochána, that point to, that all point to his  
24 issues being rooted in the workplace, isn't that right?

25 A. Yes. 14:45

26 321 Q. And what I want to suggest to you is that if somebody  
27 has developed, and even by Dr. Griffin's diagnosis,  
28 which I think was the one that -- he was the adviser  
29 that An Garda Síochána had brought on board, his

1 diagnosis was PTSD brought on by, in terms of the  
2 traumatic events, brought on by the death of  
3 Ms. Saulite and the threat to his own life?

4 A. Yes.

5 322 Q. That is a psychological injury or a psychiatric injury, 14:45  
6 if you like, isn't it?

7 A. Yes, it is a psychological condition arising from work  
8 circumstances.

9 323 Q. What I want to put to you, Dr. Quigley, is that that  
10 is, in the ordinary sense and ordinary understanding of 14:45  
11 injury on duty, an injury that has occurred on duty in  
12 that it involves psychological issue that has occurred  
13 through his work as a member of An Garda Síochána.

14 A. Well that's an argument for, I suppose, for the  
15 deciding officer with regard to injury on duty, who 14:46  
16 would be the Assistant Commissioner Human Resource  
17 Management, in complex cases such as this.

18 324 Q. But I suppose you were being asked for your view and  
19 you had proffered the view that, back as far as March  
20 of 2008, that this wasn't an injury on duty by that 14:46  
21 perhaps ill-defined, but by that definition, the  
22 ordinary understanding of it, this wasn't an injury on  
23 duty, and I'm suggesting to you that actually it was an  
24 injury on duty and that that opinion should have taken  
25 that into account. 14:46

26 A. I suppose that's your opinion of it.

27 325 Q. And in terms of that question then of injury on duty, I  
28 think, and this is something that you referred to later  
29 on, certainly you had sought input externally in terms

1 of legal input and management input on how a decision  
2 was to be made, or what criteria were to be used in  
3 making a decision on whether something is injury on  
4 duty, isn't that right?

5 A. Well as it wasn't my position to make the final 14:47  
6 decision on that, I was suggesting that others would  
7 obtain those opinions, yes.

8 326 Q. And I think -- you've referred to this already -- that  
9 you had had sight of some legal advice, and I don't  
10 propose for a moment to get into that or the content of 14:47  
11 it, but I think you'd had sight of some legal advice  
12 and in 2010 I think you referred to this, in around  
13 July 2010, and then in September 2010, I think  
14 Mr. McGuinness opened to you earlier a series of  
15 letters back and forth between the Chief Medical 14:48  
16 Officer, yourself and Assistant Commissioner Fanning  
17 regarding, effectively, who was responsible for making  
18 the final decision on injury on duty?

19 A. Yeah.

20 327 Q. You recall that and all of that correspondence? 14:48

21 A. Yes. Yeah.

22 328 Q. And I think at that stage again you had expressed the  
23 view that a management and legal review was required,  
24 and that it was a matter to be determined by HRM, as  
25 you have identified here today? 14:48

26 A. Yes.

27 329 Q. And in response to a question from Mr. McGuinness  
28 earlier on, you indicated, and I think this was even  
29 further back prior to 2010, that an ongoing certain



1 that you had was that the medical opinion was being, I  
2 suppose, set out, or being emphasised as the definitive  
3 opinion; whereas you were effectively saying that that  
4 was not the proper way this should be done, that other  
5 opinions were sought. That was a concern that you  
6 had --

14:49

7 A. Yes.

8 330 Q. -- throughout this time, would that be fair to say?

9 A. It was a concern I had, yes.

10 331 Q. And would you say you had that concern as far back as  
11 2008 or was that something that developed a little bit  
12 later on?

14:49

13 A. I had that concern in 2008, yes, between my two  
14 letters, if I have the dates correct, 6th March '08 and  
15 I think 9 June '08.

14:49

16 332 Q. And I suppose that remained a concern some two years  
17 later in 2010, when there were letters essentially  
18 seeking confirmation from the Chief Medical Officer,  
19 from Assistant Commissioner Fanning, and replies from  
20 you, and these have been opened already, but I can  
21 open, I suppose, the latest one, which is the 28th  
22 October 2010, at page 4397. If we scroll down a  
23 little. This final paragraph that is on screen:

14:49

24  
25 "Your second letter of the 20th October 2010 raises the  
26 issue of categorisation of Sergeant Hughes' s medical  
27 condition as to whether it is considered associated  
28 with injury on duty. I note that you indicate that it  
29 has been established that it is a matter for the Chief

14:50

1 Medical Officer to adjudicate as to what is or what is  
2 not an injury on duty. That is not the position of the  
3 Chief Medical Officer as communicated recently to me."  
4

5 And if we scroll on to the following page, thank you: 14:50

6  
7 "He has stated to me that the issue of injury on duty  
8 shall be determined at a meeting where management legal  
9 representatives met with the Chief Medical Officer or  
10 his representatives on these issues." 14:50

11  
12 would it be fair to say that by this stage you had been  
13 raising, since your first letter to Assistant  
14 Commissioner Clancy in 2007, the need for management  
15 input and the need for input outside of medical input 14:51  
16 on the question of injury on duty. You're still  
17 raising the same issues in 2010, that there was some  
18 frustration perhaps or unhappiness on your part that it  
19 was still remaining an issue some three years later, or  
20 two and a half years later? 14:51

21 A. I suppose I was surprised, in 2010, to receive  
22 correspondence indicating that it was an issue to be  
23 determined by the Chief Medical Officer. There is a  
24 set of regulations called the Garda Code, and it is  
25 section 11.37 of that Code that covers injury on duty 14:51  
26 provisions with regard to pay and the decision is to be  
27 paid by the chief superintendent and, essentially, if I  
28 summarise, in complex cases by the Assistant  
29 Commissioner Human Resource Management.

1 333 Q. And I think --

2 A. And, sorry, 11.37 doesn't mention medical or Chief  
3 Medical Officer.

4 334 Q. And I think at this stage you had been aware, I suppose  
5 even since your first meeting with Sergeant Hughes, 14:52  
6 that I suppose these issues of injury on duty were not  
7 at the level of principle for him, they had a very  
8 significant ongoing effect on his life in that his pay  
9 had been reduced very significantly for a long period  
10 of time and that had an impact on his welfare 14:52  
11 fundamentally, isn't that right?

12 A. Yes, those were difficult circumstances for him.

13 335 Q. And I think that he made you aware of that back in  
14 2007. I think he had just -- his pay had just been  
15 recently reduced at that stage, in September 2007. But 14:52  
16 I think it's referred to throughout correspondence from  
17 some of the experts, and indeed yourself, that this was  
18 an ongoing issue in terms of reduction in pay that was  
19 having an impact on Sergeant Hughes. So it was a live  
20 issue that certainly you were aware of throughout the 14:53  
21 course of these three years, isn't that right?

22 A. Yes.

23 336 Q. And I suppose given what you knew about Sergeant  
24 Hughes's case, about the workplace issues, about the  
25 complexities of it, would you accept the view that his 14:53  
26 pay having been reduced and remaining at this reduced  
27 rate for a lengthy period of time exacerbated his  
28 worries and concerns around the workplace and indeed a  
29 return to the workplace?

1 A. I suppose it was an application of the state  
2 regulations with regard to pay, and those are difficult  
3 for anybody whose pay is reduced in the context of  
4 extended period of sick leave. It would not have  
5 contributed to his sense of wellbeing, no. 14:54

6 337 Q. And of course I think it's accepted that it would  
7 impact on anyone, but I think what I am trying to  
8 suggest to you, Dr. Quigley, is that effectively this  
9 wasn't a case where injury on duty had been  
10 definitively ruled out at early course and he was out 14:54  
11 on sick leave. In fact, the injury on duty issue  
12 remained open. No decision had been made and, as a  
13 consequence of that, he remained in this quite  
14 precarious financial position for a long time?

15 A. Em, it appears so, yeah. 14:54

16 338 Q. And I think then you make reference in this letter to a  
17 case conference then that was scheduled for November  
18 2010. And I think there had previously been, as I  
19 understood it, a case conference in January, the 22nd  
20 January, but in terms of this 2010 case conference, you 14:54  
21 were asked earlier on by the Chair what the purpose of  
22 that conference was, and I think, from my note, you  
23 indicated that your understanding was that the various  
24 parties, I think as identified even in this letter,  
25 management, legal representatives, medical, and HRM I 14:55  
26 think as well you said in evidence earlier, would come  
27 together and that some decision on the injury on duty  
28 issue would be made; that would be the outcome of the  
29 case conference. Was that your understanding at that

1 time?

2 A. Yes, I think so.

3 339 Q. And when you say in this letter that "there appears..."

4

5 And this is a few lines later: 14:55

6

7 "There currently appears to be diametrically opposed

8 views on the purpose of this meeting."

9

10 what were those diametrically opposed views? If that 14:55

11 was your understanding was that this meeting was being

12 convened to come to a conclusion with all of the input

13 on the injury on duty issue, were there other views as

14 to what the purpose of that meeting was?

15 A. Sorry, is that sentence further down the screen or is 14:56

16 it on the screen?

17 340 Q. Sorry. So, essentially it's about three lines down.

18

19 "It is important that this issue is clarified prior to

20 the proposed meeting in this case which I understand is 14:56

21 scheduled on the 12th November 2010 as there currently

22 appears to be diametrically opposed views on the

23 purpose of this proposed meeting."

24

25 It may be, Dr. Quigley -- 14:56

26 A. Yeah...

27 341 Q. -- that you don't recall what those opposed views were?

28 A. I'm a bit uncertain on the issue, but it could well be

29 the issue that we've touched on already: the position

1 of the Chief Medical Officer, that he wasn't the  
2 deciding officer for injury on duty.

3 342 Q. And I think -- and while we don't have minutes of that  
4 case conference, I think we have seen a number of  
5 letters that make reference to conclusions at that case 14:57  
6 conference, and certainly it appears to be consistent  
7 among the correspondence that was opened earlier on  
8 that there was a tentative agreement, if you like, that  
9 this was not injury on duty but it was subject to  
10 further reports being sought. Was that at your time -- 14:57  
11 excuse me -- was that, in your recollection, the  
12 conclusion at the time?

13 A. I can't honestly say. I don't recall the details of  
14 that meeting.

15 343 Q. And I think thereafter there was a series of 14:57  
16 correspondence, that I don't propose to open to you  
17 again, back and forth around seeking reports you had  
18 written to Assistant Commissioner Fanning, to local  
19 management, and I don't propose to open that again,  
20 but, essentially, those reports were not forthcoming, 14:57  
21 they didn't make their way to you, isn't that right?

22 A. Yes.

23 344 Q. And so, I suppose between 2007, when Sergeant Hughes  
24 had first requested a determination on injury on duty  
25 back in May, he raised it with you when it was first 14:58  
26 brought to your attention in September, and right up  
27 until the send of 2010, no formal decision was made in  
28 relation to injury on duty, isn't that right?

29 A. As far as I can tell, yes.

1 345 Q. And I think following on from that there was a further  
2 case conference in 2012, and this was, as I understand  
3 it, following on from the High Court proceedings and,  
4 essentially, shortly after that Sergeant Hughes  
5 retired. And at that stage there still had been no 14:58  
6 definitive decision ever made on whether he was injured  
7 on duty. Is that your recollection?

8 A. I am not a legal expert so I can't comment on the  
9 context of a financial settlement having been  
10 proffered, I suppose, and settled out of court, as I 14:59  
11 understand, and an injury on duty decision, yeah.

12 346 Q. And I suppose I don't propose to get into the finer  
13 points of that settlement, it's not something that this  
14 Tribunal has really been looking at...

15 A. Yeah. 14:59

16 347 Q. But in terms of your own involvement, as far as you  
17 were aware, no decision was reached up to that 2012, or  
18 really up until retirement at a case conference or at  
19 anything that you were involved in, that concluded this  
20 man has been injured on duty or he has not been injured 14:59  
21 on duty?

22 A. I am unaware of one at my level, yes.

23 348 Q. I might take you then very briefly just to one of the  
24 other issues that was raised by Mr. McGuinness earlier  
25 in relation to the interview of Sergeant Hughes for the 15:00  
26 purposes of the disciplinary proceedings. And I don't  
27 propose to go into this in huge detail as it was  
28 covered earlier, but I think there was a phone call  
29 note opened to you earlier, which is at page 2122 of

1 the materials. This is a note from Inspector Fergus  
2 Dwyer in which he recalls that he had a conversation  
3 with you around whether Sergeant Hughes was fit to be  
4 interviewed. And if we scroll down a little further --  
5 thank you very much -- "he undertook" -- and this is 15:00  
6 with reference to you -- "... to conduct further  
7 enquiries and revert to me later on the question of the  
8 member's fitness to be interviewed". And I think you  
9 indicated earlier on you don't recall that  
10 conversation? 15:01

11 A. No, I don't.

12 349 Q. I think there was some correspondence that went back  
13 and forth in terms of requests for the CMO's view, and  
14 you provided a letter on the 18th July 2008, and this  
15 is at page 4006, and this is the 18th July 2008. If we 15:01  
16 scroll down a little in that, in the third paragraph  
17 you make reference to a previous letter, which I have  
18 already opened, on the 9th June 2008, a letter that you  
19 had reviewed Sergeant Hughes and that you advised --  
20 you gave advices in return in relation to his kind of 15:02  
21 return to work, and then you go on to say that:

22  
23 "In relation to his ill health..."

24  
25 Excuse me, I just want to make sure I have the right 15:02  
26 part of it open. That you recommended that the  
27 disciplinary issues be dealt with in that letter.  
28 Essentially, that you had proffered an opinion in that  
29 9th June letter that the disciplinary issues should be



1           dealt with.

2           A.    Yes.

3 350 Q.    And I think in your statement, at page 1333, you  
4           similarly indicate the view, and this is in the second  
5           paragraph towards the bottom:

15:03

6

7           "I also..."

8

9           It's about six lines up

10

15:03

11           "I was also supportive of the disciplinary proceedings  
12           which Sergeant Hughes told me had been served upon him  
13           a year previously had not be progressed. I advised  
14           that if possible, that these disciplinary issues be  
15           dealt with at as early a date as possible and be  
16           effectively and fairly brought to closure. I advise  
17           that such a development would likely be of benefit to  
18           the organisation and to Sergeant Hughes."

15:03

19

20           So I think, from my understanding of your statement,  
21           you're essentially saying look, I provided this advice  
22           on the 9th June and reiterated it on the 18th July that  
23           he was fit to be interviewed...

15:03

24           A.    Yeah.

25 351 Q.    And in fact progressing the disciplinary matter would  
26           be of benefit to him, isn't that right?

15:03

27           A.    Yeah. My view, in general, is that disciplinary  
28           matters should be progressed and brought to conclusion  
29           so that it's not hanging over an individual for an

1 extended period, yeah.

2 352 Q. And I think ultimately Sergeant Hughes was interviewed  
3 in around I think the 29th October 2008. So this was  
4 over a year after the proceedings had been initiated in  
5 the first instance. Would you accept the view that 15:04  
6 this was something that had -- took quite a significant  
7 toll on Sergeant Hughes in terms of the stress that it  
8 caused; that this was hanging over him essentially?

9 A. Yes. But on the other hand I would emphasise that, you  
10 know, it is a police force in a transparent democracy. 15:04  
11 You know, the exercise of policing powers is a  
12 considerable privilege in one sense and it is  
13 reasonable that if there is a question of  
14 accountability, that members of the force might be held  
15 accountable. Perhaps, you know, it is slightly 15:05  
16 unfortunate that the word 'discipline' comes into it,  
17 but it is one mechanism of accountability within the  
18 organisation, and probably a very important one. But  
19 my preference, where at all possible, in general, is to  
20 have disciplinary matters brought to conclusion as 15:05  
21 early as is achievable, in fairness to both management  
22 and to the member.

23 353 Q. And I think in terms of management's position, I  
24 suppose I think I should be clear on this. At page  
25 2195, there's a letter from Chief Superintendent Feehan 15:05  
26 to Assistant Commissioner of Human Resource Management.  
27 Excuse me, 2195. Thank you. As we see here:

28

29 "Further to my correspondence to the Chief Medical

1 Officer dated 9th November 2009 (copy attached) and  
2 previous reminders forwarded to that date, I still have  
3 not received advice on Sergeant Hughes's fitness to be  
4 interviewed in respect of this disciplinary  
5 investigation. I would ask you to treat this as urgent 15:06  
6 matter as the interview of Sergeant Hughes is a  
7 necessary part of the investigation. The conclusion of  
8 this investigation has been put on hold pending that  
9 advice."

10  
11 This is one of a -- the latest I think -- series of  
12 letters essentially seeking the CMO's advice on whether  
13 Sergeant Hughes is fit to be interviewed?

14 A. Yeah.

15 354 Q. But I think your position, as I understand it, is that 15:06  
16 you had given that advice but, notwithstanding that  
17 essentially, things had not progressed?

18 A. The letter appears to be dated 2 September '08. He  
19 makes reference to correspondence on 9 November 2007,  
20 which was some weeks, about six weeks or seven weeks 15:07  
21 after I think I had seen Sergeant Hughes for the first  
22 time.

23 355 Q. That's correct, yeah.

24 A. And at that point I was awaiting the input of the  
25 independent specialist adviser. And probably at the 15:07  
26 point of November 2007, I would believe that I felt  
27 that I want the input of the independent specialist  
28 adviser.

29 356 Q. And I think I opened to you the letters I think that

1           you referred to --

2           A.    Yeah.

3 357 Q.    -- in your statement of the 9th June 2008?

4           A.    Yeah.

5 358 Q.    And the clarification, if you like, on the 18th July           15:07  
6           2008 which predated this letter?

7           A.    Yes.

8 359 Q.    which states that you had provided your advice?

9           A.    Yeah.

10 360 Q.    But it seems, certainly, that that advice either has           15:08  
11           not made it through, or certainly that Chief  
12           Superintendent Feehan isn't of the view that he has  
13           received that advice for whatever reason?

14           A.    Yeah.

15 361 Q.    And I think because the disciplinary process continued           15:08  
16           on even beyond this, into 2009, you sent a further  
17           letter to the Assistant Commissioner for Human Resource  
18           Management again, and this is at page 4128, where you  
19           seek an update on the disciplinary process. And you  
20           note that he reports in the first paragraph:           15:08  
21  
22           "He reports this is still hanging over him and he has  
23           no idea when it was going to end or where the  
24           investigation is at present. He states he has had  
25           re-mortgage his home substantially and is going to have           15:08  
26           to do this again. He is finding it very difficult from  
27           a financial point of view to keep his head above water  
28           so to speak. Dr. Griffin states that he does not feel  
29           that unless the whole issue is brought to a conclusion

1 by the authorities Sergeant will continue to suffer  
2 significantly. Dr. Griffin wonders whether there is  
3 any way this process could be moved more quickly than  
4 at present."

15:09

6 So, you're reflecting Dr. Griffin and your own concern  
7 about the ongoing disciplinary proceedings --

8 A. Yeah.

9 362 Q. -- and essentially looking to see is there any way that  
10 this could be moved along or progressed --

15:09

11 A. Yeah.

12 363 Q. -- isn't that right?

13 A. Yes.

14 364 Q. And I think you sent a further letter, I don't propose  
15 to open it, but there is a further letter of the 17th  
16 July, at 4130, which essentially is a reminder letter,  
17 as you are seeking --

15:09

18 A. Okay.

19 365 Q. -- kind of clarity. Now, as it happens, the  
20 disciplinary proceedings I think were concluded in June  
21 2009, but effectively you are outlining at this stage  
22 the concern that you have given that this has been  
23 going on since 2007, that it hasn't been progressed,  
24 isn't that right?

15:09

25  
26 And I think in terms of -- I don't propose to get into  
27 the substantive issue of Sergeant Hughes's return to  
28 work, but I think one thing that I do want to open  
29 briefly is at page 4186. This is a letter -- scroll it

15:09

1 down a little bit -- to Assistant Commissioner Fanning,  
2 and you make reference in this letter, in the second  
3 paragraph, this is the context of return to work, it's  
4 post disciplinary proceedings in the context of  
5 considering in what manner the return to work might  
6 take place, you say: 15:10

7  
8 "It would also be relevant that he be afforded work in  
9 a location separate from his previous station in light  
10 of the difficulties of the last two and a half years 15:10  
11 approximately."

12  
13 So, at this stage, in addition to the other views, I  
14 suppose, and recommendations that you are making,  
15 there's a recommendation that Sergeant Hughes, if he is 15:10  
16 to return to work, should return to a different garda  
17 station?

18 A. Yeah.

19 366 Q. That was your view certainly at this stage in 2009?

20 A. Yeah. 15:11

21 367 Q. Isn't that right?

22 A. Yes.

23 368 Q. And I think ultimately that was not a view that was  
24 shared by local management, and we have heard evidence  
25 separately of that. 15:11

26  
27 Finally, Dr. Quigley, I want to take you, I suppose, to  
28 kind of the bigger picture of the involvement of the  
29 medical side, if you like, with Sergeant Hughes's case

1 over the course of your dealings with him, which I  
2 think, as you said earlier, were from September of 2007  
3 right up until shortly before his retirement, isn't  
4 that right?

5 A. Yes. 15:11

6 369 Q. So I think some five years in total?

7 A. Yeah.

8 370 Q. It's Sergeant Hughes's position that, in effect, from  
9 the very first meeting that he had with you, workplace  
10 issues, workplace bullying, stress, harassment, these 15:12  
11 issues, were effectively being medicalised, and that  
12 there was a preference in An Garda Síochána for a  
13 medical emphasis rather than an emphasis on what were  
14 in fact workplace issues; would you accept that view?

15 A. I think that's an issue for Human Resource Management 15:12  
16 and local management to answer.

17 371 Q. And so, from your perspective, you don't take the view,  
18 I am assuming from your evidence, that you didn't  
19 medicalise things that were non-medical but perhaps  
20 that was done elsewhere, would that be fair to say? 15:12

21 A. No, I don't medicalise things. I deal with the medical  
22 issues before me and come to conclusions based on the  
23 medical evidence.

24 372 Q. And I think Sergeant Hughes, certainly in his statement  
25 to the Tribunal, indicated that he didn't feel it was 15:13  
26 proper that he ought to have been sent to a  
27 psychiatrist in the first instance without you having  
28 received a full report on the background and the  
29 reasons for his stress back in 2011; that, essentially,

1 you should have had all of that information given to  
2 you before he was sent for a psychiatric review, would  
3 you accept that view?

4 A. It certainly would be preferable that I have an  
5 occupational health referral and I am seeing a person, 15:13  
6 and we do seek -- if somebody is referred to us today  
7 and for a number of years with work-related stress, we  
8 seek a report from local management with regard to  
9 work-related stress.

10 373 Q. And I think that, I suppose, was one of a number of 15:14  
11 psychiatric referrals that were made and reports that  
12 came over the course of the following years, and it's  
13 Sergeant Hughes's position that essentially he was  
14 repeatedly referred to psychiatrists for further  
15 reviews and further reviews, when in fact what ought to 15:14  
16 have been done is that the local management and human  
17 resource issues should have been dealt with; that they  
18 were the key outstanding pieces, but that instead he  
19 was being repeatedly sent to psychiatrists, would you  
20 accept that? 15:14

21 A. I think if somebody is -- it's agreed that he had  
22 presented with post traumatic stress disorder, so I  
23 think it is reasonable that independent psychiatric  
24 opinion be sought where somebody is presenting with  
25 symptoms. And indeed, he had been referred to Dr. Joe 15:14  
26 Fernandez prior to the point of my first consultation.

27 374 Q. And I think you referred, in your evidence earlier, to  
28 one of the complexities of this case being a desire on  
29 the part of, if I might say, Garda management, both



1 local and at Human Resource Management level, for a  
2 medical answer to a non-medical question. Now I am  
3 paraphrasing...

4 A. Mm.

5 375 Q. But is that something that you think pervaded the 15:15  
6 course of your interactions, and indeed An Garda  
7 Síochána's interactions with Sergeant Hughes; that  
8 there was an attempt to seek a medical answer to  
9 something that had a non-medical route, or certainly a  
10 substantial non-medical aspect? 15:15

11 A. I think in an ideal setting where there were reports of  
12 work-related stress, that there is a management process  
13 to address the issues of work-related stress, in  
14 parallel with an occupational health assessment of the  
15 employee or of the staff member, or the Garda member in 15:16  
16 the case of An Garda Síochána, that both processes  
17 would be happening in parallel.

18 376 Q. And effectively that's not what happened here, is it?

19 A. Well, I haven't heard the full evidence in that regard.

20 377 Q. And I think ultimately the conclusion of these number 15:16  
21 of years of medical interventions and so on was that  
22 Sergeant Hughes was ultimately medically discharged,  
23 and certainly it's his view that this was the  
24 culmination over a number of years where workplace  
25 issues were effectively medicalised, not exclusively by 15:16  
26 yourself but by An Garda Síochána as a whole. Would  
27 you accept that view, or that characterisation of his  
28 experience?

29 A. I think at the time of the recommendation for ill

1 health retirement he had an established medical  
2 condition that related to his perceptions regarding the  
3 workplace and the original trauma of the death of  
4 Ms. Saulite in I think November of '06, and indeed  
5 subsequent threats to other persons whom he perceived 15:17  
6 as including himself.

7 378 Q. And certainly that was the diagnosis I think that  
8 Dr. Griffin had identified in early course...

9 A. Yes.

10 379 Q. And indeed back in I think 2007 and '08, that time 15:17  
11 period, but later on certainly Dr. Devitt's view was  
12 that you were talking about an adjustment disorder, so  
13 there certainly was a shift in terms of the position  
14 over the period of five years, isn't that right?

15 A. It is. But post traumatic stress disorder is a 15:17  
16 condition that normally resolves with interventions.  
17 People recover from it. It is not a lifelong  
18 condition.

19 380 Q. And I think at the beginning of your evidence earlier  
20 on you indicated that there have been, I suppose, 15:18  
21 changes since this time period. So a referral form  
22 came in in 2010, and I think you referred to, in your  
23 evidence this morning, when you were opening your  
24 evidence, how injury on duty is dealt with now in that  
25 if there is acceptance by management that there is an 15:18  
26 injury, that it goes to the Chief Medical Officer, or  
27 indeed yourself, and that there is a determination as  
28 to whether, on the balance of probabilities, that  
29 injury has been caused by the workplace. That is what

1           you said, I suppose, earlier on?

2       A.    Yeah, we frequently would be requested: is a  
3           particular absence related to a particular injury on  
4           duty? So, sometimes circumstances arise where  
5           attendance at work has continued after an event. You     15:19  
6           know, the simplest one is perhaps somebody who believes  
7           they strained their wrist in a, you know, restraining  
8           an individual perhaps, but the wrist remains  
9           troublesome for three or four weeks and they go and get  
10          an x-ray and they find a break in it and then, you     15:19  
11          know, there's orthopedic treatment and there's absence  
12          from work. So, in a simple case you've an injury on  
13          duty, a period of attendance at work and followed by a  
14          period of absence, and we would be asked does the said  
15          period of absence relate to the event, yeah. And that     15:19  
16          informs the decisions of pay section for the person.

17   381 Q.   If you were to -- and this is somewhat hypothetical --  
18           but if Sergeant Hughes's case were referred to you  
19           today or tomorrow for the first time, would it be your  
20           view that it would have been dealt with quite     15:20  
21           differently under how things operate now in An Garda  
22           Síochána versus how things operated back when it was  
23           referred to you in 2007?

24       A.    Yeah, there are certainly improvements in place.  
25           There's a requirement to complete a referral form. The     15:20  
26           work-related stress issue is, up to recent weeks in  
27           fact, is dealt with by -- when we're offering the  
28           appointments, sending out a request for a report  
29           regarding work-related stress from local management

1 under certain headings in accordance with the Health  
2 and Safety Authority Management Standards for Guidance  
3 on Stress in the workplace, and those reports come in,  
4 I think, in these weeks that process is evolving to  
5 where HR directorate are getting a referral with work 15:21  
6 stress, that they would actually make the request for  
7 work report for the attention of the CMO, to be making  
8 that request one step earlier so that it is likely that  
9 this report might be available at the date of it being  
10 seen by the occupational health physician, by the 15:21  
11 referee being seen by the occupational health  
12 physician.

13 382 Q. In terms of Sergeant Hughes's position before this  
14 Tribunal, it is his position that effectively the  
15 medicalisation of what were workplace issues, and the 15:21  
16 constant referrals of him to psychiatrists, the failure  
17 of management to provide supports, that that had the  
18 effect of discrediting him; it had the effect that he  
19 was discredited and that essentially his, I suppose,  
20 concerns were not dealt with properly. would you 15:21  
21 accept that?

22 A. That was his perception of what had happened in the  
23 workplace. I think there are organisational supports  
24 that were present in 2007 that included peer support in  
25 the workplace and the Employee Assistance Service. 15:22

26 383 Q. Thank you very much, Dr. Quigley. I don't have any  
27 further questions.

28 A. Thank you.

29 CHAIRMAN: 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

THE WITNESS WAS CROSS-EXAMINED BY MR. O' HIGGINS AS  
FOLLOWS:

MR. O' HIGGINS: Dr. Quigley, Micheál O'Higgins for 15:22  
Garda management. I will be brief.

384 Q. Can I ask you in relation to the over all period '07 to  
2012, how many times did you yourself see Sergeant  
Hughes?

A. Eight occasions. 15:22

385 Q. All told, how many times did he see the independent  
psychiatrists to whom you referred him?

A. I think that was eight times as well. I think there  
were three occasions he was seen by Dr. Griffin and  
five by Dr. Devitt. 15:23

386 Q. Right. were all of the appointments with the  
independent psychiatrists arranged by you?

A. Yes, I requested them.

387 Q. Yes...

A. Each of those, yes. 15:23

388 Q. Could I ask you to look at page 18, please, of Sergeant  
Hughes's statement or interview. This is how he  
characterises his first dealing with you -- second line  
down, halfway along the page:

"In September 2007 I was called before the Assistant  
CMO, Dr. Richard Quigley. At this time I had not been  
interviewed by Garda management in relation to my  
absence from duty. He, Dr. Quigley, had no 15:23

1 correspondence on the file relating to my absence from  
2 duty. He admitted he had no correspondence from Garda  
3 management relating to my absence."  
4

5 And then he says:

15:23

6  
7 "Yet he persisted in wanting to send me to a  
8 psychiatrist due to work-related stress and I objected  
9 to this at the time. That fell on deaf ears. He left  
10 me with no choice but to attend a psychiatrist in  
11 St. Patrick's Hospital. Again I felt that this was  
12 completely improper."  
13

15:24

14 Do you accept that what you did was completely  
15 improper?

15:24

16 A. No.

17 389 Q. From your point of view, what is your view as to the  
18 perception that Sergeant Hughes had, and as to his  
19 understanding of your role?

20 A. My understanding of his perception... I am not clear... 15:24

21 I would hope that he considered me as an independent  
22 medical provider, an occupational health physician.

23 CHAIRMAN: Mr. O'Higgins, can we have a tiny bit of  
24 clarity?

25 "What is your view as to the perception that Sergeant  
26 Hughes had, and as to his understanding of your role?"  
27

15:25

28 I don't know what you are asking.

29 MR. O'HIGGINS: I will endeavour --

1 CHAIRMAN: I'm sorry, I don't want to sound critical.  
2 But what are you really -- are you saying --  
3 MR. O'HIGGINS: If I could ask it this way, Chairman --  
4 CHAIRMAN: Yes, yes. I'm sorry, I don't mean to be (a)  
5 interfering or (b) -- but that's too complicated 15:25  
6 Mr. O'Higgins.  
7 MR. O'HIGGINS: May it please you, Chairman.  
8 CHAIRMAN: Did you do something wrong in relation to  
9 Sergeant Hughes? Sergeant Hughes says, look, this was  
10 unfair and unreasonable, you shouldn't have referred me 15:26  
11 to a psychiatrist, what do you say to that?  
12 A. Sergeant Hughes had been referred to a psychiatrist by  
13 his own GP. I think I am in one sense a generalist, in  
14 that I am not a psychiatrist, and it is helpful to have  
15 the view of an independent psychiatrist to inform the 15:26  
16 advices to Garda management on fitness for duty, and  
17 that was the reason for my referral.  
18 CHAIRMAN: Thanks very much. Now sorry, Mr. O'Higgins.  
19 MR. O'HIGGINS: Thank you.  
20 390 Q. If we can move to page 46, please, in the same 15:26  
21 interview. Again it goes back to the September '07  
22 consultation which we can pass from, if we move down  
23 five lines we see there:  
24  
25 "On the 11th July '08 An Garda Síochána recommended 15:27  
26 that I be medically discharged. Again I believe this  
27 to be targeting, because once again the workplace  
28 matters had not been investigated by local management.  
29 The persons who targeted me in respect to these matters

1 were Assistant Commissioner HRM and the Assistant  
2 Commissioner CMO, Dr. Richard Quigley, along with my  
3 line managers and including the office of HRM. Just to  
4 reiterate, I believe that by Dr. Quigley continually  
5 referring me for psychiatrist assessment was in the 15:27  
6 circumstances discrediting of me. My legal team are  
7 aware of all of these matters."  
8

9 what do you say to that?

10 A. Well, I referred him for an independent psychiatric 15:27  
11 opinion to help to inform the advice that I would give  
12 to Garda management on fitness for duties. The  
13 independent psychiatrist, Dr. John Griffin, made a  
14 diagnosis of significant medical condition and he also  
15 felt on first assessment that it was unlikely that 15:28  
16 Sergeant Hughes would be in a position to resume work  
17 essentially in any capacity. I think in general, it  
18 does seem to cast having a mental health condition in a  
19 negative light, and at a societal level I would like to  
20 be part of a process to exclude that; that people are 15:28  
21 cherished for being people and not for -- and not  
22 cherished because they might have a mental health  
23 disorder.

24 CHAIRMAN: we should get away from the stigma.

25 A. Sorry, stigma was the word I was trying to -- 15:29

26 391 Q. MR. O'HIGGINS: Yes. So from your dealings with the  
27 sergeant, did you feel that he was in denial of these  
28 matters and was influenced by societal stigma?

29 A. I think that's one plausible explanation of his beliefs



1 as expressed, yes.

2 MR. O'HIGGINS: Thanks very much.

3

4 WITNESS WAS THEN RE-EXAMINED BY MR. MCGUINNESS, AS

5 FOLLOWS:

15:29

6

7 392 Q. MR. MCGUINNESS: Dr. Quigley, just a couple of matters.  
8 I should have perhaps clarified this at the beginning  
9 and apologies for not having done so. You're obviously  
10 based up in Garda Headquarter, is that correct?

15:29

11 A. Yes.

12 393 Q. But you're not a member of An Garda Síochána?

13 A. No.

14 394 Q. Not attested or sworn?

15 A. No.

15:29

16 395 Q. And have never and don't hold any rank as such in the  
17 organisation as such, isn't that right?

18 A. No. I hold an office, I suppose: Assistant CMO.

19 396 Q. Mr. O'Higgins asked you, as did Ms. O Loinsigh, about  
20 the consultation that you first had on the 19th  
21 September 2007, it would appear to be evident from what  
22 you did that Sergeant Hughes told you that he had been  
23 consulting with Dr. Fernandez, and you wrote to  
24 Dr. Fernandez and his own GP after that consultation,  
25 isn't that correct?

15:30

26 A. Yes.

27 397 Q. Did he say to you at the consultation that he did not  
28 wish to be referred to another psychiatrist, Mr. John  
29 Tobin, or anyone else?

15:30

1 A. I don't -- em, gosh, may I look at my original notes?  
2 398 Q. Sure.  
3 A. Because I think at this distance it's... I'm afraid I  
4 don't recall. I don't think my notes of 9 September  
5 '07 record Sergeant Hughes's expressed view, I suppose 15:31  
6 that --  
7 399 Q. Is it likely that if such a member had said to you 'I  
8 don't want to be referred to a psychiatrist' that you  
9 would either override his wishes or not tell his GP of  
10 such a fact? 15:31  
11 A. I think, I suppose both of those are unlikely. If a  
12 person expresses difficulty with seeing a psychiatrist,  
13 I would go over the reasons why I consider that a  
14 psychiatric opinion, an independent psychiatric opinion  
15 would be of help. 15:32  
16 400 Q. Yes. You -- Go ahead. Is there anything further you  
17 want to add to that?  
18 A. No, I would inform the employee as to the reason -- the  
19 reasoning for the referral and the likely helpfulness.  
20 And I think it is increasingly less common that people 15:32  
21 in that situation express to me a reluctance or  
22 difficulty with it. The commonest reason might be one  
23 where they don't really want to meet a new person and  
24 go over the whole tale, if you will, or the whole  
25 history from the beginning again. 15:33  
26 401 Q. You learnt the following year, when you got  
27 Dr. Fernandez's report, that he had seen him at least  
28 twice and that he hadn't come back to him for a third  
29 review, and then later in the year, when Mr. Costello's

1 appeal was sent to you with Dr. Corry's report --

2 A. Yeah.

3 402 Q. -- you discovered that he had been seen by Dr. Corry on  
4 three occasions, isn't that correct, according to his  
5 report? 15:33

6 A. I think so, yes.

7 403 Q. On each occasion after September '07 when you saw him  
8 did he ever protest to you that he did not want to be  
9 re-referred either to Dr. Griffin or Dr. Devitt on any  
10 occasion? 15:33

11 A. I don't recall it.

12 404 Q. Yes. And may I take it that all of the correspondence  
13 that we have seen, we've received all of the  
14 correspondence as we believe it to be from his GP, were  
15 you ever made aware of any protest that he made either 15:34  
16 to his GP or any of his treating psychiatrists that he  
17 was being referred to another psychiatrist against his  
18 will?

19 A. No, I'm not aware of that, that I recall.

20 405 Q. Thank you. 15:34

21 CHAIRMAN: Anything arising out of that? No. Thank  
22 you very much, Dr. Quigley. Thank you for coming to  
23 help us. You are free to go and you are finished with  
24 the Tribunal --

25 THE WITNESS: Thank you very much. 15:34

26 CHAIRMAN: -- you probably will be pleased to realise.  
27 And that completes our evidence, Mr. McGuinness, isn't  
28 that right?

29 MR. MCGUINNESS: Yes, Chairman. That's the evidence

1 completed today and the Tribunal at present has no  
2 current intention of calling any additional witnesses.  
3 CHAIRMAN: Very good.  
4 MR. MCGUINNESS: I know Mr. Murrinan has consulted with  
5 parties about whether Sergeant Hughes needed to be 15:35  
6 recalled on any issue and the view is taken by  
7 Mr. Murrinan that he doesn't require to recall him.  
8 CHAIRMAN: Very good.  
9 MR. MCGUINNESS: And it is not the intention at present  
10 for the Tribunal to schedule any other witnesses. 15:35  
11 CHAIRMAN: Okay. Let me just ask. Mr. Lynn, have you  
12 a desire to recall Sergeant Hughes to deal with any  
13 issue?  
14 MR. LYNN: No, Mr. Murrinan asked us this earlier.  
15 CHAIRMAN: Oh, thank you very much. 15:35  
16 MR. LYNN: No, we don't.  
17 CHAIRMAN: well, I may as well formally ask you now,  
18 just to make it clear, that the Tribunal isn't seeking  
19 to shut out anybody.  
20 MR. LYNN: No, we don't. Thank you, Chairman. 15:35  
21 CHAIRMAN: Okay. Now I think the next thing -- you can  
22 go, if you like, and there's no problem. Thank you  
23 very much, Mr. Quigley.  
24  
25 THE WITNESS THEN WITHDREW 15:35  
26  
27 CHAIRMAN: Now, Mr. Lynn and Mr. O'Higgins, the next  
28 thing I suppose is: where do we go from here? And in  
29 normal circumstances we would afford counsel an

1 opportunity to make some submissions and we would  
2 anticipate -- there's no obligation, you don't have to  
3 do so, but if, in the anticipation that counsel would  
4 wish to make some commentary, some observation, some  
5 submissions, legal, factual, whatever, the Tribunal 15:36  
6 would wish to give them an opportunity to do that.  
7 Now, bear in mind we have the evidence, it's in a  
8 relatively modest -- it's a relatively modest scale  
9 compared with some inquiries, what we had in mind was  
10 to offer, was to give three weeks -- well, a little 15:36  
11 more than three weeks. In other words, to give the  
12 parties until Friday the 25th March to produce their  
13 submissions and (a) to exchange them with each other on  
14 or before close of business on the 25th and by  
15 agreement, if they're ready earlier, all the better, 15:37  
16 but on or before close of business on the 25th and also  
17 to furnish them to the Tribunal.

18  
19 Now the parties won't have seen each others'  
20 submissions at that point, they will make their 15:37  
21 submissions, and so the Tribunal will offer the parties  
22 an opportunity to make observations on the other  
23 party's submissions and we will sit for that purpose on  
24 Friday, 1st April. And we will propose to sit for that  
25 purpose in the room above here, which is Bedford Hall, 15:38  
26 which is a smaller facility, and probably a more  
27 comfortable one for the purpose of hearing submissions.  
28 Any difficulties in that, you can contact the Tribunal,  
29 and Ms. Walsh or Mr. Murphy, the Tribunal manager, will

1 be happy to give any relevant information.

2

3 So if we're all happy with that, three weeks, until the  
4 25th, for exchanging, close of business for exchanging  
5 and notifying us, because we obviously need to study 15:38  
6 them as well, before the following week when we sit for  
7 observations. And when I say -- the big thing, you're  
8 not restricted, strictly speaking, you can amplify the  
9 submissions, but the principal purpose from the  
10 Tribunal's point of view is to hear what each side has 15:39  
11 to say about the other side's submissions because  
12 that's the one thing that you won't have had the  
13 opportunity and we won't have had the benefit of. So  
14 that's the principal thing, and obviously I don't need  
15 to emphasise that we would like them to be as brief as 15:39  
16 possible, consistent with being as comprehensive as you  
17 think you need to be.

18

19 Okay. So, is everybody happy with that? Is that a  
20 reasonable scheme? Are you happy with that, 15:39  
21 Mr. O'Higgins?

22 MR. O'HIGGINS: We are happy with that, Chairman.

23 CHAIRMAN: Mr. Lynn, does that seem reasonable?

24 MR. LYNN: We are happy with that, Chair, yes, thank  
25 you. 15:39

26 CHAIRMAN: Thank you very much. We will sit for that  
27 purpose and then it will be over to us, or over to me  
28 to the -- sorry, just one thing that isn't absolutely  
29 clear: we have another hearing which is our final

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

hearing in another case and that is scheduled to commence 3rd May I think, Mr. McGuinness, is that right?

MR. MCGUINNESS: Yes, Chairman. It's intended that it would start then, if possible.

15:40

CHAIRMAN: Okay. And so, it's not clear that the report in this case can be published before we embark on that. If possible, we will certainly look at that, but our original thought was to arrange for the two hearings and do all that, and then to produce a comprehensive report dealing with the two cases. But, I can understand that everybody would prefer to have an outcome as quickly as possible and if that works out, if that's possible we will do it that way, okay. Thank you very much indeed. All right.

15:40

15:40

THE HEARING THEN ADJOURNED UNTIL FRIDAY, 1ST APRIL 2022

				<b>3</b>			
'06 [1] - 138:4 '07 [7] - 19:18, 26:12, 103:24, 141:7, 143:21, 146:5, 147:7 '08 [7] - 18:2, 33:7, 121:14, 121:15, 131:18, 138:10, 143:25 '09 [1] - 39:7 '12 [2] - 7:11, 7:12 '18 [1] - 6:12 'discipline' [1] - 130:16 'elephant' [1] - 91:9 'from' [1] - 91:23 'in' [1] - 87:13 'interview' [1] - 110:17 'outruling' [1] - 54:14 'such' [1] - 87:3	<b>1343</b> [1] - 19:13 <b>1346</b> [2] - 25:10, 109:8 <b>1347</b> [1] - 30:26 <b>1349</b> [2] - 36:13, 114:10 <b>1352</b> [1] - 43:24 <b>1354</b> [1] - 52:4 <b>1355</b> [1] - 7:19 <b>1356</b> [1] - 8:3 <b>1357</b> [1] - 8:19 <b>1358</b> [1] - 25:23 <b>1360</b> [1] - 29:20 <b>1361</b> [1] - 29:26 <b>1363</b> [3] - 29:27, 115:4, 115:5 <b>1365</b> [1] - 62:23 <b>1368</b> [1] - 62:24 <b>1369</b> [1] - 63:1 <b>1370</b> [1] - 77:19 <b>1372</b> [1] - 77:20 <b>1374</b> [1] - 84:15 <b>1377</b> [1] - 84:18 <b>1378</b> [2] - 86:23, 86:24 <b>1379</b> [1] - 90:26 <b>1381</b> [1] - 90:27 <b>1383</b> [1] - 95:28 <b>1384</b> [1] - 95:29 <b>1388</b> [1] - 80:21 <b>1389</b> [1] - 99:24 <b>13th</b> [2] - 86:23, 93:1 <b>14</b> [1] - 30:19 <b>14/9</b> [1] - 18:7 <b>141</b> [1] - 4:11 <b>145</b> [1] - 4:12 <b>14th</b> [2] - 30:25, 52:29 <b>15th</b> [3] - 27:2, 77:18, 101:10 <b>16/9</b> [3] - 62:26, 77:24, 78:20 <b>16th</b> [2] - 41:3, 87:5 <b>17th</b> [5] - 29:24, 47:15, 71:14, 85:16, 133:15 <b>18</b> [1] - 141:21 <b>18th</b> [9] - 20:13, 22:19, 34:5, 104:7, 108:27, 128:14, 128:15, 129:22, 132:5 <b>1925</b> [1] - 24:12 <b>1982</b> [1] - 6:3 <b>19th</b> [7] - 12:3, 23:23, 26:14, 37:23, 55:12,	103:24, 145:20 <b>1ST</b> [3] - 3:7, 5:1, 151:17 <b>1st</b> [2] - 35:27, 149:24	<b>2</b>	<b>3</b> [3] - 8:25, 78:28, 96:13 <b>3/12/10..</b> [1] - 76:22 <b>30th</b> [1] - 57:11 <b>31st</b> [2] - 50:19, 52:18 <b>3874</b> [1] - 103:28 <b>3875</b> [2] - 102:19, 103:26 <b>3902</b> [2] - 9:29, 10:5 <b>3905</b> [2] - 11:6, 11:7 <b>3908</b> [2] - 12:4, 104:19 <b>3978</b> [2] - 31:13, 112:13 <b>398</b> [1] - 31:12 <b>3rd</b> [3] - 18:3, 72:16, 151:2	121:25, 122:17, 122:21, 124:18, 124:20, 125:21, 126:27, 138:22 <b>2011</b> [9] - 6:11, 73:22, 73:27, 74:23, 82:12, 85:28, 87:9, 96:6, 135:29 <b>2012</b> [11] - 7:9, 86:21, 88:25, 90:26, 91:21, 94:2, 95:27, 99:27, 127:2, 127:17, 141:8 <b>2013</b> [1] - 6:11 <b>2017</b> [1] - 6:12 <b>2022</b> [3] - 3:8, 5:2, 151:17 <b>20th</b> [9] - 52:2, 53:20, 59:1, 66:22, 66:26, 67:5, 67:27, 69:29, 121:25 <b>2122</b> [1] - 127:29 <b>2195</b> [2] - 130:25, 130:27 <b>21st</b> [2] - 43:25, 57:3 <b>22/3/11</b> [2] - 83:25, 83:27 <b>22nd</b> [4] - 38:10, 43:24, 83:11, 124:19 <b>23rd</b> [1] - 84:7 <b>24th</b> [1] - 74:23 <b>25th</b> [4] - 149:12, 149:14, 149:16, 150:4 <b>26th</b> [6] - 25:10, 39:24, 52:23, 82:11, 95:1, 109:7 <b>27th</b> [2] - 95:22, 99:23 <b>28</b> [3] - 31:22, 98:26, 98:28 <b>28th</b> [6] - 40:26, 63:23, 66:19, 69:5, 88:25, 121:21 <b>29th</b> [4] - 73:27, 85:28, 90:26, 130:3 <b>2nd</b> [3] - 44:13, 45:13, 75:1	<b>4</b> [2] - 79:2, 96:18 <b>4005</b> [1] - 34:6 <b>4006</b> [2] - 34:20, 128:15 <b>4007</b> [1] - 34:27 <b>4070</b> [1] - 37:23 <b>4071</b> [1] - 39:25 <b>4072</b> [1] - 40:26 <b>4074</b> [1] - 41:2 <b>4075</b> [1] - 41:2 <b>4085</b> [1] - 40:29 <b>4096</b> [1] - 41:4 <b>4107</b> [2] - 42:23, 42:25 <b>4128</b> [3] - 45:12, 45:14, 132:18 <b>4130</b> [1] - 133:16 <b>4133</b> [2] - 51:24, 52:1 <b>4186</b> [2] - 55:9, 133:29 <b>4331</b> [1] - 57:4 <b>4332</b> [1] - 57:11 <b>4342</b> [1] - 59:2 <b>4350</b> [1] - 61:21 <b>4358</b> [1] - 63:24 <b>4364</b> [1] - 66:4 <b>4384</b> [1] - 66:23 <b>4385</b> [2] - 66:23, 67:27 <b>4397</b> [2] - 66:20,	121:22 <b>4398</b> [1] - 69:9 <b>4401</b> [1] - 76:6 <b>4406</b> [1] - 71:13 <b>4407</b> [1] - 72:16 <b>442</b> [1] - 76:7 <b>4440</b> [1] - 76:5 <b>4460</b> [1] - 79:19 <b>4469</b> [1] - 82:2 <b>4480</b> [1] - 83:9 <b>4482</b> [2] - 83:15, 83:16 <b>4503</b> [1] - 85:27 <b>4505</b> [3] - 83:2, 83:19 <b>4543</b> [1] - 84:4 <b>4554</b> [1] - 85:17 <b>4567</b> [1] - 92:27 <b>4587</b> [1] - 93:2 <b>46</b> [1] - 143:20 <b>4618</b> [1] - 95:22 <b>4652</b> [1] - 99:19 <b>4688</b> [1] - 101:14 <b>4th</b> [2] - 25:23, 86:14
<b>1</b>				<b>4</b>	<b>5</b>		
1 [2] - 53:1, 96:4 <b>10</b> [1] - 97:13 <b>10)</b> [1] - 87:5 <b>102</b> [1] - 4:10 <b>10th</b> [4] - 40:27, 46:8, 77:15, 77:18 <b>11</b> [1] - 97:17 <b>11.37</b> [2] - 122:25, 123:2 <b>11/3</b> [1] - 41:10 <b>11th</b> [4] - 98:13, 98:16, 99:26, 143:25 <b>12</b> [2] - 31:17, 97:21 <b>128</b> [1] - 92:4 <b>12th</b> [6] - 22:2, 69:18, 70:6, 71:20, 109:5, 125:21 <b>13</b> [2] - 96:1, 97:25 <b>1331</b> [2] - 5:22, 12:5 <b>1332</b> [1] - 27:29 <b>1333</b> [2] - 28:1, 129:3 <b>1336</b> [1] - 74:24	<b>15th</b> [3] - 27:2, 77:18, 101:10 <b>16/9</b> [3] - 62:26, 77:24, 78:20 <b>16th</b> [2] - 41:3, 87:5 <b>17th</b> [5] - 29:24, 47:15, 71:14, 85:16, 133:15 <b>18</b> [1] - 141:21 <b>18th</b> [9] - 20:13, 22:19, 34:5, 104:7, 108:27, 128:14, 128:15, 129:22, 132:5 <b>1925</b> [1] - 24:12 <b>1982</b> [1] - 6:3 <b>19th</b> [7] - 12:3, 23:23, 26:14, 37:23, 55:12,	2 [6] - 3:18, 63:5, 72:22, 78:23, 87:5, 131:18 <b>2001</b> [1] - 6:8 <b>2005</b> [1] - 6:8 <b>2006</b> [3] - 6:1, 53:14, 111:3 <b>2007</b> [24] - 7:7, 8:23, 8:25, 9:24, 11:22, 16:10, 16:26, 26:14, 26:27, 103:18, 111:6, 122:14, 123:14, 123:15, 126:23, 131:19, 131:26, 133:23, 135:2, 138:10, 139:23, 140:24, 141:26, 145:21 <b>2007..</b> [1] - 27:2 <b>2008</b> [31] - 22:2, 25:11, 28:15, 30:28, 31:16, 31:24, 34:5, 39:7, 40:12, 40:13, 62:11, 64:13, 67:22, 72:28, 108:25, 109:8, 109:19, 110:6, 111:3, 112:13, 112:17, 114:8, 119:20, 121:11, 121:13, 128:14, 128:15, 128:18, 130:3, 132:3, 132:6 <b>2009</b> [13] - 25:25, 37:18, 38:10, 39:25, 45:14, 50:20, 52:29, 55:12, 114:9, 131:1, 132:16, 133:21, 134:19 <b>2010</b> [24] - 6:11, 56:21, 63:23, 66:8, 67:25, 69:18, 71:20, 72:16, 105:21, 118:8, 120:12, 120:13, 120:29, 121:17, 121:22,	<b>4</b> [2] - 79:2, 96:18 <b>4005</b> [1] - 34:6 <b>4006</b> [2] - 34:20, 128:15 <b>4007</b> [1] - 34:27 <b>4070</b> [1] - 37:23 <b>4071</b> [1] - 39:25 <b>4072</b> [1] - 40:26 <b>4074</b> [1] - 41:2 <b>4075</b> [1] - 41:2 <b>4085</b> [1] - 40:29 <b>4096</b> [1] - 41:4 <b>4107</b> [2] - 42:23, 42:25 <b>4128</b> [3] - 45:12, 45:14, 132:18 <b>4130</b> [1] - 133:16 <b>4133</b> [2] - 51:24, 52:1 <b>4186</b> [2] - 55:9, 133:29 <b>4331</b> [1] - 57:4 <b>4332</b> [1] - 57:11 <b>4342</b> [1] - 59:2 <b>4350</b> [1] - 61:21 <b>4358</b> [1] - 63:24 <b>4364</b> [1] - 66:4 <b>4384</b> [1] - 66:23 <b>4385</b> [2] - 66:23, 67:27 <b>4397</b> [2] - 66:20,	<b>5</b> [5] - 4:9, 63:6, 79:4, 92:5, 96:22 <b>5306</b> [1] - 110:6 <b>5th</b> [9] - 8:23, 26:27, 30:28, 31:16, 66:2, 66:4, 84:9, 90:9, 94:2			
				<b>6</b>			
					<b>6</b> [4] - 63:6, 92:11, 96:27 <b>609</b> [1] - 98:14 <b>6841</b> [2] - 12:25, 14:26 <b>6842</b> [1] - 14:27 <b>6846</b> [1] - 16:10 <b>6847</b> [1] - 18:3 <b>6849</b> [3] - 20:15, 108:27, 108:29 <b>6850</b> [1] - 88:25 <b>6851</b> [1] - 22:4 <b>6852</b> [1] - 22:20 <b>6853</b> [1] - 23:11 <b>6854</b> [1] - 23:23 <b>6856</b> [1] - 33:13 <b>6857</b> [1] - 35:29 <b>6859</b> [1] - 42:20 <b>6860</b> [3] - 41:26, 41:27, 117:9		



<p>6864 [1] - 45:2  6865 [1] - 44:16  6866 [1] - 46:9  6868 [1] - 47:16  6869 [1] - 47:19  6870 [1] - 50:20  6871 [1] - 51:6  6872 [1] - 53:1  6873 [1] - 53:20  6875 [1] - 56:27  6876 [1] - 60:28  6878 [1] - 60:26  6879 [1] - 57:14  6881 [1] - 63:21  6883 [1] - 75:2  6884 [1] - 75:21  6885 [1] - 79:15  6887 [1] - 73:24  6888 [1] - 82:1  6890 [1] - 81:9  6891 [1] - 82:12  6892 [1] - 82:18  6893 [1] - 84:10  6894 [1] - 85:7  6896 [1] - 90:12  6898 [1] - 94:1  6899 [1] - 94:5  6900 [1] - 95:4  6901 [1] - 98:21  6904 [1] - 101:10  6th [14] - 27:18,  27:27, 28:15,  31:24, 64:12,  72:28, 87:9,  89:18, 90:7,  90:11, 110:6,  110:10, 112:17,  121:14</p>	<p style="text-align: center;"><b>9</b></p> <p>9 [5] - 33:6,  97:10, 121:15,  131:19, 146:4  9th [11] - 31:7,  33:13, 34:7,  36:13, 112:13,  117:5, 128:18,  128:29, 129:22,  131:1, 132:3</p>	<p>142:14  <b>acceptance</b> [1] -  138:25  <b>accepted</b> [2] -  13:25, 124:6  <b>access</b> [2] -  11:16, 11:25  <b>accommodate</b>  [1] - 42:13  <b>accommodatio</b>  <b>n</b> [1] - 51:13  <b>accommodatio</b>  <b>ns</b> [2] - 48:18,  61:10  <b>accompanied</b>  [1] - 63:14  <b>accord</b> [1] -  113:28  <b>accordance</b> [2] -  51:24, 140:1  <b>accorded</b> [1] -  114:22  <b>according</b> [3] -  30:27, 96:27,  147:4  <b>accordingly</b> [9] -  31:22, 32:4,  32:13, 35:1, 35:6,  38:7, 39:29, 73:3,  112:24  <b>account</b> [5] -  53:12, 62:4,  62:19, 68:9,  119:25  <b>accountability</b>  [2] - 130:14,  130:17  <b>accountable</b> [1]  - 130:15  <b>accurate</b> [2] -  22:7, 54:28  <b>achievable</b> [1] -  130:21  <b>achieve</b> [1] -  55:1  <b>achieved</b> [1] -  22:13  <b>acknowledgme</b>  <b>nt</b> [1] - 26:3  <b>acted</b> [1] - 45:29  <b>action</b> [7] -  23:24, 72:11,  80:17, 80:29,  92:8, 92:19,  93:21  <b>actions</b> [1] -  83:26  <b>activity</b> [1] -  8:29  <b>actual</b> [1] -</p>	<p>48:26  <b>add</b> [2] - 113:23,  146:17  <b>added</b> [1] -  113:26  <b>addition</b> [1] -  134:13  <b>additional</b> [1] -  148:2  <b>address</b> [9] -  48:28, 58:26,  79:3, 79:11,  79:24, 80:16,  81:3, 81:20,  137:13  <b>addressable</b> [1]  - 53:29  <b>addressed</b> [9] -  18:21, 18:24,  21:2, 22:11,  57:15, 58:20,  73:25, 84:29,  94:14  <b>addressee</b> [1] -  71:15  <b>addresses</b> [1] -  81:4  <b>addressing</b> [1] -  83:24  <b>ADJOURNED</b>  [2] - 89:29, 151:17  <b>adjourned</b> [1] -  88:28  <b>adjudicate</b> [3] -  67:11, 68:11,  122:1  <b>adjust</b> [2] -  96:24, 97:4  <b>adjustment</b> [4] -  9:2, 96:29, 97:11,  138:12  <b>administrative</b>  [1] - 42:10  <b>admitted</b> [1] -  142:2  <b>adopted</b> [2] -  85:5, 112:1  <b>adopting</b> [1] -  111:5  <b>advance</b> [4] -  45:10, 50:27,  69:26, 85:2  <b>advancing</b> [1] -  81:2  <b>adverse</b> [1] -  76:10  <b>advice</b> [29] -  13:15, 23:14,  46:1, 47:23,  47:27, 54:11,</p>	<p>60:9, 62:11,  63:19, 64:28,  69:21, 69:26,  70:22, 70:23,  91:17, 106:20,  112:7, 112:26,  120:9, 120:11,  129:21, 131:3,  131:9, 131:12,  131:16, 132:8,  132:10, 132:13,  144:11  <b>advice..</b> [1] -  70:3  <b>advice</b> [6] -  31:25, 32:5,  83:26, 112:18,  128:20, 143:16  <b>advice..</b> [1] -  64:26  <b>advisable</b> [1] -  89:5  <b>advise</b> [10] -  10:19, 13:4,  41:11, 43:6,  45:27, 81:22,  90:18, 104:29,  106:15, 129:16  <b>advised</b> [12] -  8:5, 17:22, 31:21,  41:12, 47:25,  62:13, 89:8,  92:24, 93:28,  98:27, 128:19,  129:13  <b>advised..</b> [1] -  47:21  <b>adviser</b> [10] -  28:23, 31:18,  33:24, 37:16,  43:4, 46:1, 50:29,  118:28, 131:25,  131:28  <b>advisers</b> [1] -  15:17  <b>advises</b> [2] -  38:5, 65:16  <b>advising</b> [4] -  17:5, 61:9, 90:19,  118:22  <b>affect</b> [2] -  76:11, 101:3  <b>affected</b> [3] -  25:15, 26:19,  109:13  <b>afford</b> [2] -  61:10, 148:29  <b>afforded</b> [2] -  55:25, 134:8  <b>aforementione</b></p>	<p><b>d</b> [1] - 26:1  <b>afraid</b> [1] - 146:3  <b>afterwards</b> [2] -  16:4, 61:19  <b>aggravating</b> [1]  - 23:15  <b>ago</b> [5] - 26:18,  30:19, 32:10,  99:12, 105:8  <b>agree</b> [4] -  53:23, 73:12,  100:14, 112:7  <b>agreed</b> [5] -  9:13, 16:3, 81:25,  94:9, 136:21  <b>agreeing</b> [2] -  52:20, 85:8  <b>agreement</b> [3] -  100:7, 126:8,  149:15  <b>ahead</b> [1] -  146:16  <b>alacrity</b> [1] -  44:6  <b>albeit</b> [1] - 51:11  <b>alia</b> [1] - 34:11  <b>allegations</b> [3] -  57:15, 91:8,  91:28  <b>alleged</b> [1] -  72:7  <b>alleviate</b> [1] -  47:2  <b>allow</b> [1] - 10:5  <b>allowances</b> [1] -  7:1  <b>allowing</b> [2] -  63:11, 65:18  <b>alluded</b> [1] -  38:13  <b>almost</b> [1] - 78:7  <b>also..</b> [1] - 129:7  <b>alternative</b> [1] -  59:9  <b>ambivalent</b> [1] -  91:14  <b>amount</b> [1] -  46:26  <b>amplify</b> [1] -  150:8  <b>analyses</b> [1] -  116:19  <b>analysis</b> [1] -  108:14  <b>AND</b> [2] - 3:17,  89:29  <b>anger</b> [2] -  78:27, 88:1  <b>angry</b> [1] - 65:14  <b>annunciating</b></p>
<p style="text-align: center;"><b>7</b></p> <p>7 [4] - 63:6, 63:9,  92:13, 97:3  7th [12] - 7:11,  7:12, 19:13,  22:12, 56:25,  73:25, 81:8, 82:3,  98:18, 98:19,  103:18, 108:20</p>	<p style="text-align: center;"><b>A</b></p> <p><b>abduction</b> [2] -  16:17, 16:20  <b>abeyance</b> [1] -  86:21  <b>ability</b> [1] - 40:7  <b>able</b> [5] - 19:18,  39:8, 47:1, 56:17,  74:22  <b>absence</b> [35] -  12:13, 13:2,  29:11, 31:16,  33:20, 36:24,  36:25, 37:27,  38:26, 48:27,  55:13, 55:15,  61:4, 64:19,  68:23, 72:7,  72:25, 75:6,  84:12, 98:29,  102:29, 104:25,  105:25, 114:13,  114:20, 117:6,  117:15, 139:3,  139:11, 139:14,  139:15, 141:29,  142:1, 142:3  <b>absences</b> [1] -  71:29  <b>absent</b> [1] -  66:10  <b>absolute</b> [1] -  48:21  <b>absolutely</b> [6] -  8:9, 22:22, 56:6,  65:4, 101:6,  150:28  <b>abuse</b> [1] - 53:6  <b>AC</b> [5] - 34:1,  35:27, 50:10,  60:1, 60:8  <b>accept</b> [9] -  117:15, 123:25,  130:5, 135:14,  136:3, 136:20,  137:27, 140:21,</p>	<p><b>actual</b> [1] -</p>	<p><b>advised..</b> [1] -  47:21  <b>adviser</b> [10] -  28:23, 31:18,  33:24, 37:16,  43:4, 46:1, 50:29,  118:28, 131:25,  131:28  <b>advisers</b> [1] -  15:17  <b>advises</b> [2] -  38:5, 65:16  <b>advising</b> [4] -  17:5, 61:9, 90:19,  118:22  <b>affect</b> [2] -  76:11, 101:3  <b>affected</b> [3] -  25:15, 26:19,  109:13  <b>afford</b> [2] -  61:10, 148:29  <b>afforded</b> [2] -  55:25, 134:8  <b>aforementione</b></p>	<p><b>advised..</b> [1] -  47:21  <b>adviser</b> [10] -  28:23, 31:18,  33:24, 37:16,  43:4, 46:1, 50:29,  118:28, 131:25,  131:28  <b>advisers</b> [1] -  15:17  <b>advises</b> [2] -  38:5, 65:16  <b>advising</b> [4] -  17:5, 61:9, 90:19,  118:22  <b>affect</b> [2] -  76:11, 101:3  <b>affected</b> [3] -  25:15, 26:19,  109:13  <b>afford</b> [2] -  61:10, 148:29  <b>afforded</b> [2] -  55:25, 134:8  <b>aforementione</b></p>	
<p style="text-align: center;"><b>8</b></p> <p>8 [1] - 97:7  8102 [1] - 27:28  8th [3] - 16:9,  36:10, 61:20</p>	<p><b>abuse</b> [1] - 53:6  <b>AC</b> [5] - 34:1,  35:27, 50:10,  60:1, 60:8  <b>accept</b> [9] -  117:15, 123:25,  130:5, 135:14,  136:3, 136:20,  137:27, 140:21,</p>	<p><b>actual</b> [1] -</p>	<p><b>advised..</b> [1] -  47:21  <b>adviser</b> [10] -  28:23, 31:18,  33:24, 37:16,  43:4, 46:1, 50:29,  118:28, 131:25,  131:28  <b>advisers</b> [1] -  15:17  <b>advises</b> [2] -  38:5, 65:16  <b>advising</b> [4] -  17:5, 61:9, 90:19,  118:22  <b>affect</b> [2] -  76:11, 101:3  <b>affected</b> [3] -  25:15, 26:19,  109:13  <b>afford</b> [2] -  61:10, 148:29  <b>afforded</b> [2] -  55:25, 134:8  <b>aforementione</b></p>	<p><b>advised..</b> [1] -  47:21  <b>adviser</b> [10] -  28:23, 31:18,  33:24, 37:16,  43:4, 46:1, 50:29,  118:28, 131:25,  131:28  <b>advisers</b> [1] -  15:17  <b>advises</b> [2] -  38:5, 65:16  <b>advising</b> [4] -  17:5, 61:9, 90:19,  118:22  <b>affect</b> [2] -  76:11, 101:3  <b>affected</b> [3] -  25:15, 26:19,  109:13  <b>afford</b> [2] -  61:10, 148:29  <b>afforded</b> [2] -  55:25, 134:8  <b>aforementione</b></p>	

<p>[1] - 45:4  <b>answer</b> [5] - 39:14, 112:8, 135:16, 137:2, 137:8  <b>antecedents</b> [2] - 8:13, 26:4  <b>Anthony</b> [1] - 15:29  <b>anticipate</b> [1] - 149:2  <b>anticipation</b> [1] - 149:3  <b>anxiety</b> [15] - 56:28, 76:14, 78:26, 87:12, 88:1, 88:6, 95:11, 96:9, 96:16, 96:18, 96:22, 97:1, 97:11, 100:24  <b>anxiety'</b> [1] - 87:4  <b>anxiolytics</b> [1] - 74:13  <b>anxious</b> [5] - 13:1, 78:13, 91:29, 92:9, 104:24  <b>anyway</b> [3] - 23:4, 60:14, 86:20  <b>apart</b> [1] - 47:3  <b>apologies</b> [2] - 115:4, 145:9  <b>apparent</b> [4] - 41:18, 42:7, 73:10, 98:14  <b>appeal</b> [13] - 31:23, 33:20, 33:22, 34:1, 34:9, 34:10, 36:2, 40:13, 58:26, 98:29, 99:2, 99:4, 147:1  <b>appealing</b> [1] - 100:8  <b>appear</b> [18] - 11:6, 27:17, 30:27, 39:22, 53:26, 54:25, 63:18, 63:21, 72:9, 78:12, 78:13, 85:4, 85:5, 85:8, 85:17, 97:7, 102:6, 145:21  <b>appeared</b> [6] - 40:12, 62:15, 64:25, 76:15, 91:14, 118:1</p>	<p><b>appears..</b> [1] - 125:3  <b>appendices</b> [1] - 5:21  <b>application</b> [2] - 99:8, 124:1  <b>applied</b> [1] - 78:21  <b>apply</b> [1] - 3:18  <b>appointment</b> [16] - 6:20, 6:21, 7:11, 9:25, 10:4, 10:6, 11:28, 21:23, 52:2, 60:20, 77:14, 90:24, 92:25, 94:29, 103:23, 105:15  <b>appointments</b> [2] - 139:28, 141:16  <b>appreciate</b> [2] - 100:3, 105:7  <b>apprised</b> [1] - 47:26  <b>approach</b> [2] - 6:16, 17:28  <b>approached</b> [2] - 79:5, 79:27  <b>approaching</b> [1] - 80:9  <b>appropriate</b> [7] - 6:20, 8:11, 33:21, 53:23, 74:19, 81:11, 99:29  <b>appropriately</b> [1] - 21:2  <b>APRIL</b> [1] - 151:17  <b>April</b> [11] - 8:23, 26:27, 27:2, 29:24, 81:9, 82:3, 91:21, 93:2, 115:1, 115:3, 149:24  <b>area</b> [1] - 108:14  <b>areas</b> [1] - 15:12  <b>argue</b> [1] - 116:5  <b>argument</b> [1] - 119:14  <b>arise</b> [2] - 35:19, 139:4  <b>arisen</b> [1] - 49:23  <b>arises</b> [1] - 118:8  <b>arising</b> [5] - 48:12, 95:26, 107:26, 119:7, 147:21</p>	<p><b>arose</b> [1] - 24:15  <b>arrange</b> [4] - 15:15, 60:19, 74:22, 151:9  <b>arranged</b> [5] - 52:1, 57:4, 81:22, 94:29, 141:17  <b>arrangements</b> [3] - 40:2, 54:7, 56:14  <b>arranging</b> [2] - 50:28, 77:11  <b>AS</b> [6] - 5:1, 5:25, 89:29, 102:3, 141:2, 145:4  <b>ascertain</b> [1] - 37:4  <b>aspect</b> [7] - 38:8, 45:19, 65:12, 88:3, 96:20, 113:4, 137:10  <b>aspects</b> [8] - 8:12, 18:17, 48:13, 91:27, 92:1, 93:15, 112:22, 113:13  <b>aspects..</b> [1] - 31:29  <b>assassination</b> [1] - 25:26  <b>assault</b> [1] - 29:8  <b>assaulted</b> [1] - 108:1  <b>assertion</b> [4] - 77:3, 81:17, 102:29, 117:12  <b>assertions</b> [1] - 95:16  <b>asserts</b> [2] - 76:20, 95:12  <b>assess</b> [2] - 13:22, 72:13  <b>assessed</b> [2] - 56:13, 75:25  <b>assessment</b> [14] - 13:29, 59:18, 61:8, 71:11, 72:27, 76:13, 81:22, 84:11, 89:10, 95:18, 95:26, 137:14, 144:5, 144:15  <b>assessments</b> [1] - 96:6  <b>assigned</b> [1] - 28:29  <b>assist</b> [5] - 17:5,</p>	<p>54:10, 58:15, 61:9, 90:19  <b>Assistance</b> [1] - 140:25  <b>assistance</b> [3] - 75:15, 104:13, 109:1  <b>Assistant</b> [68] - 6:1, 10:2, 12:3, 12:6, 14:15, 14:21, 27:18, 27:27, 29:19, 31:6, 34:3, 34:19, 37:19, 39:23, 40:23, 42:22, 42:24, 44:11, 45:13, 51:22, 55:8, 57:3, 57:10, 58:29, 60:24, 61:20, 63:22, 66:3, 66:18, 66:21, 67:5, 67:26, 71:10, 71:19, 72:28, 76:4, 79:15, 79:18, 80:22, 82:1, 83:1, 83:4, 83:10, 84:5, 85:16, 85:22, 86:9, 92:24, 93:1, 95:21, 99:18, 101:12, 103:29, 104:14, 106:24, 110:8, 113:10, 119:16, 120:16, 121:19, 122:13, 122:28, 126:18, 130:26, 132:17, 134:1, 141:26, 144:1  <b>assistant</b> [2] - 144:1, 145:18  <b>assisting</b> [1] - 24:14  <b>associated</b> [11] - 12:14, 28:24, 29:14, 59:27, 67:8, 68:4, 72:1, 75:10, 87:2, 88:16, 121:27  <b>assuming</b> [1] - 135:18  <b>assured</b> [1] - 10:24  <b>at..</b> [1] - 127:14  <b>atmosphere</b> [1] - 26:19  <b>attached</b> [2] - 86:26, 131:1  <b>attack</b> [1] - 74:6</p>	<p><b>attempt</b> [2] - 81:1, 137:8  <b>attempting</b> [1] - 24:16  <b>attempts</b> [1] - 96:24  <b>attend</b> [3] - 75:12, 89:10, 142:10  <b>attendance</b> [4] - 20:26, 37:17, 139:5, 139:13  <b>attended</b> [8] - 31:15, 39:20, 43:25, 55:11, 74:5, 74:28, 118:21, 118:22  <b>attending</b> [1] - 103:3  <b>attention</b> [5] - 40:27, 72:6, 102:18, 126:26, 140:7  <b>attested</b> [1] - 145:14  <b>attributable</b> [1] - 58:11  <b>attribute</b> [1] - 12:11  <b>attributes</b> [1] - 12:13  <b>August</b> [7] - 35:27, 50:20, 52:18, 59:1, 66:26, 84:7, 95:27  <b>authorising</b> [1] - 40:23  <b>authorities</b> [11] - 18:9, 18:16, 18:25, 22:11, 36:23, 37:27, 44:1, 79:6, 79:27, 91:28, 133:1  <b>Authority</b> [1] - 140:2  <b>autonomic</b> [1] - 8:28  <b>available</b> [7] - 11:27, 27:24, 35:26, 49:10, 68:21, 111:22, 140:9  <b>average</b> [1] - 78:17  <b>avoidance</b> [3] - 8:29, 87:4, 88:5  <b>await</b> [1] - 48:21  <b>awaiting</b> [2] - 43:2, 131:24</p>	<p><b>aware</b> [18] - 9:15, 12:10, 18:13, 34:2, 35:20, 46:13, 50:10, 56:20, 71:29, 91:17, 99:7, 123:4, 123:13, 123:20, 127:17, 144:7, 147:15, 147:19  <b>awkward</b> [1] - 5:11</p>
<b>B</b>					
<p><b>B5</b> [2] - 12:9, 55:14  <b>backdrop</b> [1] - 100:19  <b>background</b> [5] - 26:17, 105:20, 106:2, 106:9, 135:28  <b>balance</b> [2] - 14:3, 138:28  <b>Ballymun</b> [1] - 71:16  <b>based</b> [12] - 31:17, 32:5, 32:6, 55:22, 70:20, 85:13, 111:21, 112:9, 112:25, 112:26, 135:22, 145:10  <b>basis</b> [8] - 48:27, 63:8, 65:10, 76:11, 78:7, 97:13, 97:26, 99:3  <b>bear</b> [2] - 42:26, 149:7  <b>bearing</b> [1] - 10:29  <b>became</b> [6] - 9:15, 15:27, 34:2, 60:21, 91:5, 91:29  <b>become</b> [1] - 74:27  <b>bedford</b> [1] - 149:25  <b>BEEN</b> [1] - 5:24  <b>befallen</b> [1] - 78:2  <b>beg</b> [2] - 11:22, 98:19  <b>beginning</b> [4] - 47:19, 138:19, 145:8, 146:25</p>					

<p><b>begins</b> [1] - 110:9</p> <p><b>behalf</b> [3] - 6:28, 82:11, 102:7</p> <p><b>behind</b> [1] - 43:8</p> <p><b>beliefs</b> [1] - 144:29</p> <p><b>believes</b> [2] - 18:20, 139:6</p> <p><b>below</b> [1] - 30:7</p> <p><b>benchmark</b> [1] - 64:19</p> <p><b>benefit</b> [9] - 32:17, 35:5, 35:8, 81:6, 95:16, 97:17, 129:17, 129:26, 150:13</p> <p><b>best</b> [9] - 28:19, 31:25, 64:14, 72:13, 89:4, 110:23, 111:16, 111:21, 112:18</p> <p><b>better</b> [4] - 39:2, 39:4, 91:24, 149:15</p> <p><b>between</b> [15] - 6:8, 13:9, 16:22, 21:1, 21:7, 44:21, 48:19, 53:27, 108:22, 110:14, 114:8, 120:15, 121:13, 126:23</p> <p><b>beyond</b> [2] - 36:1, 132:16</p> <p><b>big</b> [1] - 150:7</p> <p><b>bigger</b> [1] - 134:28</p> <p><b>bit</b> [9] - 62:7, 94:27, 103:13, 104:21, 108:22, 121:11, 125:28, 134:1, 142:23</p> <p><b>blackening</b> [1] - 70:15</p> <p><b>blameless</b> [1] - 59:21</p> <p><b>blank]</b>.. [1] - 69:22</p> <p><b>blocked</b> [2] - 61:21, 62:7</p> <p><b>board</b> [2] - 57:2, 118:29</p> <p><b>bodily</b> [1] - 116:16</p> <p><b>bolts</b> [1] - 80:1</p> <p><b>bone</b> [4] - 29:10, 107:13, 107:29, 108:13</p> <p><b>bones</b> [1] - 108:7</p>	<p><b>bottom</b> [15] - 18:5, 29:27, 34:26, 37:23, 43:27, 60:28, 62:24, 72:5, 83:13, 84:18, 86:24, 91:1, 95:29, 112:15, 129:5</p> <p><b>box</b> [1] - 61:27</p> <p><b>breach</b> [1] - 50:16</p> <p><b>break</b> [3] - 13:18, 89:19, 139:10</p> <p><b>Brendan</b> [1] - 63:15</p> <p><b>brief</b> [2] - 141:6, 150:15</p> <p><b>briefly</b> [2] - 127:23, 133:29</p> <p><b>bring</b> [4] - 11:9, 46:14, 47:1, 75:8</p> <p><b>bringing</b> [1] - 40:27</p> <p><b>broader</b> [1] - 66:15</p> <p><b>broken</b> [4] - 29:10, 107:29, 108:7, 108:13</p> <p><b>brought</b> [17] - 26:28, 32:16, 35:4, 44:1, 46:2, 51:10, 55:19, 71:6, 102:18, 118:29, 119:1, 119:2, 126:26, 129:16, 129:28, 130:20, 132:29</p> <p><b>bullet</b> [2] - 10:10, 63:1</p> <p><b>bullied</b> [1] - 76:20</p> <p><b>bullying</b> [14] - 18:19, 26:7, 26:10, 30:4, 53:5, 57:29, 115:10, 115:22, 115:23, 115:28, 116:6, 116:8, 116:20, 135:10</p> <p><b>business</b> [3] - 149:14, 149:16, 150:4</p> <p><b>but..</b> [1] - 105:17</p> <p><b>BY</b> [8] - 4:9, 4:10, 4:11, 4:12, 5:25, 102:3, 141:2, 145:4</p>	<p><b>C</b></p>	<p><b>cannot</b> [5] - 28:25, 44:2, 48:20, 72:29, 110:26</p> <p><b>capable</b> [3] - 24:25, 56:13, 80:11</p> <p><b>capacity</b> [2] - 61:11, 144:17</p> <p><b>car</b> [1] - 19:20</p> <p><b>care</b> [2] - 15:2, 17:14</p> <p><b>carried</b> [6] - 54:18, 71:22, 72:2, 72:25, 73:5, 76:28</p> <p><b>carrying</b> [2] - 37:12, 80:3</p> <p><b>case</b> [76] - 6:28, 16:18, 16:20, 17:28, 18:18, 20:18, 22:7, 24:23, 24:25, 25:6, 29:12, 31:28, 38:8, 38:9, 38:19, 38:20, 38:24, 38:27, 39:4, 39:9, 41:18, 43:19, 58:8, 58:10, 59:20, 59:26, 65:12, 66:7, 68:23, 68:24, 69:17, 69:27, 70:5, 70:8, 70:14, 70:17, 71:18, 72:19, 72:26, 86:27, 87:23, 88:2, 88:27, 94:8, 94:12, 94:23, 95:12, 96:3, 97:7, 98:6, 99:20, 100:11, 100:17, 103:11, 110:18, 112:21, 113:22, 123:24, 124:9, 124:17, 124:19, 124:20, 124:29, 125:20, 126:4, 126:5, 127:2, 127:18, 134:29, 136:28, 137:16, 139:12, 139:18, 151:1, 151:7</p> <p><b>cases</b> [9] - 6:20, 21:20, 97:5, 107:7, 113:9, 119:17, 122:28,</p>	<p>151:11</p> <p><b>cast</b> [1] - 144:18</p> <p><b>categorically</b> [1] - 100:29</p> <p><b>categorisation</b> [4] - 67:6, 68:3, 107:21, 121:26</p> <p><b>category</b> [2] - 59:8, 103:15</p> <p><b>caused</b> [6] - 14:3, 87:21, 94:13, 96:24, 130:8, 138:29</p> <p><b>causes</b> [1] - 14:8</p> <p><b>causing</b> [4] - 78:26, 87:12, 87:29, 97:4</p> <p><b>ceases</b> [1] - 97:4</p> <p><b>ceasing</b> [1] - 43:19</p> <p><b>certain</b> [3] - 32:29, 120:29, 140:1</p> <p><b>certainly</b> [28] - 11:21, 20:1, 21:17, 21:19, 21:21, 37:15, 45:10, 67:23, 73:9, 96:23, 111:19, 111:27, 116:2, 119:29, 123:20, 126:6, 132:10, 132:11, 134:19, 135:24, 136:4, 137:9, 137:23, 138:7, 138:11, 138:13, 139:24, 151:8</p> <p><b>certificates</b> [2] - 11:17, 42:16</p> <p><b>certification</b> [1] - 13:10</p> <p><b>certified</b> [4] - 6:25, 12:17, 74:29, 81:25</p> <p><b>certify</b> [1] - 11:11</p> <p><b>certifying</b> [2] - 11:17, 12:21</p> <p><b>cetera</b> [7] - 27:13, 42:17, 72:20, 81:18, 81:21, 115:22</p> <p><b>Chair</b> [1] - 101:27</p> <p><b>chair</b> [2] - 124:21, 150:24</p> <p><b>CHAIRMAN</b> [38] - 5:4, 5:18, 5:26, 7:21, 7:24, 22:26,</p>	<p>23:4, 70:13, 70:25, 70:27, 70:29, 71:2, 71:4, 89:19, 89:22, 89:26, 90:4, 101:24, 101:29, 140:29, 142:23, 143:1, 143:4, 143:8, 143:18, 144:24, 147:21, 147:26, 148:3, 148:8, 148:11, 148:15, 148:17, 148:21, 148:27, 150:23, 150:26, 151:6</p> <p><b>Chairman</b> [8] - 5:16, 89:21, 143:3, 143:7, 147:29, 148:20, 150:22, 151:4</p> <p><b>challenging</b> [1] - 100:11</p> <p><b>chances</b> [1] - 43:5</p> <p><b>change</b> [7] - 37:7, 46:22, 67:16, 68:28, 69:5, 70:1, 73:19</p> <p><b>changed</b> [2] - 37:16, 111:10</p> <p><b>changes</b> [4] - 56:8, 56:9, 138:21</p> <p><b>channel</b> [1] - 93:17</p> <p><b>channels</b> [2] - 92:15, 93:10</p> <p><b>characterisation</b> [1] - 137:27</p> <p><b>characterises</b> [1] - 141:23</p> <p><b>charge</b> [4] - 46:16, 46:17, 60:29, 61:14</p> <p><b>charges</b> [1] - 61:2</p> <p><b>cherished</b> [2] - 144:21, 144:22</p> <p><b>Chief</b> [38] - 6:1, 10:13, 10:26, 24:14, 28:8, 38:26, 54:18, 63:26, 67:11, 67:13, 67:18, 67:20, 67:23, 68:8, 68:10, 68:14, 69:10, 69:14, 71:15, 72:15, 72:28,</p>	<p>73:9, 76:26, 85:29, 103:10, 113:25, 120:15, 121:18, 121:29, 122:3, 122:9, 122:23, 123:2, 126:1, 130:25, 130:29, 132:11, 138:26</p> <p><b>chief</b> [4] - 63:29, 103:27, 113:8, 122:27</p> <p><b>child</b> [1] - 16:17</p> <p><b>children</b> [2] - 16:19, 29:13</p> <p><b>choice</b> [1] - 142:10</p> <p><b>choose</b> [1] - 5:6</p> <p><b>chronic</b> [2] - 97:5, 97:11</p> <p><b>circumstance</b> [1] - 58:19</p> <p><b>circumstances</b> [27] - 6:17, 8:9, 9:9, 9:29, 14:4, 28:18, 29:15, 41:17, 43:2, 43:26, 45:24, 45:27, 48:29, 55:4, 55:15, 58:1, 62:1, 64:11, 76:15, 88:20, 100:25, 108:3, 119:8, 123:12, 139:4, 144:6, 148:29</p> <p><b>claim</b> [1] - 14:15</p> <p><b>Clancy</b> [11] - 14:15, 14:22, 27:18, 27:28, 29:20, 31:7, 37:20, 104:14, 106:24, 110:8, 122:14</p> <p><b>Clare</b> [2] - 15:29, 16:4</p> <p><b>clarification</b> [3] - 43:14, 102:25, 132:5</p> <p><b>clarified</b> [3] - 69:16, 125:19, 145:8</p> <p><b>clarify</b> [4] - 37:29, 40:24, 117:25, 117:27</p> <p><b>clarity</b> [4] - 86:28, 87:17, 133:19, 142:24</p> <p><b>classic</b> [1] - 107:28</p>
---	--	-----------------	---	--	--	--

<p><b>classified</b> [2] - 6:29, 14:9</p> <p><b>classify</b> [1] - 50:3</p> <p><b>clear</b> [15] - 11:19, 18:29, 22:22, 63:2, 68:23, 68:27, 105:13, 113:2, 116:10, 116:13, 118:12, 130:24, 148:18, 150:29, 151:6</p> <p><b>clear..</b> [1] - 142:20</p> <p><b>cleared</b> [1] - 18:15</p> <p><b>clinical</b> [1] - 26:13</p> <p><b>close</b> [3] - 149:14, 149:16, 150:4</p> <p><b>closed</b> [1] - 42:11</p> <p><b>closure</b> [7] - 32:16, 35:4, 48:22, 48:23, 51:11, 55:19, 129:16</p> <p><b>cluster</b> [2] - 30:1, 115:7</p> <p><b>CMO</b> [4] - 140:7, 141:27, 144:2, 145:18</p> <p><b>CMO's</b> [3] - 35:17, 128:13, 131:12</p> <p><b>code</b> [1] - 102:27</p> <p><b>Code</b> [3] - 103:7, 122:24, 122:25</p> <p><b>coercive</b> [1] - 75:12</p> <p><b>coincide</b> [1] - 81:24</p> <p><b>cold</b> [1] - 26:2</p> <p><b>colleague</b> [2] - 16:21, 76:19</p> <p><b>Collins</b> [1] - 63:26</p> <p><b>comfortable</b> [3] - 5:7, 5:8, 149:27</p> <p><b>coming</b> [1] - 147:22</p> <p><b>commence</b> [2] - 74:10, 151:2</p> <p><b>commences</b> [2] - 5:21, 90:26</p> <p><b>comment</b> [1] - 127:8</p>	<p><b>commentary</b> [1] - 149:4</p> <p><b>commented</b> [1] - 12:1</p> <p><b>comments</b> [1] - 22:9</p> <p><b>comments..</b> [1] - 42:17</p> <p><b>commissioner</b> [2] - 39:24, 144:2</p> <p><b>Commissioner</b> [65] - 10:2, 12:3, 12:6, 14:15, 14:22, 27:18, 27:28, 29:19, 31:6, 34:3, 34:19, 37:20, 39:24, 40:23, 42:22, 42:24, 44:11, 45:13, 51:22, 55:8, 57:3, 57:10, 58:29, 60:24, 61:20, 63:23, 66:3, 66:19, 66:21, 67:5, 67:26, 71:10, 71:19, 76:4, 79:16, 79:18, 80:22, 82:1, 83:1, 83:4, 83:10, 84:5, 85:16, 85:22, 86:9, 92:24, 93:1, 95:21, 99:18, 101:12, 104:1, 104:14, 106:24, 110:8, 113:10, 119:16, 120:16, 121:19, 122:14, 122:29, 126:18, 130:26, 132:17, 134:1, 144:1</p> <p><b>common</b> [3] - 57:22, 116:3, 146:20</p> <p><b>commonest</b> [1] - 146:22</p> <p><b>communicate</b> [1] - 59:23</p> <p><b>communicated</b> [3] - 59:19, 67:14, 122:3</p> <p><b>communication</b> [1] - 26:3</p> <p><b>compared</b> [1] - 149:9</p> <p><b>complain</b> [1] - 8:28</p> <p><b>complained</b> [1] - 26:9</p> <p><b>complains</b> [1] -</p>	<p>57:29</p> <p><b>complaint</b> [1] - 47:9</p> <p><b>complaints</b> [4] - 8:13, 18:29, 80:28, 81:2</p> <p><b>complete</b> [4] - 46:23, 48:22, 98:28, 139:25</p> <p><b>completed</b> [6] - 6:6, 59:19, 86:27, 97:29, 101:7, 148:1</p> <p><b>completely</b> [4] - 18:17, 46:22, 142:12, 142:14</p> <p><b>completes</b> [2] - 105:22, 147:27</p> <p><b>completing</b> [1] - 34:11</p> <p><b>complex</b> [8] - 21:20, 31:28, 41:19, 112:21, 113:13, 113:29, 119:17, 122:28</p> <p><b>complexities</b> [3] - 113:17, 123:25, 136:28</p> <p><b>complexity</b> [3] - 113:9, 113:22, 113:26</p> <p><b>complicated</b> [1] - 143:5</p> <p><b>component</b> [7] - 13:5, 13:29, 24:2, 29:5, 105:1, 106:16, 113:4</p> <p><b>components</b> [1] - 13:19</p> <p><b>comprehensiv e</b> [4] - 58:9, 59:18, 150:16, 151:11</p> <p><b>computerised</b> [1] - 11:23</p> <p><b>concentrate</b> [1] - 5:12</p> <p><b>concentration</b> [1] - 78:15</p> <p><b>concept</b> [1] - 11:3</p> <p><b>concern</b> [11] - 37:13, 45:8, 47:18, 76:16, 121:5, 121:9, 121:10, 121:13, 121:16, 133:6, 133:22</p> <p><b>concerned</b> [8] - 5:5, 17:14, 52:10, 62:14, 73:20,</p>	<p>79:16, 92:1, 100:18</p> <p><b>concerning</b> [1] - 40:24</p> <p><b>concerns</b> [11] - 33:3, 44:25, 45:4, 45:5, 46:15, 47:4, 54:15, 59:11, 81:5, 123:28, 140:20</p> <p><b>conclude</b> [11] - 28:25, 30:13, 31:18, 45:25, 48:21, 56:11, 72:29, 82:21, 82:24, 110:26, 115:25</p> <p><b>concluded</b> [3] - 50:11, 127:19, 133:20</p> <p><b>concludes</b> [1] - 30:11</p> <p><b>concluding</b> [2] - 26:24, 90:14</p> <p><b>conclusion</b> [15] - 21:22, 44:1, 46:2, 70:23, 73:10, 77:2, 87:5, 112:6, 125:12, 126:12, 129:28, 130:20, 131:7, 132:29, 137:20</p> <p><b>conclusions</b> [10] - 78:20, 84:18, 84:20, 92:4, 95:29, 96:1, 98:1, 98:5, 126:5, 135:22</p> <p><b>concrete</b> [1] - 21:11</p> <p><b>concurred</b> [2] - 72:27, 73:12</p> <p><b>condition</b> [19] - 12:14, 14:1, 14:2, 22:15, 48:9, 64:13, 65:5, 67:7, 88:22, 96:5, 97:3, 119:7, 121:27, 138:2, 138:16, 138:18, 144:14, 144:18</p> <p><b>conditional</b> [1] - 37:12</p> <p><b>conductive</b> [1] - 56:15</p> <p><b>conduct</b> [3] - 24:27, 78:3, 128:6</p> <p><b>conducted</b> [2] - 86:5, 95:26</p>	<p><b>conference</b> [22] - 38:8, 39:9, 43:19, 68:25, 70:5, 70:8, 70:14, 70:17, 71:18, 72:4, 72:15, 72:27, 110:18, 124:17, 124:19, 124:20, 124:22, 124:29, 126:4, 126:6, 127:2, 127:18</p> <p><b>conference..</b> [1] - 72:19</p> <p><b>conferencing</b> [5] - 38:9, 38:19, 38:21, 38:24, 39:4</p> <p><b>confidence</b> [2] - 10:25, 100:27</p> <p><b>confidential</b> [1] - 12:21</p> <p><b>confirmation</b> [1] - 121:18</p> <p><b>confirmed</b> [1] - 100:7</p> <p><b>confirming</b> [2] - 34:8, 87:7</p> <p><b>conflict</b> [1] - 46:19</p> <p><b>conformity</b> [1] - 5:14</p> <p><b>confrontationa l</b> [1] - 53:24</p> <p><b>connection</b> [2] - 3:14, 34:3</p> <p><b>conscious</b> [2] - 33:27, 64:1</p> <p><b>consent</b> [5] - 23:9, 23:18, 29:21, 29:22, 34:18</p> <p><b>consequence</b> [2] - 103:1, 124:13</p> <p><b>consequences</b> [1] - 68:29</p> <p><b>consider</b> [18] - 6:19, 8:8, 31:23, 32:4, 33:22, 35:6, 40:18, 55:23, 60:7, 60:17, 61:1, 64:9, 64:26, 81:23, 94:23, 98:26, 112:24, 146:13</p> <p><b>considerable</b> [6] - 50:23, 50:26, 51:10, 56:21, 59:3, 130:12</p> <p><b>consideration</b></p>	<p>[1] - 62:2</p> <p><b>considered</b> [23] - 17:21, 17:28, 17:29, 20:9, 20:12, 29:16, 38:2, 39:27, 39:28, 42:4, 48:1, 57:24, 59:20, 67:8, 73:14, 82:26, 99:8, 112:8, 116:24, 117:22, 118:6, 121:27, 142:21</p> <p><b>considering</b> [3] - 40:15, 61:14, 134:5</p> <p><b>consistent</b> [5] - 25:5, 30:2, 115:8, 126:6, 150:16</p> <p><b>constant</b> [2] - 94:15, 140:16</p> <p><b>constantly</b> [1] - 19:19</p> <p><b>constitute</b> [11] - 28:20, 28:26, 31:27, 38:3, 42:5, 65:28, 73:1, 110:25, 110:27, 112:20, 117:23</p> <p><b>constituted</b> [2] - 13:22, 64:15</p> <p><b>constitutes</b> [3] - 38:16, 65:3, 87:6</p> <p><b>construed</b> [2] - 46:18, 96:23</p> <p><b>consult</b> [1] - 58:27</p> <p><b>consultant</b> [7] - 7:21, 7:23, 45:17, 50:29, 61:7, 75:24, 81:11</p> <p><b>consultation</b> [20] - 32:20, 32:29, 33:1, 36:16, 52:9, 53:12, 74:18, 76:16, 98:15, 98:18, 98:25, 104:7, 104:12, 104:17, 114:16, 136:26, 143:22, 145:20, 145:24, 145:27</p> <p><b>consultations</b> [1] - 10:26</p> <p><b>consulted</b> [3] - 35:17, 97:29, 148:4</p> <p><b>consulting</b> [2] - 51:26, 145:23</p>
---	--	--	---	---	--

<p><b>consumed</b> [2] - 65:12, 78:1</p> <p><b>contact</b> [4] - 16:22, 27:13, 89:15, 149:28</p> <p><b>contacts</b> [1] - 14:14</p> <p><b>contains</b> [1] - 98:22</p> <p><b>contended</b> [1] - 48:7</p> <p><b>content</b> [1] - 120:10</p> <p><b>contention</b> [3] - 40:3, 47:29, 86:7</p> <p><b>context</b> [19] - 19:8, 24:13, 42:7, 55:24, 56:19, 65:2, 67:28, 68:21, 71:5, 98:4, 98:11, 100:27, 113:20, 118:1, 118:16, 124:3, 127:9, 134:3, 134:4</p> <p><b>continually</b> [1] - 144:4</p> <p><b>continue</b> [8] - 20:7, 22:16, 44:2, 46:3, 54:9, 63:7, 74:8, 133:1</p> <p><b>continued</b> [5] - 42:15, 48:27, 95:10, 132:15, 139:5</p> <p><b>continues</b> [6] - 12:17, 16:27, 19:25, 65:11, 76:9, 96:5</p> <p><b>continuing</b> [2] - 19:27, 117:18</p> <p><b>continuous</b> [1] - 78:7</p> <p><b>contrasts</b> [1] - 115:17</p> <p><b>contributed</b> [2] - 100:23, 124:5</p> <p><b>contributing</b> [4] - 12:16, 31:26, 109:27, 112:19</p> <p><b>contribution</b> [1] - 63:20</p> <p><b>control</b> [2] - 46:21, 54:21</p> <p><b>controlled</b> [1] - 54:22</p> <p><b>conundrum</b> [1] - 68:2</p> <p><b>convened</b> [1] - 125:12</p>	<p><b>convenience</b> [1] - 5:20</p> <p><b>conversation</b> [3] - 25:2, 128:2, 128:10</p> <p><b>convinced</b> [3] - 79:4, 79:26, 80:8</p> <p><b>Coolock</b> [1] - 102:21</p> <p><b>cooperation</b> [1] - 50:27</p> <p><b>copied</b> [2] - 14:28, 63:26</p> <p><b>copy</b> [11] - 20:2, 23:18, 26:28, 27:1, 71:22, 72:8, 72:24, 73:4, 76:28, 99:27, 131:1</p> <p><b>correct</b> [42] - 6:2, 7:10, 7:29, 9:19, 9:27, 10:7, 10:10, 15:2, 16:5, 23:19, 27:15, 27:16, 27:25, 28:11, 30:29, 31:12, 34:12, 34:16, 36:5, 37:10, 50:18, 56:22, 61:25, 66:12, 67:2, 69:6, 70:6, 73:15, 75:18, 77:26, 81:26, 82:5, 95:1, 98:17, 101:18, 101:19, 115:5, 121:14, 131:23, 145:10, 145:25, 147:4</p> <p><b>correspondence</b> [20] - 83:12, 94:18, 104:3, 105:14, 108:22, 110:4, 114:8, 118:8, 120:20, 122:22, 123:16, 126:7, 126:16, 128:12, 130:29, 131:19, 142:1, 142:2, 147:12, 147:14</p> <p><b>corruption</b> [1] - 91:9</p> <p><b>Corry</b> [16] - 22:18, 22:21, 22:23, 22:26, 22:27, 23:1, 23:6, 29:18, 36:7, 75:29, 80:19, 88:10, 114:5,</p>	<p>114:10, 147:3</p> <p><b>Corry's</b> [9] - 29:26, 35:28, 36:2, 114:29, 115:3, 115:13, 115:17, 117:2, 147:1</p> <p><b>Costello</b> [2] - 22:26, 40:29</p> <p><b>Costello's</b> [1] - 146:29</p> <p><b>council</b> [1] - 6:9</p> <p><b>counsel</b> [2] - 148:29, 149:3</p> <p><b>couple</b> [7] - 19:9, 32:19, 33:18, 62:18, 67:21, 103:19, 145:7</p> <p><b>course</b> [16] - 13:26, 37:2, 60:18, 72:11, 74:27, 77:1, 89:9, 95:24, 104:11, 106:5, 123:21, 124:6, 124:10, 135:1, 136:12, 137:6</p> <p><b>course..</b> [1] - 138:8</p> <p><b>courses</b> [1] - 81:5</p> <p><b>court</b> [11] - 16:20, 24:25, 60:1, 88:27, 94:9, 94:10, 95:12, 95:14, 95:15, 95:16, 127:10</p> <p><b>Court</b> [12] - 23:24, 24:24, 84:19, 84:22, 85:2, 85:3, 87:17, 88:26, 92:8, 92:18, 93:16, 127:3</p> <p><b>courts</b> [2] - 22:28, 64:18</p> <p><b>cover</b> [2] - 17:3, 107:24</p> <p><b>covered</b> [1] - 127:28</p> <p><b>covering</b> [1] - 15:12</p> <p><b>covers</b> [1] - 122:25</p> <p><b>create</b> [1] - 50:5</p> <p><b>criminal</b> [1] - 16:15</p> <p><b>criteria</b> [9] - 30:6, 30:9, 64:12,</p>	<p>64:20, 109:20, 116:28, 118:5, 118:6, 120:2</p> <p><b>critical</b> [1] - 143:1</p> <p><b>criticise</b> [1] - 22:29</p> <p><b>criticising</b> [1] - 18:27</p> <p><b>criticisms</b> [1] - 80:27</p> <p><b>CROSS</b> [4] - 4:10, 4:11, 102:3, 141:2</p> <p><b>CROSS-EXAMINED</b> [4] - 4:10, 4:11, 102:3, 141:2</p> <p><b>Cryan</b> [1] - 11:8</p> <p><b>culmination</b> [1] - 137:24</p> <p><b>Curran</b> [5] - 28:9, 85:18, 85:28, 102:21, 103:27</p> <p><b>current</b> [26] - 12:13, 13:2, 28:24, 44:3, 48:23, 56:29, 57:29, 59:6, 59:28, 61:8, 63:5, 63:7, 65:8, 65:10, 75:5, 77:11, 87:13, 87:18, 88:27, 90:18, 90:19, 104:25, 105:17, 105:18, 105:19, 148:2</p> <p><b>cut</b> [1] - 74:3</p>	<p>95:22, 99:23, 101:11, 101:20, 103:17, 129:15, 131:2, 140:9</p> <p><b>DATED</b> [1] - 3:7</p> <p><b>dated</b> [10] - 18:3, 19:13, 27:2, 66:21, 73:25, 82:11, 90:26, 99:26, 131:1, 131:18</p> <p><b>dates</b> [3] - 67:22, 71:27, 121:14</p> <p><b>dates..</b> [1] - 71:25</p> <p><b>DAY</b> [1] - 3:7</p> <p><b>day-to-day</b> [1] - 97:26</p> <p><b>days</b> [7] - 3:18, 19:9, 24:12, 31:22, 37:22, 98:26, 98:28</p> <p><b>deaf</b> [1] - 142:9</p> <p><b>deal</b> [7] - 57:23, 66:24, 67:4, 74:23, 97:25, 135:21, 148:12</p> <p><b>dealing</b> [9] - 6:23, 7:6, 7:17, 18:10, 38:27, 107:11, 107:13, 141:23, 151:11</p> <p><b>dealings</b> [2] - 135:1, 144:26</p> <p><b>deals</b> [1] - 86:12</p> <p><b>dealt</b> [16] - 32:12, 32:14, 35:2, 44:5, 67:1, 69:1, 84:22, 128:27, 129:1, 129:15, 136:17, 138:24, 139:20, 139:27, 140:20, 144:22</p> <p><b>death</b> [11] - 24:1, 25:15, 55:16, 76:17, 76:18, 109:13, 109:21, 115:20, 115:26, 119:2, 138:3</p> <p><b>deceased</b> [1] - 76:1</p> <p><b>December</b> [2] - 6:1, 72:16</p> <p><b>decide</b> [12] - 13:4, 32:4, 60:14, 64:21, 75:22, 99:2, 104:29, 106:15, 106:20,</p>	<p>111:8, 111:11, 112:24</p> <p><b>decided</b> [2] - 60:19, 72:4</p> <p><b>deciding</b> [3] - 28:29, 119:15, 126:2</p> <p><b>decision</b> [27] - 29:3, 30:24, 37:2, 58:3, 58:6, 59:27, 60:8, 62:4, 62:21, 64:1, 65:27, 69:27, 70:27, 100:7, 100:8, 113:8, 120:1, 120:3, 120:6, 120:18, 122:26, 124:12, 124:27, 126:27, 127:6, 127:11, 127:17</p> <p><b>decisions</b> [2] - 113:26, 139:16</p> <p><b>deem</b> [1] - 58:14</p> <p><b>deemed</b> [1] - 58:25</p> <p><b>deep</b> [1] - 52:12</p> <p><b>deeply</b> [1] - 80:26</p> <p><b>defined</b> [3] - 64:20, 88:21, 119:21</p> <p><b>definitely</b> [3] - 36:26, 114:13, 117:7</p> <p><b>definition</b> [8] - 20:21, 64:17, 65:3, 109:2, 118:11, 118:12, 118:14, 119:21</p> <p><b>definitive</b> [8] - 62:16, 68:27, 70:1, 77:2, 111:18, 111:19, 121:2, 127:6</p> <p><b>definitively</b> [2] - 114:19, 124:10</p> <p><b>deflect</b> [1] - 78:9</p> <p><b>degree</b> [2] - 95:10, 96:11</p> <p><b>delayed</b> [1] - 92:8</p> <p><b>demanding</b> [1] - 31:20</p> <p><b>democracy</b> [1] - 130:10</p> <p><b>denial</b> [1] - 144:27</p> <p><b>Department</b> [1] - 10:21</p> <p><b>department</b> [2] -</p>
<b>D</b>					
<p><b>D/sergeant</b> [1] - 26:18</p> <p><b>D33</b> [2] - 34:11, 101:7</p> <p><b>daily</b> [1] - 76:11</p> <p><b>danger</b> [1] - 18:12</p> <p><b>dangerous</b> [1] - 50:5</p> <p><b>date</b> [26] - 10:22, 11:16, 17:2, 32:15, 33:11, 34:20, 42:21, 51:6, 55:8, 58:14, 60:27, 73:26, 75:21, 76:5, 82:2, 84:8, 84:9, 93:28,</p>					

<p>21:19, 91:11  <b>depressed</b> [1] - 78:12  <b>describe</b> [2] - 12:4, 95:10  <b>described</b> [8] - 6:14, 28:19, 28:20, 31:26, 64:15, 88:16, 110:24, 112:19  <b>description</b> [3] - 87:6, 90:29, 100:15  <b>desire</b> [3] - 35:21, 136:28, 148:12  <b>despite</b> [1] - 96:3  <b>detail</b> [6] - 12:15, 32:27, 39:27, 78:2, 78:10, 127:27  <b>detailed</b> [1] - 20:1  <b>details</b> [2] - 26:23, 126:13  <b>Detective</b> [1] - 28:9  <b>deterioration</b> [3] - 30:15, 75:10, 81:15  <b>determination</b> [3] - 103:10, 126:24, 138:27  <b>determine</b> [3] - 10:16, 13:13, 80:18  <b>determined</b> [7] - 50:13, 69:13, 72:11, 113:5, 120:24, 122:8, 122:23  <b>developed</b> [2] - 118:27, 121:11  <b>development</b> [1] - 129:17  <b>developments</b> [1] - 9:8  <b>Devitt</b> [31] - 60:20, 60:21, 60:27, 61:1, 63:17, 65:8, 65:9, 65:11, 65:15, 65:21, 65:26, 77:12, 80:7, 81:26, 84:9, 84:14, 85:14, 86:22, 89:17, 90:11, 90:25, 90:28, 92:5,</p>	<p>92:29, 95:3, 96:3, 97:29, 98:4, 99:15, 141:15, 147:9  <b>Devitt's</b> [11] - 62:22, 62:29, 66:1, 77:17, 81:13, 87:26, 88:21, 95:18, 95:24, 99:27, 138:11  <b>diagnosed</b> [2] - 49:24, 74:4  <b>diagnoses</b> [1] - 48:15  <b>diagnosis</b> [36] - 15:12, 17:4, 18:28, 20:19, 21:11, 21:26, 22:7, 22:15, 23:23, 23:27, 30:2, 30:5, 50:1, 61:15, 86:29, 87:7, 87:18, 88:7, 88:9, 88:15, 88:23, 96:27, 96:29, 97:10, 98:2, 108:28, 109:6, 109:20, 114:23, 115:8, 115:13, 118:27, 119:1, 138:7, 144:14  <b>diagnostic</b> [1] - 96:28  <b>diametrically</b> [4] - 69:19, 125:7, 125:10, 125:22  <b>dictate</b> [1] - 46:28  <b>die</b> [1] - 76:2  <b>died</b> [2] - 16:4, 75:29  <b>difference</b> [1] - 21:5  <b>different</b> [15] - 6:25, 6:27, 37:13, 38:21, 42:13, 48:3, 48:4, 55:4, 62:9, 82:15, 88:29, 111:4, 111:29, 134:16  <b>differently</b> [2] - 79:18, 139:21  <b>difficult</b> [14] - 13:20, 21:16, 29:14, 43:26, 48:29, 64:20, 78:9, 96:25, 100:11, 100:17,</p>	<p>100:25, 123:12, 124:2, 132:26  <b>difficulties</b> [6] - 48:14, 100:20, 118:3, 118:4, 134:10, 149:28  <b>difficulty</b> [2] - 146:12, 146:22  <b>diminish</b> [1] - 43:4  <b>diploma</b> [1] - 6:4  <b>direct</b> [1] - 103:1  <b>directed</b> [2] - 71:14, 71:15  <b>direction</b> [1] - 68:27  <b>directly</b> [3] - 3:13, 7:7, 65:24  <b>DIRECTLY</b> [2] - 4:9, 5:24  <b>director</b> [1] - 140:5  <b>disabling</b> [1] - 40:7  <b>disagreeing</b> [1] - 88:9  <b>disagreement</b> [1] - 70:16  <b>disappointmen</b> [1] - 96:2  <b>discharge</b> [5] - 7:8, 37:4, 89:5, 94:19, 96:11  <b>discharged</b> [3] - 101:15, 137:22, 143:26  <b>disciplinary</b> [43] - 16:16, 16:25, 17:7, 19:22, 24:15, 24:22, 24:26, 32:10, 32:12, 32:14, 35:2, 35:7, 35:12, 45:6, 45:19, 45:28, 50:10, 55:19, 59:13, 59:21, 60:29, 61:2, 61:14, 65:21, 80:29, 112:23, 113:14, 127:26, 128:27, 128:29, 129:11, 129:14, 129:25, 129:27, 130:20, 131:4, 132:15, 132:19, 133:7, 133:20, 134:4  <b>discipline</b> [3] - 9:22, 50:16, 60:4</p>	<p><b>DISCLOSURES</b> [1] - 3:8  <b>discomfiture</b> [1] - 48:13  <b>discontinue</b> [2] - 43:1, 50:13  <b>discontinuing</b> [1] - 43:13  <b>discovered</b> [1] - 147:3  <b>discredited</b> [1] - 140:19  <b>discrediting</b> [2] - 140:18, 144:6  <b>discussed</b> [4] - 24:20, 65:25, 86:29, 91:20  <b>discussing</b> [1] - 91:27  <b>discussion</b> [1] - 99:6  <b>discussions</b> [1] - 105:5  <b>disorder</b> [20] - 9:2, 22:8, 23:27, 24:7, 25:18, 30:3, 49:25, 87:3, 97:1, 97:11, 109:6, 109:16, 115:9, 116:7, 116:22, 116:26, 136:22, 138:12, 138:15, 144:23  <b>disorder..</b> [1] - 116:29  <b>dissatisfaction</b> [1] - 49:28  <b>dissatisfied</b> [2] - 8:26, 80:26  <b>distance</b> [2] - 32:27, 146:3  <b>distinction</b> [1] - 13:9  <b>distress</b> [2] - 88:17, 94:14  <b>distressed</b> [2] - 36:21, 74:27  <b>distressing</b> [1] - 94:11  <b>distrust</b> [2] - 57:18, 88:1  <b>distrustful</b> [1] - 65:13  <b>disturbed</b> [1] - 18:9  <b>doctor</b> [4] - 11:10, 11:18, 38:27, 70:13  <b>Doctor</b> [1] - 110:7</p>	<p><b>doctors</b> [5] - 6:19, 10:20, 10:27, 12:21, 41:20  <b>document</b> [2] - 77:20, 77:25  <b>documentation</b> [2] - 9:12, 27:8  <b>documents</b> [2] - 105:20, 106:8  <b>don't..</b> [1] - 99:12  <b>done</b> [11] - 53:16, 58:12, 68:21, 68:22, 75:18, 91:10, 114:19, 121:4, 135:20, 136:16, 145:9  <b>doubt</b> [3] - 25:20, 36:1, 48:20  <b>down</b> [42] - 8:20, 9:8, 12:7, 13:18, 14:27, 16:10, 18:4, 19:23, 20:15, 26:24, 30:10, 34:6, 34:27, 36:13, 42:27, 46:11, 49:6, 50:21, 53:21, 57:18, 67:29, 72:17, 75:3, 78:19, 82:8, 82:18, 83:15, 91:1, 94:27, 103:13, 104:21, 109:2, 110:9, 116:14, 121:22, 125:15, 125:17, 128:4, 128:16, 134:1, 141:24, 143:22  <b>DR</b> [2] - 4:8, 5:24  <b>Dr</b> [249] - 5:17, 5:18, 5:21, 7:15, 7:19, 7:21, 7:24, 7:27, 8:3, 8:19, 9:16, 9:18, 12:24, 12:25, 14:25, 14:27, 14:28, 15:1, 15:4, 15:10, 15:19, 15:25, 15:29, 16:4, 16:7, 16:11, 16:27, 16:29, 17:1, 18:1, 18:27, 19:10, 19:11, 19:12, 19:13, 20:13, 20:24, 20:26,</p>	<p>20:27, 21:12, 22:9, 22:18, 22:21, 22:23, 22:26, 22:27, 23:1, 23:5, 23:10, 23:22, 24:22, 25:8, 25:22, 27:1, 27:14, 27:19, 27:20, 28:23, 29:17, 29:26, 30:21, 33:11, 33:14, 33:23, 34:14, 35:26, 35:28, 36:2, 36:7, 36:10, 37:9, 37:26, 37:29, 38:5, 38:13, 40:24, 41:7, 41:11, 41:21, 41:26, 42:19, 42:21, 42:26, 43:23, 44:16, 44:25, 45:2, 45:16, 45:18, 45:29, 46:7, 47:15, 47:23, 49:13, 50:19, 50:29, 51:5, 52:1, 52:28, 53:19, 55:22, 56:27, 58:14, 60:20, 60:21, 60:24, 60:27, 61:1, 61:6, 62:22, 62:29, 63:15, 63:17, 63:20, 63:26, 65:7, 65:9, 65:11, 65:15, 65:21, 65:26, 66:1, 66:2, 73:23, 73:24, 75:2, 75:20, 75:28, 77:12, 77:17, 79:14, 79:17, 80:7, 80:19, 80:23, 81:8, 81:13, 81:26, 81:28, 81:29, 82:8, 82:9, 82:17, 84:9, 84:14, 85:4, 85:14, 86:22, 87:26, 88:10, 88:21, 88:24, 89:17, 90:5, 90:6, 90:11, 90:16, 90:25, 90:28, 92:5, 92:25, 92:29, 93:28, 94:1, 95:3, 95:5, 95:18, 95:24, 96:3, 97:29, 98:4,</p>
---	---	---	---	--	--

<p>98:13, 98:21, 99:7, 99:15, 99:22, 99:27, 101:21, 104:13, 106:26, 106:28, 108:19, 108:23, 108:27, 109:19, 110:5, 111:2, 114:3, 114:4, 114:5, 114:7, 114:10, 114:29, 115:2, 115:3, 115:13, 115:15, 115:17, 115:18, 115:19, 117:2, 117:3, 117:6, 117:8, 117:12, 117:26, 117:27, 118:1, 118:18, 118:27, 119:9, 124:8, 125:25, 132:28, 133:2, 133:6, 134:27, 136:25, 138:8, 138:11, 140:26, 141:5, 141:14, 141:15, 141:27, 141:29, 144:2, 144:4, 144:13, 145:7, 145:23, 145:24, 146:27, 147:1, 147:3, 147:9, 147:22 <b>draw</b> [1] - 72:6 <b>drawing</b> [1] - 13:9 <b>dropped</b> [1] - 52:7 <b>DSM</b> [4] - 30:9, 88:23, 116:12, 116:28 <b>DSM-IV</b> [2] - 30:9, 88:23 <b>dual</b> [2] - 25:14, 109:12 <b>due</b> [17] - 12:14, 12:18, 16:28, 22:14, 33:25, 36:23, 37:2, 37:26, 40:4, 46:21, 55:14, 65:24, 74:3, 88:28, 89:9, 95:23, 142:8 <b>duration</b> [2] - 31:17, 55:13 <b>duress</b> [4] - 30:4, 115:10, 115:14, 115:27 <b>during</b> [7] -</p>	<p>5:12, 13:26, 26:6, 27:6, 52:8, 74:27, 96:5 <b>duties</b> [35] - 19:28, 39:29, 40:2, 40:8, 40:10, 40:21, 41:2, 42:10, 43:15, 49:3, 49:9, 51:20, 52:14, 52:16, 52:21, 53:24, 55:24, 58:11, 59:7, 59:8, 59:9, 63:7, 63:12, 65:15, 65:19, 75:9, 79:1, 80:12, 82:27, 87:15, 88:1, 92:22, 97:14, 144:12 <b>duty</b> [114] - 6:29, 7:3, 10:17, 11:1, 11:11, 13:3, 13:10, 13:12, 13:23, 17:6, 19:17, 28:18, 28:26, 29:1, 29:7, 29:16, 31:27, 32:5, 33:27, 38:4, 40:25, 40:28, 41:14, 42:5, 42:8, 50:3, 50:8, 54:9, 58:18, 58:26, 60:12, 60:18, 61:10, 61:15, 64:12, 64:17, 65:2, 65:4, 65:8, 65:10, 65:28, 66:15, 67:8, 67:12, 68:5, 68:11, 69:12, 70:23, 77:4, 86:3, 86:6, 86:7, 102:13, 102:16, 103:15, 104:9, 104:26, 105:11, 106:19, 107:7, 107:20, 107:21, 107:25, 107:26, 107:28, 110:27, 111:8, 111:11, 112:20, 112:25, 113:5, 114:29, 117:19, 117:23, 117:28, 118:5, 118:7, 118:11, 118:15, 118:17, 119:11, 119:15, 119:20, 119:23, 119:24, 119:27, 120:4, 120:18, 121:28, 122:2,</p>	<p>122:7, 122:16, 122:25, 123:6, 124:9, 124:11, 124:27, 125:13, 126:2, 126:9, 126:24, 126:28, 127:7, 127:11, 127:20, 127:21, 138:24, 139:4, 139:13, 141:29, 142:2, 143:16 <b>duty</b>' [1] - 73:1 <b>Dwyer</b> [4] - 24:10, 24:14, 24:17, 128:2</p>	<p><b>E</b></p> <p><b>e-mail</b> [1] - 86:22 <b>early</b> [12] - 18:2, 32:15, 35:2, 40:5, 44:28, 59:17, 77:1, 95:27, 124:10, 129:15, 130:21, 138:8 <b>ears</b> [1] - 142:9 <b>easily</b> [1] - 9:8 <b>echo</b> [1] - 95:5 <b>effect</b> [9] - 25:14, 52:29, 75:28, 109:12, 110:25, 123:8, 135:8, 140:18 <b>effective</b> [4] - 19:29, 20:5, 59:17, 88:17 <b>effectively</b> [15] - 19:17, 27:23, 32:15, 33:16, 35:3, 89:7, 120:17, 121:3, 124:8, 129:16, 133:21, 135:11, 137:18, 137:25, 140:14 <b>efficient</b> [3] - 22:16, 44:4, 58:11 <b>efforts</b> [1] - 85:26 <b>eight</b> [3] - 9:12, 141:10, 141:13 <b>either</b> [7] - 35:20, 37:11, 55:5, 132:10, 146:9, 147:9, 147:15 <b>elaborate</b> [1] - 93:26</p>	<p><b>element</b> [1] - 55:28 <b>eligible</b> [1] - 91:21 <b>elsewhere</b> [1] - 135:20 <b>em</b> [12] - 19:6, 21:15, 22:22, 22:25, 37:15, 38:24, 44:11, 53:11, 88:21, 105:13, 124:15, 146:1 <b>em..</b> [3] - 33:9, 58:19, 64:5 <b>embark</b> [1] - 151:7 <b>emerge</b> [2] - 70:27, 73:13 <b>emerged</b> [2] - 8:29, 41:15 <b>emoluments</b> [1] - 58:13 <b>emotional</b> [4] - 65:23, 65:25, 87:2, 88:16 <b>emphasis</b> [2] - 135:13 <b>emphasise</b> [5] - 17:25, 21:17, 94:21, 130:9, 150:15 <b>emphasised</b> [1] - 121:2 <b>emphasising</b> [1] - 27:7 <b>employee</b> [2] - 137:15, 146:18 <b>Employee</b> [1] - 140:25 <b>employers</b> [1] - 96:15 <b>enable</b> [1] - 94:24 <b>enclose</b> [2] - 20:24, 23:18 <b>enclosed</b> [2] - 27:1, 33:14 <b>enclosing</b> [1] - 44:16 <b>encounters</b> [1] - 96:20 <b>end</b> [10] - 8:16, 12:26, 25:27, 36:9, 42:6, 45:21, 49:27, 62:22, 115:5, 132:23 <b>endeavour</b> [2] - 48:15, 142:29 <b>endorse</b> [1] -</p>	<p>79:21 <b>engage</b> [1] - 56:17 <b>enquired</b> [1] - 24:21 <b>enquiries</b> [2] - 24:27, 128:7 <b>enquiring</b> [1] - 41:1 <b>enquiry</b> [1] - 30:21 <b>ensuring</b> [1] - 81:10 <b>entitled</b> [2] - 6:28, 7:1 <b>entitlement</b> [1] - 42:8 <b>entitlements</b> [1] - 74:17 <b>environment</b> [4] - 55:25, 59:11, 78:26, 87:11 <b>envisage</b> [1] - 84:20 <b>episode</b> [1] - 74:8 <b>equally</b> [1] - 5:7 <b>especially</b> [1] - 5:11 <b>essence</b> [2] - 41:12, 58:18 <b>essential</b> [2] - 69:26, 77:2 <b>essentially</b> [32] - 31:9, 33:17, 38:17, 41:29, 42:2, 52:20, 86:21, 105:24, 108:21, 108:29, 109:9, 109:18, 113:9, 113:25, 117:20, 117:25, 121:17, 122:27, 125:17, 126:20, 127:4, 128:28, 129:21, 130:8, 131:12, 131:17, 133:9, 133:16, 135:29, 136:13, 140:19, 144:17 <b>establish</b> [3] - 48:15, 48:17, 58:10 <b>established</b> [4] - 67:10, 68:9, 121:29, 138:1 <b>et</b> [7] - 27:13, 42:17, 72:19, 81:18, 81:21, 115:22</p>	<p><b>event</b> [18] - 12:2, 14:18, 19:9, 21:24, 23:29, 25:8, 29:15, 30:21, 33:10, 50:9, 60:19, 64:6, 70:5, 116:7, 116:15, 139:5, 139:15 <b>events</b> [19] - 25:9, 26:1, 28:20, 28:25, 28:26, 29:14, 31:26, 36:20, 53:14, 55:16, 64:15, 72:29, 78:2, 86:8, 110:24, 110:26, 112:19, 115:19, 119:2 <b>evidence</b> [24] - 9:3, 23:5, 24:10, 24:24, 28:21, 78:14, 87:23, 102:11, 104:2, 105:27, 107:27, 110:22, 124:26, 134:24, 135:18, 135:23, 136:27, 137:19, 138:19, 138:23, 138:24, 147:27, 147:29, 149:7 <b>evident</b> [1] - 145:21 <b>evolved</b> [1] - 105:21 <b>evolving</b> [1] - 140:4 <b>exacerbated</b> [1] - 123:27 <b>EXAMINED</b> [8] - 4:9, 4:10, 4:11, 4:12, 5:25, 102:3, 141:2, 145:4 <b>example</b> [2] - 29:10, 108:4 <b>exceedingly</b> [1] - 65:13 <b>exchange</b> [1] - 149:13 <b>exchanging</b> [2] - 150:4 <b>exclude</b> [1] - 144:20 <b>exclusively</b> [1] - 137:25 <b>excuse</b> [4] - 111:3, 126:11, 128:25, 130:27 <b>execution</b> [2] -</p>
---	--	---	--	---	--	---

<p>13:12, 118:15  <b>exercise</b> [1] - 130:11  <b>exonerated</b> [1] - 55:22  <b>expand</b> [1] - 40:11  <b>expect</b> [3] - 9:6, 9:11, 21:13  <b>expectation</b> [4] - 85:3, 113:23, 113:24, 113:27  <b>expected</b> [1] - 8:15  <b>expecting</b> [1] - 9:19  <b>expediting</b> [4] - 36:29, 37:12, 38:5, 47:25  <b>experience</b> [2] - 116:5, 137:28  <b>experienced</b> [1] - 116:24  <b>expert</b> [7] - 61:8, 95:18, 107:5, 107:11, 107:16, 108:14, 127:8  <b>expertise</b> [1] - 82:15  <b>experts</b> [1] - 123:17  <b>expiry</b> [1] - 98:27  <b>explain</b> [1] - 99:15  <b>explained</b> [1] - 32:22  <b>explaining</b> [1] - 15:10  <b>explanation</b> [1] - 144:29  <b>explicit</b> [1] - 84:19  <b>explicitly</b> [1] - 88:12  <b>explore</b> [2] - 41:17, 48:2  <b>explored</b> [1] - 75:7  <b>express</b> [2] - 13:19, 146:21  <b>expressed</b> [7] - 44:25, 77:23, 86:3, 96:13, 120:22, 145:1, 146:5  <b>expresses</b> [2] - 20:11, 146:12  <b>extended</b> [5] - 6:10, 56:7,</p>	<p>115:23, 124:4, 130:1  <b>extent</b> [5] - 14:2, 35:15, 53:9, 76:12, 107:25  <b>external</b> [1] - 116:1  <b>externally</b> [1] - 119:29  <b>extremely</b> [5] - 52:6, 78:25, 81:18, 83:13, 94:13</p> <p style="text-align: center;"><b>F</b></p> <p><b>facet</b> [1] - 61:15  <b>facilitate</b> [1] - 48:17  <b>facility</b> [1] - 149:26  <b>fact</b> [18] - 11:15, 17:13, 23:4, 25:24, 28:20, 30:11, 36:23, 37:27, 50:19, 73:19, 75:27, 94:21, 124:11, 129:25, 135:14, 136:15, 139:27, 146:10  <b>factors</b> [4] - 23:15, 25:17, 46:21, 109:15  <b>factual</b> [2] - 106:9, 149:5  <b>faculty</b> [1] - 6:5  <b>fail</b> [1] - 46:22  <b>failed</b> [1] - 57:26  <b>failings</b> [1] - 100:22  <b>failure</b> [3] - 53:5, 53:13, 140:16  <b>fair</b> [6] - 6:18, 14:11, 72:12, 121:8, 122:12, 135:20  <b>fairly</b> [6] - 32:16, 33:28, 35:4, 100:29, 115:25, 129:16  <b>fairness</b> [1] - 130:21  <b>faith</b> [3] - 79:5, 79:27, 80:9  <b>fall</b> [2] - 59:28, 116:12  <b>falls</b> [2] - 59:7, 103:11</p>	<p><b>familiar</b> [1] - 33:4  <b>familiarisation</b> [1] - 56:1  <b>familiarise</b> [1] - 8:11  <b>fanning</b> [1] - 92:24  <b>Fanning</b> [26] - 51:23, 59:1, 61:20, 63:23, 66:4, 66:21, 71:10, 76:4, 79:16, 79:19, 80:22, 82:2, 83:2, 83:4, 83:10, 84:5, 85:16, 85:22, 93:1, 95:22, 99:19, 101:12, 120:16, 121:19, 126:18, 134:1  <b>Fanning's</b> [2] - 67:5, 67:26  <b>far</b> [9] - 5:5, 38:19, 73:19, 79:15, 100:17, 119:19, 121:10, 126:29, 127:16  <b>fashion</b> [2] - 45:1, 98:2  <b>fear</b> [2] - 91:24, 116:17  <b>feasible</b> [1] - 44:28  <b>February</b> [15] - 22:2, 22:19, 25:11, 25:25, 40:27, 43:20, 74:23, 86:21, 86:23, 88:25, 101:20, 108:25, 109:5, 109:7, 109:18  <b>FEBRUARY</b> [1] - 3:8  <b>Feehan</b> [8] - 24:15, 55:8, 57:3, 57:10, 60:24, 86:10, 130:25, 132:12  <b>fell</b> [1] - 142:9  <b>felt</b> [16] - 8:10, 18:11, 25:24, 25:29, 26:6, 41:16, 42:5, 43:15, 53:12, 80:15, 85:1, 94:10, 95:9, 131:26, 142:11, 144:15</p>	<p><b>Fergus</b> [1] - 128:1  <b>Fernandez</b> [17] - 7:15, 7:20, 7:21, 7:27, 8:19, 9:16, 9:18, 14:28, 15:5, 17:1, 23:11, 25:22, 27:14, 27:20, 136:26, 145:23, 145:24  <b>Fernandez's</b> [3] - 8:3, 15:2, 146:27  <b>few</b> [2] - 84:11, 125:5  <b>fifth</b> [1] - 95:24  <b>file</b> [9] - 11:22, 20:1, 26:13, 50:10, 55:14, 58:8, 80:25, 86:1, 142:1  <b>final</b> [13] - 7:11, 13:10, 30:11, 33:17, 34:26, 52:17, 56:11, 57:19, 98:15, 120:5, 120:18, 121:23, 150:29  <b>finalised</b> [1] - 46:14  <b>finality</b> [1] - 96:13  <b>finally</b> [2] - 44:6, 134:27  <b>financial</b> [7] - 47:4, 48:29, 52:12, 74:2, 124:14, 127:9, 132:27  <b>finer</b> [2] - 116:27, 127:12  <b>finish</b> [1] - 89:22  <b>finished</b> [1] - 147:23  <b>firm</b> [1] - 21:13  <b>firmly</b> [1] - 115:29  <b>first</b> [54] - 7:18, 12:9, 16:12, 21:17, 21:23, 23:23, 31:7, 31:13, 34:8, 41:6, 41:27, 44:15, 45:2, 50:21, 55:9, 60:21, 61:25, 66:24, 67:29, 75:20, 83:9, 87:5, 88:26, 94:6, 94:14, 95:3, 95:6, 96:1, 103:23,</p>	<p>104:4, 104:7, 105:9, 105:10, 105:15, 106:23, 111:6, 112:14, 116:20, 117:11, 122:13, 123:5, 126:24, 126:25, 130:5, 131:21, 132:20, 135:9, 135:27, 136:26, 139:19, 141:23, 144:15, 145:20  <b>firstly</b> [1] - 75:1  <b>fit</b> [15] - 8:6, 11:11, 24:21, 39:28, 42:9, 52:14, 52:15, 55:23, 59:8, 63:7, 65:9, 94:22, 128:3, 129:23, 131:13  <b>fitness</b> [17] - 10:16, 11:1, 17:6, 24:20, 24:28, 34:22, 35:18, 43:15, 54:12, 59:7, 61:9, 65:8, 90:20, 128:8, 131:3, 143:16, 144:12  <b>five</b> [5] - 7:9, 135:6, 138:14, 141:15, 143:23  <b>fixed</b> [3] - 10:4, 36:9, 96:10  <b>fixes</b> [1] - 67:23  <b>flavour</b> [1] - 83:8  <b>flow</b> [1] - 81:10  <b>focus</b> [1] - 66:11  <b>focused</b> [1] - 53:18  <b>follow</b> [3] - 14:14, 33:24, 38:16  <b>follow-up</b> [1] - 14:14  <b>followed</b> [4] - 55:18, 75:6, 90:29, 139:13  <b>following</b> [25] - 16:1, 31:29, 36:16, 37:17, 43:23, 52:3, 54:6, 59:1, 59:15, 63:1, 68:1, 71:25, 82:7, 96:6, 101:17, 106:23, 112:22, 114:16, 117:2, 122:5, 127:1, 127:3, 136:12,</p>	<p>146:26, 150:6  <b>FOLLOWS</b> [6] - 5:1, 5:25, 90:1, 102:4, 141:3, 145:5  <b>foot</b> [3] - 71:10, 89:17, 101:14  <b>FOR</b> [1] - 89:29  <b>force</b> [5] - 19:28, 20:8, 55:21, 130:10, 130:14  <b>forensic</b> [1] - 23:2  <b>foresee</b> [2] - 19:29, 20:27  <b>form</b> [13] - 11:4, 17:20, 55:3, 80:5, 93:20, 98:28, 101:7, 101:9, 105:21, 105:23, 105:26, 138:21, 139:25  <b>formal</b> [22] - 13:10, 20:19, 20:20, 21:26, 26:3, 28:26, 39:15, 64:17, 73:1, 88:14, 97:10, 103:23, 105:14, 105:19, 105:25, 105:28, 106:5, 108:28, 109:1, 110:27, 118:14, 126:27  <b>formalised</b> [1] - 39:4  <b>formally</b> [1] - 148:17  <b>format</b> [2] - 80:17, 90:28  <b>formed</b> [1] - 62:9  <b>forth</b> [3] - 120:15, 126:17, 128:13  <b>forthcoming</b> [1] - 126:20  <b>forward</b> [8] - 10:19, 44:7, 44:10, 71:22, 76:29, 107:17, 107:20, 108:15  <b>forwarded</b> [5] - 73:6, 79:14, 90:10, 98:13, 131:2  <b>four</b> [12] - 6:8, 20:15, 26:18, 29:27, 32:2, 39:25, 50:20, 51:7, 71:27,</p>
---	--	--	--	--	--



77:19, 84:16, 139:9 <b>four-page</b> [3] - 29:27, 77:19, 84:16 <b>fourth</b> [5] - 46:11, 59:4, 90:25, 104:22, 106:13 <b>free</b> [3] - 5:6, 5:7, 147:23 <b>freed</b> [1] - 97:25 <b>frequently</b> [4] - 6:26, 38:28, 91:7, 139:2 <b>Friday</b> [2] - 149:12, 149:24 <b>FRIDAY</b> [1] - 151:17 <b>fro</b> [2] - 27:19, 85:22 <b>fro-ing</b> [2] - 27:19, 85:22 <b>front</b> [2] - 55:7, 59:6 <b>frustration</b> [1] - 122:18 <b>fulfil</b> [3] - 64:11, 97:13, 118:5 <b>fulfills</b> [1] - 30:6 <b>full</b> [17] - 7:1, 20:2, 20:4, 46:28, 51:20, 52:15, 58:13, 63:8, 63:11, 65:10, 65:18, 72:1, 73:4, 74:16, 117:18, 135:28, 137:19 <b>full-time</b> [2] - 63:8, 65:10 <b>fully</b> [1] - 57:15 <b>function</b> [1] - 28:29 <b>fundamentally</b> [1] - 123:11 <b>furnish</b> [1] - 149:17 <b>furnished</b> [4] - 29:19, 29:23, 84:15, 98:1 <b>FURTHER</b> [1] - 3:17 <b>future</b> [6] - 17:5, 20:4, 20:6, 21:9, 22:16, 91:18	<b>garda</b> [3] - 79:1, 97:14, 134:16 <b>Garda</b> [81] - 3:14, 5:29, 6:14, 10:21, 17:6, 18:9, 18:16, 18:19, 18:21, 18:24, 20:7, 22:9, 32:8, 35:8, 44:21, 44:24, 47:26, 48:20, 54:11, 57:23, 57:25, 58:24, 61:9, 63:11, 64:25, 65:13, 65:15, 65:18, 79:5, 79:27, 80:8, 80:27, 81:3, 81:17, 84:27, 87:10, 87:15, 88:1, 88:3, 89:6, 90:19, 91:24, 91:28, 92:13, 92:22, 93:8, 94:19, 94:22, 95:11, 96:20, 97:17, 97:25, 100:22, 101:17, 101:25, 101:28, 107:3, 108:17, 112:28, 117:15, 118:2, 118:15, 118:23, 118:29, 119:13, 122:24, 135:12, 136:29, 137:6, 137:15, 137:16, 137:26, 139:21, 141:6, 141:28, 142:2, 143:16, 143:25, 144:12, 145:10, 145:12 <b>Gardai</b> [1] - 16:22 <b>general</b> [7] - 26:23, 58:24, 90:7, 91:20, 129:27, 130:19, 144:17 <b>generalist</b> [1] - 143:13 <b>generally</b> [3] - 13:13, 14:20, 38:7 <b>genesis</b> [3] - 25:18, 109:16, 109:20 <b>gentleman</b> [1] - 109:19 <b>genuine</b> [2] -	91:24, 97:21 <b>given</b> [27] - 8:5, 9:6, 9:17, 9:19, 17:24, 31:24, 32:5, 41:18, 42:10, 46:26, 51:9, 53:26, 62:11, 67:24, 68:27, 74:16, 77:6, 77:11, 96:14, 102:11, 112:17, 112:26, 123:23, 131:16, 133:22, 136:1 <b>glasses</b> [1] - 5:12 <b>gosh</b> [2] - 32:27, 146:1 <b>GP</b> [17] - 6:25, 7:20, 12:17, 14:22, 16:27, 16:29, 21:7, 43:3, 56:24, 59:10, 74:29, 118:21, 143:13, 145:24, 146:9, 147:14, 147:16 <b>grade</b> [1] - 10:16 <b>grateful</b> [1] - 25:20 <b>great</b> [1] - 30:13 <b>greatly</b> [5] - 25:15, 37:1, 47:26, 78:1, 109:13 <b>grievance</b> [12] - 43:17, 49:23, 49:29, 50:2, 50:7, 59:3, 59:26, 92:2, 92:13, 93:8, 112:22, 113:13 <b>Griffin</b> [64] - 16:7, 16:11, 19:11, 19:12, 19:13, 20:13, 23:22, 25:8, 28:23, 30:21, 33:24, 34:14, 36:2, 36:7, 36:10, 37:9, 37:26, 37:29, 38:5, 38:13, 40:24, 41:7, 41:11, 41:21, 41:26, 42:21, 43:23, 44:25, 45:2, 45:16, 45:18, 45:29, 50:29, 51:5, 52:1, 55:23, 61:6, 106:26,	106:28, 108:19, 108:23, 108:27, 109:19, 110:5, 114:3, 114:4, 114:7, 115:2, 115:15, 115:19, 117:6, 117:8, 117:12, 117:26, 117:27, 118:1, 132:28, 133:2, 133:6, 138:8, 141:14, 144:13, 147:9 <b>Griffin's</b> [10] - 19:10, 21:12, 27:19, 33:14, 35:26, 44:16, 47:23, 115:18, 117:12, 118:27 <b>Griffin..</b> [1] - 117:3 <b>grounds</b> [16] - 7:8, 20:9, 30:25, 31:10, 36:18, 40:4, 47:29, 90:10, 91:15, 91:18, 92:17, 96:9, 97:19, 99:9, 100:1, 114:18 <b>guard</b> [1] - 29:8 <b>guess</b> [1] - 116:27 <b>Guidance</b> [1] - 140:2 <b>guides</b> [1] - 107:16	<b>harassed</b> [1] - 76:20 <b>harassment</b> [13] - 18:19, 26:7, 30:4, 57:28, 59:26, 115:10, 115:22, 115:23, 115:28, 116:6, 116:8, 116:21, 135:10 <b>hard</b> [1] - 94:11 <b>harm</b> [1] - 116:16 <b>HAVING</b> [1] - 5:24 <b>head</b> [2] - 46:15, 132:27 <b>heading</b> [1] - 62:25 <b>headings</b> [1] - 140:1 <b>Headquarter</b> [1] - 145:10 <b>health</b> [39] - 6:5, 6:22, 11:21, 15:16, 17:4, 17:5, 31:18, 31:20, 31:27, 33:21, 40:4, 40:13, 40:14, 41:12, 43:4, 46:1, 48:1, 49:2, 58:28, 60:10, 61:8, 66:29, 79:11, 80:14, 90:10, 91:18, 92:18, 98:29, 99:29, 100:4, 112:20, 113:29, 136:5, 137:14, 138:1, 140:10, 140:11, 142:22, 144:18 <b>Health</b> [9] - 5:29, 6:15, 15:19, 17:11, 31:4, 31:15, 39:13, 55:12, 140:1 <b>health..</b> [1] - 128:23 <b>hear</b> [2] - 102:7, 150:10 <b>heard</b> [4] - 7:26, 23:25, 134:24, 137:19 <b>HEARING</b> [3] - 5:1, 89:29, 151:17 <b>hearing</b> [3] - 149:27, 150:29, 151:1	<b>hearings</b> [1] - 151:10 <b>held</b> [4] - 68:25, 70:5, 71:18, 130:14 <b>help</b> [12] - 20:23, 37:1, 38:6, 47:26, 48:28, 71:11, 90:21, 94:16, 100:10, 144:11, 146:15, 147:23 <b>helpful</b> [5] - 43:16, 59:22, 88:18, 88:20, 143:14 <b>helpfulness</b> [1] - 146:19 <b>helplessness</b> [1] - 116:17 <b>HEREBY</b> [1] - 3:12 <b>hereby</b> [1] - 3:15 <b>herewith</b> [1] - 27:1 <b>hesitant</b> [1] - 74:10 <b>High</b> [12] - 23:24, 24:23, 84:19, 84:22, 85:2, 85:3, 87:16, 88:26, 92:8, 92:18, 93:16, 127:3 <b>higher</b> [2] - 6:4, 6:6 <b>highlighted</b> [1] - 68:26 <b>highly</b> [1] - 5:9 <b>himself</b> [3] - 18:10, 113:27, 138:6 <b>history</b> [7] - 19:14, 26:17, 30:3, 41:19, 67:1, 115:9, 146:25 <b>hold</b> [4] - 85:9, 131:8, 145:16, 145:18 <b>home</b> [1] - 132:25 <b>honestly</b> [1] - 126:13 <b>hope</b> [10] - 44:27, 46:29, 49:1, 50:23, 51:14, 88:18, 94:15, 94:23, 102:7, 142:21 <b>hopeful</b> [3] - 50:26, 51:9, 54:6
<b>G</b>			<b>H</b>		
<b>gain</b> [1] - 95:15			<b>half</b> [6] - 26:5, 36:22, 55:13, 77:6, 122:20, 134:10 <b>halfway</b> [1] - 141:24 <b>Hall</b> [1] - 149:25 <b>hand</b> [13] - 13:6, 38:1, 38:2, 41:10, 42:3, 42:6, 43:6, 64:21, 68:22, 105:2, 117:20, 117:21, 130:9 <b>hanging</b> [4] - 45:20, 129:29, 130:8, 132:22 <b>happy</b> [9] - 37:3, 101:25, 101:27, 150:1, 150:3, 150:19, 150:20, 150:22, 150:24		

<p><b>hopefully</b> [1] - 46:14</p> <p><b>hopes</b> [1] - 20:11</p> <p><b>horror</b> [1] - 116:17</p> <p><b>Hospital</b> [1] - 142:11</p> <p><b>HR</b> [2] - 105:22, 140:5</p> <p><b>HRM</b> [19] - 10:3, 12:3, 34:2, 35:27, 39:24, 44:11, 50:10, 51:23, 51:25, 57:6, 60:1, 60:8, 72:5, 80:1, 85:17, 120:24, 124:25, 144:1, 144:3</p> <p><b>huge</b> [3] - 89:6, 91:10, 127:27</p> <p><b>hugely</b> [2] - 92:1, 97:3</p> <p><b>Hugh</b> [1] - 63:20</p> <p><b>Hughes</b> [198] - 6:24, 7:6, 7:18, 7:26, 8:5, 8:15, 8:22, 8:25, 9:7, 9:11, 9:15, 9:21, 11:7, 12:15, 13:1, 13:3, 14:21, 15:1, 17:3, 19:27, 20:19, 20:29, 21:1, 21:18, 22:9, 22:14, 23:19, 24:16, 24:20, 24:23, 25:29, 26:6, 26:27, 27:8, 28:22, 29:25, 30:1, 30:13, 30:28, 31:15, 31:19, 31:21, 32:9, 32:17, 32:23, 35:5, 36:9, 36:16, 38:7, 38:23, 39:28, 40:1, 40:28, 41:14, 41:24, 42:9, 42:15, 44:21, 45:11, 45:17, 45:18, 45:29, 46:10, 47:9, 48:5, 48:11, 48:19, 49:2, 49:10, 50:24, 51:10, 51:14, 52:2, 52:6, 53:5, 53:23, 53:27, 53:29, 55:2, 55:11, 55:20,</p>	<p>55:23, 56:13, 57:12, 59:20, 59:23, 59:25, 61:3, 61:11, 63:17, 65:11, 65:22, 65:23, 66:6, 71:6, 75:7, 75:25, 76:9, 77:21, 78:1, 78:9, 78:28, 79:3, 79:4, 79:25, 79:26, 80:4, 80:7, 80:26, 81:4, 81:21, 82:11, 86:6, 86:27, 87:14, 88:14, 89:3, 90:18, 91:5, 91:14, 91:27, 92:9, 92:20, 94:9, 94:11, 94:19, 94:21, 94:24, 95:10, 96:19, 96:28, 97:8, 97:18, 97:21, 98:10, 98:16, 98:24, 99:2, 99:6, 99:29, 100:4, 100:6, 100:12, 102:7, 102:15, 102:20, 103:19, 104:4, 104:6, 104:24, 104:28, 105:5, 105:8, 105:25, 106:3, 106:10, 106:14, 106:25, 108:10, 109:26, 110:23, 111:7, 114:6, 114:17, 114:26, 115:7, 115:24, 117:17, 118:20, 123:5, 123:19, 126:23, 127:4, 127:25, 128:3, 128:19, 129:12, 129:18, 130:2, 130:7, 131:6, 131:13, 131:21, 134:15, 135:24, 137:7, 137:22, 141:9, 142:18, 142:26, 143:9, 143:12, 144:16, 145:22, 148:5, 148:12</p> <p><b>Hughes'</b> [2] - 73:3, 93:8</p> <p><b>Hughes's</b> [52] - 7:20, 8:12, 18:29, 19:7, 23:4, 23:9, 25:13, 25:25,</p>	<p>28:24, 34:1, 36:2, 40:3, 43:17, 47:28, 48:22, 48:29, 53:11, 62:23, 63:10, 64:10, 65:5, 65:17, 67:7, 68:3, 72:25, 75:10, 76:19, 77:3, 81:17, 84:17, 84:21, 86:13, 87:10, 90:7, 92:13, 96:4, 96:22, 109:11, 113:27, 114:20, 115:29, 121:26, 123:24, 131:3, 133:27, 134:29, 135:8, 136:13, 139:18, 140:13, 141:22, 146:5</p> <p><b>Human</b> [17] - 28:16, 38:25, 62:14, 70:21, 71:19, 93:17, 104:1, 110:15, 111:25, 113:5, 113:11, 119:16, 122:29, 130:26, 132:17, 135:15, 137:1</p> <p><b>human</b> [1] - 136:16</p> <p><b>hurt</b> [2] - 49:28, 50:2</p> <p><b>hypothetical</b> [1] - 139:17</p>	<p><b>ill</b> [18] - 9:23, 31:27, 33:21, 40:4, 40:13, 40:14, 41:12, 48:1, 66:28, 88:3, 90:10, 98:28, 99:29, 100:3, 112:19, 119:21, 128:23, 137:29</p> <p><b>ill-defined</b> [1] - 119:21</p> <p><b>illness</b> [6] - 24:3, 28:24, 58:7, 58:10, 64:10, 88:28</p> <p><b>immediate</b> [2] - 46:5, 66:10</p> <p><b>immediately</b> [1] - 33:10</p> <p><b>impact</b> [3] - 123:10, 123:19, 124:7</p> <p><b>impasse</b> [2] - 9:6, 74:12</p> <p><b>impediment</b> [2] - 35:7, 84:28</p> <p><b>implications</b> [1] - 91:18</p> <p><b>implies</b> [1] - 70:1</p> <p><b>importance</b> [1] - 83:23</p> <p><b>important</b> [3] - 69:15, 125:19, 130:18</p> <p><b>impossible</b> [1] - 70:15</p> <p><b>impression</b> [1] - 111:14</p> <p><b>improper</b> [2] - 142:12, 142:15</p> <p><b>improve</b> [9] - 63:11, 65:18, 79:7, 79:28, 80:10, 85:6, 87:16, 92:21, 97:27</p> <p><b>improved</b> [1] - 49:2</p> <p><b>improvement</b> [3] - 84:21, 95:9, 96:15</p> <p><b>improvements</b> [1] - 139:24</p> <p><b>inability</b> [1] - 54:27</p> <p><b>incapacitated</b> [1] - 48:8</p> <p><b>incapacity</b> [1] - 40:5</p>	<p><b>include</b> [1] - 60:9</p> <p><b>included</b> [2] - 114:2, 140:24</p> <p><b>includes</b> [1] - 99:3</p> <p><b>including</b> [7] - 8:13, 10:20, 17:4, 60:9, 63:6, 138:6, 144:3</p> <p><b>incompatible</b> [1] - 88:17</p> <p><b>increase</b> [1] - 17:27</p> <p><b>increasingly</b> [2] - 57:25, 146:20</p> <p><b>indeed</b> [13] - 17:15, 114:4, 114:24, 114:29, 118:8, 123:17, 123:28, 136:25, 137:6, 138:4, 138:10, 138:27, 151:15</p> <p><b>independent</b> [32] - 15:16, 15:20, 17:17, 28:23, 31:18, 33:24, 37:16, 40:16, 43:3, 45:29, 50:29, 65:7, 85:13, 86:26, 98:7, 99:28, 106:29, 107:8, 107:9, 107:24, 108:14, 131:25, 131:27, 136:23, 141:11, 141:17, 142:21, 143:15, 144:10, 144:13, 146:14</p> <p><b>INDEX</b> [1] - 4:3</p> <p><b>indicate</b> [5] - 53:28, 67:10, 81:14, 121:28, 129:4</p> <p><b>indicated</b> [12] - 42:12, 49:9, 59:25, 64:9, 67:20, 107:27, 111:7, 120:28, 124:23, 128:9, 135:25, 138:20</p> <p><b>indicates</b> [6] - 32:9, 64:13, 65:9, 87:9, 99:28, 114:10</p> <p><b>indicating</b> [4] - 23:8, 76:26, 82:13, 122:22</p>	<p><b>indirectly</b> [1] - 3:13</p> <p><b>individual</b> [5] - 97:21, 105:22, 116:16, 129:29, 139:8</p> <p><b>individuals</b> [1] - 46:16</p> <p><b>induction</b> [1] - 24:3</p> <p><b>industrial</b> [2] - 112:23, 113:14</p> <p><b>infer</b> [1] - 12:8</p> <p><b>influence</b> [1] - 98:5</p> <p><b>influenced</b> [1] - 144:28</p> <p><b>inform</b> [6] - 62:20, 68:7, 108:15, 143:15, 144:11, 146:18</p> <p><b>information</b> [10] - 11:27, 27:23, 43:6, 62:4, 68:22, 81:10, 111:21, 112:9, 136:1, 150:1</p> <p><b>informed</b> [10] - 9:16, 11:10, 31:22, 32:11, 46:15, 51:25, 94:2, 94:8, 98:24, 98:25</p> <p><b>informing</b> [1] - 15:15</p> <p><b>informs</b> [1] - 139:16</p> <p><b>ing</b> [4] - 27:19, 85:21, 85:22</p> <p><b>initial</b> [2] - 109:25, 114:24</p> <p><b>initiated</b> [2] - 65:22, 130:4</p> <p><b>initiating</b> [4] - 23:14, 23:28, 115:19, 116:7</p> <p><b>initiation</b> [1] - 24:7</p> <p><b>initiative</b> [1] - 8:25</p> <p><b>injured</b> [7] - 6:29, 7:3, 102:16, 117:19, 127:6, 127:20</p> <p><b>injuries</b> [1] - 68:4</p> <p><b>injury</b> [112] - 13:2, 13:10, 13:12, 13:22, 13:26, 13:27,</p>
<b>I</b>					
<p><b>I.</b> [1] - 61:17</p> <p><b>i.e</b> [1] - 72:29</p> <p><b>idea</b> [2] - 45:21, 132:23</p> <p><b>ideal</b> [1] - 137:11</p> <p><b>identical</b> [1] - 45:1</p> <p><b>identification</b> [1] - 3:12</p> <p><b>identified</b> [4] - 105:26, 120:25, 124:24, 138:8</p> <p><b>identifies</b> [1] - 102:22</p> <p><b>identify</b> [6] - 12:16, 29:15, 59:9, 76:13, 106:12, 109:27</p> <p><b>ignored</b> [1] - 8:27</p>					

14:8, 14:9, 28:18, 28:21, 28:26, 29:1, 29:6, 29:7, 29:11, 29:16, 31:27, 32:5, 38:4, 38:16, 40:25, 41:14, 42:5, 42:8, 50:3, 50:7, 58:17, 58:25, 60:12, 60:18, 61:15, 64:12, 64:17, 65:2, 65:3, 65:28, 66:15, 67:8, 67:12, 68:5, 68:11, 69:12, 70:23, 73:1, 77:4, 86:6, 86:7, 102:12, 102:26, 103:8, 103:15, 104:9, 104:25, 105:10, 106:19, 107:7, 107:12, 107:13, 107:21, 107:25, 107:26, 107:28, 108:11, 108:13, 110:22, 110:27, 111:8, 111:11, 112:20, 112:25, 113:5, 113:20, 114:28, 117:23, 117:28, 118:5, 118:7, 118:10, 118:14, 118:16, 119:5, 119:11, 119:15, 119:20, 119:22, 119:24, 119:27, 120:3, 120:18, 121:28, 122:2, 122:7, 122:16, 122:25, 123:6, 124:9, 124:11, 124:27, 125:13, 126:2, 126:9, 126:24, 126:28, 127:11, 138:24, 138:26, 138:29, 139:3, 139:12	<b>insight</b> [1] - 17:24 <b>insofar</b> [1] - 102:26 <b>inspector</b> [5] - 83:29, 110:15, 110:28, 111:25, 128:1 <b>Inspector</b> [7] - 11:8, 24:10, 24:14, 24:17, 28:9, 28:15, 29:3 <b>instance</b> [4] - 31:7, 95:3, 130:5, 135:27 <b>instead</b> [1] - 136:18 <b>instruction</b> [2] - 10:3, 10:5 <b>instructions</b> [1] - 57:6 <b>intelligence</b> [1] - 78:17 <b>intended</b> [2] - 38:22, 151:4 <b>intention</b> [2] - 148:2, 148:9 <b>inter</b> [1] - 34:11 <b>interacting</b> [1] - 93:18 <b>interaction</b> [1] - 55:5 <b>interactions</b> [2] - 137:6, 137:7 <b>interest</b> [2] - 46:19, 89:4 <b>interested</b> [1] - 3:17 <b>interfere</b> [1] - 76:10 <b>interfering</b> [2] - 40:7, 143:5 <b>interim</b> [1] - 115:2 <b>internal</b> [1] - 56:10 <b>interpersonal</b> [1] - 48:13 <b>interpretation</b> [2] - 19:2, 66:17 <b>interval</b> [2] - 33:21, 51:11 <b>intervention</b> [3] - 8:11, 48:16, 49:26 <b>interventions</b> [3] - 83:23, 137:21, 138:16 <b>interview</b> [13] - 24:16, 28:15,	35:18, 63:18, 77:24, 84:17, 91:8, 110:9, 110:12, 127:25, 131:6, 141:22, 143:21 <b>interviewed</b> [11] - 24:21, 24:26, 24:29, 32:11, 34:22, 35:22, 128:4, 130:2, 131:4, 131:13, 141:28 <b>interviewed"</b> [1] - 128:8 <b>interviewed..</b> [1] - 129:23 <b>interwound</b> [1] - 55:16 <b>intimidated</b> [1] - 76:21 <b>intimidation</b> [4] - 30:5, 115:11, 115:28, 116:21 <b>intricately</b> [1] - 55:16 <b>intrusive</b> [3] - 75:11, 87:4, 88:5 <b>investigated</b> [4] - 36:19, 36:28, 91:9, 143:28 <b>investigation</b> [23] - 16:17, 16:18, 35:13, 36:29, 38:6, 41:13, 45:22, 46:17, 46:18, 46:23, 47:25, 50:11, 52:9, 55:21, 72:2, 72:24, 82:5, 86:5, 86:9, 131:5, 131:7, 131:8, 132:24 <b>investigations</b> [11] - 3:14, 37:13, 54:15, 54:17, 71:22, 72:9, 73:5, 73:13, 76:28, 80:3, 83:8 <b>inviting</b> [2] - 33:15, 42:20 <b>invoke</b> [1] - 117:17 <b>involved</b> [4] - 23:10, 60:21, 87:2, 127:19 <b>involvement</b> [5] - 16:17, 27:14, 63:29, 127:16,	134:28 <b>involves</b> [1] - 119:12 <b>involving</b> [2] - 16:18, 38:25 <b>Irish</b> [1] - 6:9 <b>irregularities</b> [1] - 78:3 <b>irrelevant</b> [1] - 54:26 <b>IS</b> [2] - 3:12, 3:17 <b>isolated</b> [2] - 26:20, 76:20 <b>issue</b> [69] - 13:15, 14:13, 23:8, 24:15, 28:4, 28:10, 28:17, 29:21, 32:4, 36:25, 37:5, 37:28, 38:12, 41:13, 41:16, 42:10, 43:13, 43:18, 43:29, 49:18, 49:22, 49:29, 50:7, 54:16, 60:12, 60:29, 64:21, 66:5, 66:15, 66:28, 67:6, 69:4, 69:12, 69:16, 71:14, 74:9, 76:16, 79:21, 80:6, 84:19, 85:19, 90:9, 92:17, 102:10, 102:26, 103:9, 107:25, 111:24, 112:25, 117:16, 119:12, 121:26, 122:7, 122:19, 122:22, 123:18, 123:20, 124:11, 124:28, 125:13, 125:19, 125:28, 125:29, 132:29, 133:27, 135:15, 139:26, 148:6, 148:13 <b>issued</b> [2] - 18:13, 57:22 <b>issues</b> [76] - 6:24, 10:29, 12:16, 16:14, 18:20, 32:6, 32:14, 35:2, 36:19, 36:26, 38:1, 38:2, 38:6, 40:25, 41:19, 42:2, 42:3, 43:18,	44:5, 44:21, 48:19, 48:22, 49:23, 53:4, 53:8, 53:28, 54:15, 54:17, 57:23, 59:18, 59:23, 59:24, 65:25, 65:28, 69:15, 74:7, 80:9, 80:16, 82:4, 83:24, 86:8, 94:13, 94:16, 102:11, 109:27, 110:1, 112:22, 112:23, 112:24, 112:27, 113:14, 114:14, 114:21, 116:4, 117:7, 117:13, 117:20, 117:21, 118:24, 122:10, 122:17, 123:6, 123:24, 127:24, 128:27, 128:29, 129:14, 135:10, 135:11, 135:14, 135:22, 136:17, 137:13, 137:25, 140:15 <b>IT</b> [2] - 3:12, 3:17 <b>it's..</b> [1] - 146:3 <b>Item</b> [1] - 116:14 <b>itemise</b> [1] - 113:12 <b>items</b> [3] - 116:23, 116:25, 118:17 <b>itself</b> [3] - 48:25, 50:1, 116:6 <b>IV</b> [3] - 30:9, 88:23, 96:28	19:13, 33:23, 44:25, 55:22, 144:13, 145:28 <b>judged</b> [1] - 78:17 <b>judgement</b> [1] - 64:19 <b>judgment</b> [2] - 80:5, 95:13 <b>judicial</b> [2] - 68:29, 71:6 <b>July</b> [18] - 34:5, 40:13, 46:9, 47:15, 56:25, 57:3, 57:11, 82:11, 85:28, 95:1, 95:22, 120:13, 128:14, 128:15, 129:22, 132:5, 133:16, 143:25 <b>junction</b> [1] - 109:18 <b>June</b> [22] - 9:23, 16:26, 19:17, 30:28, 31:7, 31:16, 33:6, 33:13, 34:7, 44:13, 45:14, 83:11, 94:2, 112:13, 113:2, 114:3, 121:15, 128:18, 128:29, 129:22, 132:3, 133:20 <b>jurisdiction</b> [1] - 68:24 <b>justice</b> [1] - 46:27 <b>JUSTICE</b> [1] - 3:8	
				<b>J</b>		
				<b>james</b> [1] - 16:29 <b>January</b> [26] - 18:2, 18:3, 19:14, 20:13, 22:12, 36:10, 36:13, 37:18, 37:23, 38:10, 39:25, 40:26, 42:6, 43:20, 52:24, 73:26, 86:14, 96:6, 108:20, 108:25, 108:27, 114:9, 115:16, 117:5, 124:19, 124:20 <b>Joe</b> [2] - 17:1, 136:25 <b>John</b> [7] - 19:12,		
					<b>K</b>	
					<b>Kavanagh</b> [1] - 103:13 <b>keen</b> [1] - 18:15 <b>Keenan</b> [13] - 82:8, 82:9, 82:17, 85:4, 88:24, 90:6, 90:16, 93:28, 94:1, 95:5, 98:13, 98:21, 99:22 <b>Keenan's</b> [2] - 92:26, 99:7 <b>keep</b> [1] - 132:27 <b>keeping</b> [3] - 30:4, 51:25, 115:10	

<p><b>key</b> [1] - 136:18</p> <p><b>kind</b> [8] - 90:22, 105:20, 108:22, 109:6, 114:8, 128:20, 133:19, 134:28</p> <p><b>knowledge</b> [4] - 25:6, 47:8, 47:13, 73:21</p> <p><b>known</b> [2] - 22:28, 23:1</p>	<p>61:22, 61:25, 62:2, 62:3, 62:20, 64:28, 65:27, 69:13, 69:21, 69:24, 70:22, 91:17, 110:16, 112:23, 113:14, 120:1, 120:9, 120:11, 120:23, 122:8, 124:25, 127:8, 144:6, 149:5</p> <p><b>Legal</b> [1] - 28:16</p> <p><b>legislation</b> [1] - 56:9</p> <p><b>lengthy</b> [2] - 9:16, 123:27</p> <p><b>less</b> [5] - 16:20, 36:22, 55:4, 93:3, 146:20</p> <p><b>letter</b> [126] - 8:22, 10:2, 12:25, 14:26, 16:9, 19:5, 22:2, 22:11, 23:22, 24:13, 25:5, 25:10, 25:23, 27:1, 27:29, 30:25, 33:6, 34:4, 34:7, 34:9, 34:19, 34:24, 41:6, 41:10, 41:26, 42:19, 42:23, 43:22, 45:5, 45:16, 49:1, 49:13, 51:5, 52:18, 53:20, 56:24, 58:20, 59:10, 59:14, 60:23, 64:12, 66:18, 66:25, 67:5, 67:23, 67:26, 68:19, 69:5, 69:9, 69:29, 71:13, 72:14, 72:15, 73:23, 73:29, 76:21, 76:27, 77:21, 79:17, 81:28, 82:3, 82:8, 82:13, 82:29, 83:16, 83:18, 83:29, 84:3, 84:4, 84:6, 88:24, 90:8, 90:12, 90:16, 92:26, 92:27, 93:29, 94:1, 95:6, 98:21, 99:22, 99:26, 102:16, 102:17, 102:19,</p>	<p>102:22, 103:17, 103:21, 103:26, 104:14, 106:24, 109:7, 110:4, 110:5, 110:20, 110:21, 111:16, 111:23, 112:10, 112:12, 114:1, 117:5, 117:10, 117:25, 117:29, 118:7, 121:25, 122:13, 124:16, 124:24, 125:3, 128:14, 128:17, 128:18, 128:27, 128:29, 130:25, 131:18, 132:6, 132:17, 133:14, 133:15, 133:16, 133:29, 134:2</p> <p><b>letters</b> [20] - 9:28, 14:20, 41:4, 43:3, 44:13, 45:13, 47:12, 66:20, 66:24, 71:9, 75:1, 83:5, 83:10, 83:20, 120:15, 121:14, 121:17, 126:5, 131:12, 131:29</p> <p><b>level</b> [6] - 88:7, 97:15, 123:7, 127:22, 137:1, 144:19</p> <p><b>levels</b> [1] - 49:25</p> <p><b>Liam</b> [1] - 24:20</p> <p><b>liberty</b> [1] - 3:18</p> <p><b>life</b> [17] - 16:15, 18:11, 18:14, 24:2, 25:16, 94:24, 97:23, 109:14, 109:22, 115:21, 115:27, 116:9, 116:11, 116:15, 119:3, 123:8</p> <p><b>lifelong</b> [1] - 138:17</p> <p><b>lifespan</b> [1] - 76:11</p> <p><b>light</b> [22] - 19:28, 39:29, 40:2, 40:8, 40:10, 41:1, 41:22, 42:10, 47:28, 51:20, 52:14, 52:21, 53:24, 54:8, 55:24, 59:8, 65:10, 74:7, 74:15, 90:16,</p>	<p>134:9, 144:19</p> <p><b>likely</b> [12] - 17:4, 42:29, 72:11, 79:6, 79:28, 80:10, 82:26, 101:3, 129:17, 140:8, 146:7, 146:19</p> <p><b>limbo</b> [1] - 50:26</p> <p><b>limit</b> [1] - 33:15</p> <p><b>limiting</b> [1] - 97:3</p> <p><b>line</b> [17] - 12:20, 17:10, 22:4, 23:12, 34:27, 42:25, 42:27, 45:2, 53:2, 55:7, 59:4, 59:7, 75:3, 82:8, 95:6, 141:23, 144:3</p> <p><b>lines</b> [13] - 20:15, 26:14, 37:23, 39:25, 50:20, 51:7, 84:12, 109:2, 112:15, 125:5, 125:17, 129:9, 143:23</p> <p><b>listed</b> [2] - 91:2, 114:1</p> <p><b>live</b> [1] - 123:19</p> <p><b>local</b> [27] - 10:3, 10:9, 11:14, 38:25, 39:29, 42:11, 48:1, 57:8, 57:9, 62:19, 70:21, 72:5, 72:26, 73:3, 76:27, 77:7, 83:6, 93:18, 111:15, 126:18, 134:24, 135:16, 136:8, 136:16, 137:1, 139:29, 143:28</p> <p><b>locally</b> [1] - 86:5</p> <p><b>location</b> [4] - 42:14, 48:3, 53:25, 134:9</p> <p><b>location..</b> [1] - 49:4</p> <p><b>lodge</b> [1] - 31:23</p> <p><b>lodged</b> [1] - 34:1</p> <p><b>logic</b> [1] - 108:11</p> <p><b>Loinsigh</b> [5] - 101:24, 101:26, 101:29, 102:6, 145:19</p> <p><b>LOINSIGH</b> [4] - 4:10, 101:27,</p>	<p>102:3, 102:6</p> <p><b>long-term</b> [1] - 97:26</p> <p><b>look</b> [101] - 6:19, 7:14, 8:18, 9:27, 9:29, 10:1, 12:4, 12:5, 14:8, 14:25, 14:27, 16:9, 18:2, 20:15, 22:4, 22:20, 23:11, 23:22, 24:12, 25:10, 25:23, 26:11, 27:28, 29:20, 29:26, 30:25, 31:12, 33:13, 34:6, 34:20, 35:29, 36:12, 37:22, 40:22, 41:4, 41:27, 42:19, 42:24, 43:24, 47:16, 50:20, 51:6, 51:23, 53:1, 53:20, 55:8, 56:27, 57:4, 57:11, 57:13, 59:2, 59:22, 60:26, 60:27, 61:21, 62:23, 63:24, 65:1, 66:19, 67:27, 71:9, 73:24, 75:2, 76:5, 76:29, 77:18, 79:16, 80:20, 81:9, 81:29, 82:12, 82:17, 83:2, 83:9, 84:4, 84:10, 84:11, 84:14, 85:7, 85:17, 85:27, 86:14, 86:23, 87:22, 87:25, 87:26, 90:11, 92:27, 93:2, 93:29, 94:5, 95:23, 99:19, 99:23, 101:10, 101:14, 129:21, 141:21, 143:9, 146:1, 151:8</p> <p><b>looked</b> [2] - 76:24, 84:29</p> <p><b>looking</b> [7] - 15:11, 19:6, 21:11, 75:15, 89:1, 127:14, 133:9</p> <p><b>lower</b> [1] - 49:27</p> <p><b>LUNCH</b> [1] - 89:29</p>	<p><b>lunch</b> [1] - 90:5</p> <p><b>Lynn</b> [3] - 148:11, 148:27, 150:23</p> <p><b>LYNN</b> [4] - 148:14, 148:16, 148:20, 150:24</p>
<b>L</b>					<b>M</b>
<p><b>Lacey's</b> [1] - 83:29</p> <p><b>lack</b> [2] - 53:26, 74:19</p> <p><b>language</b> [1] - 111:26</p> <p><b>large</b> [1] - 60:13</p> <p><b>last</b> [24] - 16:22, 18:4, 19:15, 20:25, 22:13, 23:12, 30:10, 41:3, 41:29, 51:7, 52:18, 57:19, 58:1, 58:4, 59:4, 59:14, 64:6, 66:5, 67:4, 84:7, 84:11, 93:6, 100:14, 134:10</p> <p><b>late</b> [4] - 19:17, 23:1, 67:25, 109:18</p> <p><b>latest</b> [2] - 121:21, 131:11</p> <p><b>latter</b> [3] - 26:4, 27:6, 40:12</p> <p><b>law</b> [1] - 68:23</p> <p><b>lay</b> [1] - 20:25</p> <p><b>lead</b> [1] - 13:19</p> <p><b>learnt</b> [1] - 146:26</p> <p><b>least</b> [1] - 146:27</p> <p><b>leave</b> [10] - 48:6, 48:24, 65:24, 74:16, 91:21, 102:29, 108:8, 117:18, 124:4, 124:11</p> <p><b>leaving</b> [1] - 80:5</p> <p><b>left</b> [5] - 26:2, 86:21, 89:24, 91:11, 142:9</p> <p><b>leg</b> [1] - 45:12</p> <p><b>legal</b> [27] - 9:8, 48:24, 61:18,</p>	<p>56:9</p> <p><b>legislation</b> [1] - 56:9</p> <p><b>letter</b> [126] - 8:22, 10:2, 12:25, 14:26, 16:9, 19:5, 22:2, 22:11, 23:22, 24:13, 25:5, 25:10, 25:23, 27:1, 27:29, 30:25, 33:6, 34:4, 34:7, 34:9, 34:19, 34:24, 41:6, 41:10, 41:26, 42:19, 42:23, 43:22, 45:5, 45:16, 49:1, 49:13, 51:5, 52:18, 53:20, 56:24, 58:20, 59:10, 59:14, 60:23, 64:12, 66:18, 66:25, 67:5, 67:23, 67:26, 68:19, 69:5, 69:9, 69:29, 71:13, 72:14, 72:15, 73:23, 73:29, 76:21, 76:27, 77:21, 79:17, 81:28, 82:3, 82:8, 82:13, 82:29, 83:16, 83:18, 83:29, 84:3, 84:4, 84:6, 88:24, 90:8, 90:12, 90:16, 92:26, 92:27, 93:29, 94:1, 95:6, 98:21, 99:22, 99:26, 102:16, 102:17, 102:19,</p>	<p>92:2, 103:17, 103:21, 103:26, 104:14, 106:24, 109:7, 110:4, 110:5, 110:20, 110:21, 111:16, 111:23, 112:10, 112:12, 114:1, 117:5, 117:10, 117:25, 117:29, 118:7, 121:25, 122:13, 124:16, 124:24, 125:3, 128:14, 128:17, 128:18, 128:27, 128:29, 130:25, 131:18, 132:6, 132:17, 133:14, 133:15, 133:16, 133:29, 134:2</p> <p><b>letters</b> [20] - 9:28, 14:20, 41:4, 43:3, 44:13, 45:13, 47:12, 66:20, 66:24, 71:9, 75:1, 83:5, 83:10, 83:20, 120:15, 121:14, 121:17, 126:5, 131:12, 131:29</p> <p><b>level</b> [6] - 88:7, 97:15, 123:7, 127:22, 137:1, 144:19</p> <p><b>levels</b> [1] - 49:25</p> <p><b>Liam</b> [1] - 24:20</p> <p><b>liberty</b> [1] - 3:18</p> <p><b>life</b> [17] - 16:15, 18:11, 18:14, 24:2, 25:16, 94:24, 97:23, 109:14, 109:22, 115:21, 115:27, 116:9, 116:11, 116:15, 119:3, 123:8</p> <p><b>lifelong</b> [1] - 138:17</p> <p><b>lifespan</b> [1] - 76:11</p> <p><b>light</b> [22] - 19:28, 39:29, 40:2, 40:8, 40:10, 41:1, 41:22, 42:10, 47:28, 51:20, 52:14, 52:21, 53:24, 54:8, 55:24, 59:8, 65:10, 74:7, 74:15, 90:16,</p>	<p>134:9, 144:19</p> <p><b>likely</b> [12] - 17:4, 42:29, 72:11, 79:6, 79:28, 80:10, 82:26, 101:3, 129:17, 140:8, 146:7, 146:19</p> <p><b>limbo</b> [1] - 50:26</p> <p><b>limit</b> [1] - 33:15</p> <p><b>limiting</b> [1] - 97:3</p> <p><b>line</b> [17] - 12:20, 17:10, 22:4, 23:12, 34:27, 42:25, 42:27, 45:2, 53:2, 55:7, 59:4, 59:7, 75:3, 82:8, 95:6, 141:23, 144:3</p> <p><b>lines</b> [13] - 20:15, 26:14, 37:23, 39:25, 50:20, 51:7, 84:12, 109:2, 112:15, 125:5, 125:17, 129:9, 143:23</p> <p><b>listed</b> [2] - 91:2, 114:1</p> <p><b>live</b> [1] - 123:19</p> <p><b>local</b> [27] - 10:3, 10:9, 11:14, 38:25, 39:29, 42:11, 48:1, 57:8, 57:9, 62:19, 70:21, 72:5, 72:26, 73:3, 76:27, 77:7, 83:6, 93:18, 111:15, 126:18, 134:24, 135:16, 136:8, 136:16, 137:1, 139:29, 143:28</p> <p><b>locally</b> [1] - 86:5</p> <p><b>location</b> [4] - 42:14, 48:3, 53:25, 134:9</p> <p><b>location..</b> [1] - 49:4</p> <p><b>lodge</b> [1] - 31:23</p> <p><b>lodged</b> [1] - 34:1</p> <p><b>logic</b> [1] - 108:11</p> <p><b>Loinsigh</b> [5] - 101:24, 101:26, 101:29, 102:6, 145:19</p> <p><b>LOINSIGH</b> [4] - 4:10, 101:27,</p>	<p>102:3, 102:6</p> <p><b>long-term</b> [1] - 97:26</p> <p><b>look</b> [101] - 6:19, 7:14, 8:18, 9:27, 9:29, 10:1, 12:4, 12:5, 14:8, 14:25, 14:27, 16:9, 18:2, 20:15, 22:4, 22:20, 23:11, 23:22, 24:12, 25:10, 25:23, 26:11, 27:28, 29:20, 29:26, 30:25, 31:12, 33:13, 34:6, 34:20, 35:29, 36:12, 37:22, 40:22, 41:4, 41:27, 42:19, 42:24, 43:24, 47:16, 50:20, 51:6, 51:23, 53:1, 53:20, 55:8, 56:27, 57:4, 57:11, 57:13, 59:2, 59:22, 60:26, 60:27, 61:21, 62:23, 63:24, 65:1, 66:19, 67:27, 71:9, 73:24, 75:2, 76:5, 76:29, 77:18, 79:16, 80:20, 81:9, 81:29, 82:12, 82:17, 83:2, 83:9, 84:4, 84:10, 84:11, 84:14, 85:7, 85:17, 85:27, 86:14, 86:23, 87:22, 87:25, 87:26, 90:11, 92:27, 93:2, 93:29, 94:5, 95:23, 99:19, 99:23, 101:10, 101:14, 129:21, 141:21, 143:9, 146:1, 151:8</p> <p><b>looked</b> [2] - 76:24, 84:29</p> <p><b>looking</b> [7] - 15:11, 19:6, 21:11, 75:15, 89:1, 127:14, 133:9</p> <p><b>lower</b> [1] - 49:27</p> <p><b>LUNCH</b> [1] - 89:29</p>	<p><b>mail</b> [1] - 86:22</p> <p><b>maintain</b> [1] - 15:20</p> <p><b>major</b> [3] - 25:16, 61:3, 109:14</p> <p><b>malpractice</b> [2] - 53:5, 91:8</p> <p><b>man</b> [3] - 20:3, 44:1, 127:20</p> <p><b>management</b> [102] - 10:3, 10:9, 11:14, 13:4, 13:11, 13:13, 13:24, 13:25, 14:14, 15:12, 17:6, 18:20, 18:21, 21:1, 28:29, 35:21, 38:25, 38:26, 40:1, 42:12, 44:22, 44:24, 47:27, 48:2, 48:20, 48:24, 49:8, 54:7, 54:11, 56:14, 57:8, 57:9, 57:23, 57:25, 58:22, 58:27, 59:22, 59:27, 60:15, 61:9, 62:1, 62:4, 62:19, 64:25, 65:13, 65:27, 69:13, 70:21, 72:6, 72:26, 73:4, 76:27, 77:7, 80:8, 80:16, 80:17, 80:27, 81:3, 81:14, 81:16, 81:19, 82:19, 82:22, 82:29, 83:6, 83:23, 83:26, 84:13, 85:1, 90:19, 93:18, 104:29, 105:14, 106:15, 106:20, 111:8, 111:15, 111:25, 117:15, 120:1, 120:23, 122:8,</p>

<p>122:14, 124:25, 126:19, 130:21, 134:24, 135:16, 136:8, 136:16, 136:29, 137:12, 138:25, 139:29, 140:17, 141:6, 141:28, 142:3, 143:16, 143:28, 144:12</p> <p><b>Management</b> [14] - 28:16, 62:15, 71:20, 104:1, 110:16, 113:6, 113:11, 119:17, 122:29, 130:26, 132:18, 135:15, 137:1, 140:2</p> <p><b>management's</b> [2] - 65:3, 130:23</p> <p><b>manager</b> [3] - 75:6, 105:22, 149:29</p> <p><b>managers</b> [1] - 144:3</p> <p><b>manner</b> [4] - 8:26, 18:9, 81:3, 134:5</p> <p><b>manual</b> [1] - 96:28</p> <p><b>MARCH</b> [1] - 5:1</p> <p><b>March</b> [30] - 8:16, 8:25, 25:23, 27:19, 27:27, 28:15, 31:24, 41:3, 62:11, 64:13, 67:22, 72:28, 73:27, 75:1, 77:15, 77:18, 89:18, 90:8, 90:9, 90:11, 90:26, 110:6, 111:3, 112:17, 117:8, 119:19, 121:14, 149:12</p> <p><b>March..</b> [1] - 110:10</p> <p><b>Mark</b> [1] - 28:9</p> <p><b>Marrinan</b> [3] - 148:4, 148:7, 148:14</p> <p><b>masks</b> [2] - 5:6, 5:8</p> <p><b>material</b> [1] - 61:21</p> <p><b>materials</b> [4] - 102:19, 108:28, 112:14, 128:1</p> <p><b>Matt</b> [1] - 28:15</p>	<p><b>matter</b> [42] - 3:18, 5:13, 13:4, 16:26, 18:15, 20:24, 24:22, 24:26, 32:12, 33:17, 33:28, 40:5, 43:17, 45:20, 46:2, 50:23, 51:9, 53:18, 54:21, 56:10, 59:13, 60:7, 60:12, 61:16, 67:11, 68:10, 68:26, 69:1, 69:2, 71:7, 71:12, 77:8, 95:14, 98:3, 99:2, 101:29, 104:29, 106:15, 120:24, 121:29, 129:25, 131:6</p> <p><b>matters</b> [54] - 10:10, 16:16, 18:24, 19:3, 21:1, 22:10, 31:23, 32:2, 32:19, 33:23, 34:4, 35:8, 39:27, 42:6, 45:6, 45:10, 46:14, 46:23, 46:29, 47:17, 50:27, 53:9, 56:1, 57:5, 59:21, 59:27, 62:2, 63:9, 63:22, 64:16, 65:17, 73:22, 78:6, 79:3, 79:5, 79:10, 79:25, 79:26, 81:2, 81:20, 82:23, 84:28, 85:2, 85:9, 86:20, 98:26, 98:27, 129:28, 130:20, 143:28, 143:29, 144:7, 144:28, 145:7</p> <p><b>McCormack</b> [5] - 63:15, 75:20, 75:28, 80:19, 81:8</p> <p><b>McGuinness</b> [29] - 4:9, 4:12, 5:4, 5:16, 5:20, 5:25, 5:27, 7:23, 7:25, 23:3, 23:7, 71:5, 89:20, 89:21, 89:24, 90:4, 90:5, 101:21, 120:14, 120:27, 127:24, 145:4, 145:7,</p>	<p>147:27, 147:29, 148:4, 148:9, 151:2, 151:4</p> <p><b>McMahon</b> [1] - 63:20</p> <p><b>me'</b> [1] - 91:10</p> <p><b>mean</b> [10] - 54:17, 54:25, 70:14, 80:1, 93:20, 98:6, 99:7, 102:10, 108:7, 143:4</p> <p><b>meant</b> [1] - 10:9</p> <p><b>measures</b> [2] - 65:22, 101:2</p> <p><b>mechanism</b> [1] - 130:17</p> <p><b>medal</b> [1] - 12:21</p> <p><b>medical</b> [98] - 7:8, 10:16, 10:19, 10:24, 10:25, 10:29, 11:1, 11:9, 13:5, 13:6, 13:23, 13:29, 14:1, 14:2, 14:7, 15:11, 17:3, 17:4, 17:27, 19:3, 20:9, 27:23, 29:4, 30:25, 31:10, 32:5, 35:6, 36:18, 37:4, 40:19, 41:21, 43:2, 43:6, 43:15, 44:26, 45:16, 46:20, 48:6, 48:8, 48:15, 48:16, 49:18, 49:26, 50:1, 54:16, 62:3, 62:13, 67:7, 70:22, 75:15, 83:22, 84:21, 88:28, 89:4, 89:5, 91:11, 91:15, 91:16, 92:14, 92:17, 93:9, 94:19, 96:10, 97:19, 97:22, 99:3, 99:9, 100:29, 101:1, 103:2, 105:1, 105:2, 106:16, 106:20, 107:26, 112:25, 113:4, 113:26, 114:18, 121:1, 121:26, 122:15, 123:2, 124:25, 134:29, 135:13, 135:19, 135:21, 135:23, 137:2, 137:8,</p>	<p>137:9, 137:10, 137:21, 138:1, 142:22, 144:14</p> <p><b>Medical</b> [33] - 6:1, 10:14, 10:21, 10:26, 38:26, 54:18, 63:27, 67:11, 67:13, 67:18, 67:20, 67:24, 68:8, 68:10, 68:14, 69:10, 69:14, 72:15, 72:28, 73:10, 76:26, 103:10, 113:25, 120:15, 121:18, 122:1, 122:3, 122:9, 122:23, 123:3, 126:1, 130:29, 138:26</p> <p><b>medicalisation</b> [1] - 140:15</p> <p><b>medicalise</b> [2] - 135:19, 135:21</p> <p><b>medicalised</b> [2] - 135:11, 137:25</p> <p><b>medically</b> [5] - 63:7, 94:22, 116:5, 137:22, 143:26</p> <p><b>medication</b> [5] - 8:7, 9:4, 49:19, 74:11, 101:2</p> <p><b>medicine</b> [4] - 6:3, 6:4, 6:6, 6:7</p> <p><b>Medicine</b> [1] - 6:10</p> <p><b>medico</b> [1] - 9:8</p> <p><b>medico-legal</b> [1] - 9:8</p> <p><b>meet</b> [4] - 40:1, 69:14, 104:6, 146:23</p> <p><b>meeting</b> [32] - 54:7, 68:7, 69:13, 69:17, 69:20, 70:25, 71:11, 71:13, 72:4, 72:12, 73:10, 74:27, 75:6, 75:9, 105:9, 106:23, 109:25, 110:28, 111:6, 111:13, 111:22, 112:3, 114:5, 122:8, 123:5, 125:8, 125:11, 125:14, 125:20, 125:23, 126:14, 135:9</p> <p><b>meetings</b> [1] -</p>	<p>91:7</p> <p><b>meets</b> [1] - 109:19</p> <p><b>member</b> [26] - 6:9, 6:16, 10:6, 10:13, 10:19, 10:24, 17:14, 26:17, 35:8, 35:18, 40:6, 41:11, 50:6, 57:8, 58:25, 59:19, 65:9, 71:24, 76:17, 93:19, 119:13, 130:22, 137:15, 145:12, 146:7</p> <p><b>member's</b> [11] - 10:16, 10:27, 11:1, 24:28, 71:23, 73:5, 76:18, 76:29, 100:20, 113:7, 128:8</p> <p><b>members</b> [5] - 7:2, 15:23, 38:21, 117:17, 130:14</p> <p><b>membership</b> [1] - 6:5</p> <p><b>memo</b> [2] - 57:13, 57:14</p> <p><b>memory</b> [2] - 78:15, 105:4</p> <p><b>mental</b> [28] - 15:16, 17:5, 20:6, 20:7, 30:16, 31:18, 43:3, 44:3, 46:1, 61:8, 63:10, 65:17, 78:28, 79:6, 79:28, 80:10, 85:6, 87:6, 87:13, 87:16, 90:29, 91:18, 92:17, 92:21, 96:4, 97:26, 144:18, 144:22</p> <p><b>Mental</b> [1] - 62:25</p> <p><b>mentally</b> [1] - 65:15</p> <p><b>mention</b> [1] - 123:2</p> <p><b>merit</b> [1] - 41:23</p> <p><b>met</b> [8] - 11:7, 11:8, 100:6, 103:19, 104:3, 105:24, 114:3, 122:9</p> <p><b>Michael</b> [1] - 75:29</p> <p><b>Micheál</b> [1] -</p>	<p>141:5</p> <p><b>mid</b> [1] - 67:25</p> <p><b>middle</b> [5] - 43:26, 52:28, 79:20, 84:6, 114:10</p> <p><b>might</b> [33] - 17:27, 17:28, 19:2, 42:23, 43:16, 48:2, 49:2, 52:16, 58:26, 59:24, 60:17, 61:10, 71:11, 73:13, 75:8, 85:5, 91:18, 100:27, 102:10, 102:16, 107:20, 107:28, 108:3, 108:6, 115:3, 115:4, 127:23, 130:14, 134:5, 136:29, 140:9, 144:22, 146:22</p> <p><b>mind</b> [4] - 93:13, 93:15, 149:7, 149:9</p> <p><b>minute</b> [1] - 78:10</p> <p><b>minutes</b> [4] - 39:15, 89:23, 89:24, 126:3</p> <p><b>misapprehensi on</b> [1] - 42:7</p> <p><b>mishandled</b> [1] - 18:17</p> <p><b>mistrust</b> [3] - 78:27, 87:13, 95:11</p> <p><b>misunderstand ing</b> [1] - 41:18</p> <p><b>model</b> [1] - 71:3</p> <p><b>modest</b> [2] - 149:8</p> <p><b>modified</b> [1] - 55:3</p> <p><b>moment</b> [3] - 41:7, 114:6, 120:10</p> <p><b>month</b> [4] - 16:1, 46:8, 81:15, 81:23</p> <p><b>months</b> [7] - 21:18, 31:17, 77:6, 78:29, 82:7, 103:19, 111:5</p> <p><b>morning</b> [5] - 5:16, 87:1, 102:12, 107:28, 138:23</p> <p><b>mortal</b> [1] -</p>
--	--	--	---	--	---

<p>115:24  <b>mortgage</b> [1] - 132:25  <b>most</b> [6] - 6:20, 8:10, 21:19, 22:7, 23:16, 38:4  <b>mother</b> [3] - 16:19, 29:13, 53:14  <b>move</b> [4] - 94:24, 107:20, 143:20, 143:22  <b>moved</b> [5] - 44:7, 73:22, 107:17, 133:3, 133:10  <b>MR</b> [36] - 3:8, 4:9, 4:11, 4:12, 5:16, 5:20, 5:25, 5:27, 7:23, 7:25, 23:3, 23:7, 71:5, 89:21, 89:24, 90:5, 101:21, 141:2, 141:5, 142:29, 143:3, 143:7, 143:19, 144:26, 145:2, 145:4, 145:7, 147:29, 148:4, 148:9, 148:14, 148:16, 148:20, 150:22, 150:24, 151:4  <b>MS</b> [4] - 4:10, 101:27, 102:3, 102:6  <b>MSc</b> [1] - 6:4  <b>murder</b> [7] - 16:19, 16:21, 18:22, 29:13, 53:17, 100:20, 100:23  <b>murdered</b> [1] - 53:15  <b>Murphy</b> [1] - 149:29  <b>must</b> [13] - 23:25, 29:22, 32:4, 32:7, 48:10, 48:15, 48:21, 57:23, 64:25, 65:14, 68:22, 112:24, 112:27</p>	<p><b>natural</b> [1] - 46:27  <b>nature</b> [5] - 22:14, 86:7, 88:6, 96:18, 108:12  <b>necessary</b> [7] - 8:9, 31:19, 33:24, 58:14, 75:7, 108:7, 131:7  <b>necessity</b> [1] - 55:27  <b>need</b> [19] - 20:19, 27:7, 36:19, 40:22, 47:18, 81:3, 81:29, 84:16, 86:14, 90:11, 93:29, 95:23, 97:4, 103:28, 122:14, 122:15, 150:5, 150:14, 150:17  <b>needed</b> [2] - 21:26, 148:5  <b>needn't</b> [1] - 14:25  <b>needs</b> [2] - 9:7, 68:25  <b>negative</b> [1] - 144:19  <b>negotiating</b> [1] - 56:14  <b>never</b> [1] - 145:16  <b>new</b> [5] - 39:23, 43:6, 63:19, 63:29, 146:23  <b>newly</b> [1] - 90:16  <b>next</b> [14] - 5:16, 8:2, 19:25, 26:22, 26:27, 34:27, 38:9, 51:28, 57:20, 89:22, 103:5, 110:9, 148:21, 148:27  <b>Ni</b> [4] - 101:24, 101:26, 101:29, 102:6  <b>Ni</b> [4] - 4:10, 101:27, 102:3, 102:6  <b>nine</b> [1] - 21:18  <b>non</b> [12] - 10:29, 19:3, 41:16, 49:18, 53:24, 92:14, 93:9, 113:26, 135:19, 137:2, 137:9, 137:10  <b>non-</b></p>	<p><b>confrontational</b> [1] - 53:24  <b>non-issue</b> [1] - 41:16  <b>non-medical</b> [10] - 10:29, 19:3, 49:18, 92:14, 93:9, 113:26, 135:19, 137:2, 137:9, 137:10  <b>Nora</b> [1] - 102:6  <b>normal</b> [13] - 28:20, 35:17, 36:22, 38:20, 64:15, 75:9, 78:15, 80:11, 90:28, 97:14, 99:19, 110:25, 148:29  <b>normally</b> [3] - 56:3, 113:8, 138:16  <b>note</b> [26] - 8:24, 13:1, 22:8, 23:23, 24:11, 24:17, 26:11, 26:12, 26:14, 31:24, 31:28, 32:8, 67:10, 76:21, 79:15, 82:18, 100:3, 104:24, 111:23, 112:17, 112:20, 121:28, 124:22, 127:29, 128:1, 132:20  <b>notes</b> [11] - 5:12, 25:13, 26:13, 39:19, 65:11, 70:8, 80:25, 104:10, 109:11, 146:1, 146:4  <b>nothing</b> [2] - 15:4, 35:20  <b>NOTICE</b> [1] - 3:7  <b>notice</b> [2] - 3:19, 9:22  <b>notifying</b> [1] - 150:5  <b>noting</b> [2] - 40:3, 53:1  <b>notwithstandin</b> <b>g</b> [4] - 41:19, 46:19, 50:25, 131:16  <b>November</b> [16] - 7:9, 16:9, 52:29, 53:21, 55:12, 69:18, 70:6, 71:14, 71:20, 124:17, 125:21,</p>	<p>131:1, 131:19, 131:26, 138:4  <b>number</b> [18] - 10:9, 37:22, 52:8, 62:29, 63:5, 78:23, 89:7, 92:5, 93:3, 96:4, 96:13, 114:1, 118:19, 126:4, 136:7, 136:10, 137:20, 137:24  <b>numerous</b> [2] - 74:5, 110:20  <b>nuts</b> [1] - 80:1  <b>Nyland</b> [4] - 28:16, 29:4, 110:15, 110:28</p>	<p><b>obsessionality</b> [1] - 96:23  <b>obsessive</b> [1] - 88:2  <b>obtain</b> [4] - 12:21, 39:9, 41:20, 120:7  <b>obtained</b> [1] - 95:23  <b>obtaining</b> [2] - 15:5, 40:16  <b>obvious</b> [3] - 78:6, 91:5, 91:29  <b>obviously</b> [16] - 23:25, 28:1, 32:22, 35:12, 37:7, 37:19, 46:18, 49:12, 53:18, 81:9, 82:16, 88:9, 105:26, 145:9, 150:5, 150:14  <b>occasion</b> [5] - 8:23, 17:1, 78:12, 147:7, 147:10  <b>occasions</b> [8] - 6:27, 47:28, 62:18, 67:21, 112:11, 141:10, 141:14, 147:4  <b>occupation</b> [1] - 97:14  <b>occupational</b> [23] - 5:28, 6:5, 6:6, 6:7, 6:22, 11:21, 17:7, 43:1, 44:27, 54:4, 54:12, 58:28, 60:10, 79:11, 80:14, 90:20, 98:10, 113:29, 136:5, 137:14, 140:10, 140:11, 142:22  <b>Occupational</b> [9] - 5:29, 6:10, 6:15, 15:19, 17:11, 31:4, 31:15, 39:13, 55:11  <b>occur</b> [6] - 40:6, 48:28, 51:12, 51:15, 96:19, 105:16  <b>occurred</b> [6] - 13:26, 28:18, 42:14, 60:16, 119:11, 119:12  <b>occurrences</b> [1] - 103:1</p>	<p><b>occurs</b> [1] - 38:24  <b>October</b> [18] - 36:9, 52:2, 66:2, 66:4, 66:19, 66:22, 67:6, 67:25, 69:6, 70:1, 84:10, 87:9, 101:10, 114:8, 115:1, 121:22, 121:25, 130:3  <b>OF</b> [3] - 3:7, 3:8  <b>offer</b> [3] - 97:22, 149:10, 149:21  <b>offered</b> [2] - 91:16, 114:23  <b>offering</b> [2] - 81:5, 139:27  <b>office</b> [7] - 35:17, 54:18, 58:6, 71:19, 73:6, 144:3, 145:18  <b>Officer</b> [30] - 6:1, 10:14, 10:26, 38:26, 63:27, 67:11, 67:13, 67:18, 67:20, 67:24, 68:8, 68:10, 69:10, 69:14, 72:15, 72:28, 73:10, 76:26, 103:10, 113:25, 120:16, 121:18, 122:1, 122:3, 122:9, 122:23, 123:3, 126:1, 131:1, 138:26  <b>officer</b> [6] - 20:1, 20:5, 31:20, 55:21, 119:15, 126:2  <b>Officer's</b> [2] - 54:18, 68:14  <b>officers</b> [1] - 60:9  <b>offices</b> [1] - 47:1  <b>ON</b> [1] - 5:1  <b>once</b> [4] - 25:13, 97:25, 113:2, 143:27  <b>one</b> [55] - 9:28, 14:21, 14:22, 15:16, 15:25, 16:21, 17:1, 17:15, 18:25, 19:2, 21:28, 22:8, 22:11, 31:28, 34:27, 50:6, 71:12, 72:4,</p>
<b>O</b>					
<p><b>O'clock</b> [1] - 89:27  <b>O'Higgins</b> [7] - 141:5, 142:23, 143:6, 143:18, 145:19, 148:27, 150:21  <b>O'HIGGINS</b> [10] - 4:11, 141:2, 141:5, 142:29, 143:3, 143:7, 143:19, 144:26, 145:2, 150:22  <b>O'sullivan</b> [3] - 39:24, 40:23, 42:22  <b>O'Sullivan..</b> [1] - 28:9  <b>objected</b> [1] - 142:8  <b>objective</b> [1] - 51:17  <b>obligation</b> [1] - 149:2  <b>obliged</b> [16] - 17:2, 20:23, 23:28, 42:16, 44:26, 45:27, 54:9, 59:17, 61:7, 77:8, 82:23, 86:28, 87:17, 90:17, 99:1, 109:1  <b>observation</b> [2] - 27:6, 149:4  <b>observations</b> [2] - 149:22, 150:7  <b>obsessional</b> [1] - 100:24</p>					

<p>72:13, 73:15, 83:1, 91:3, 93:6, 93:15, 96:1, 96:8, 102:10, 106:28, 111:8, 112:21, 113:4, 116:5, 116:15, 116:19, 118:28, 121:21, 127:22, 127:23, 130:12, 130:17, 130:18, 131:11, 133:28, 136:10, 136:28, 139:6, 140:8, 143:13, 144:29, 146:22, 149:27, 150:12, 150:28 <b>ones</b> [1] - 114:1 <b>ongoing</b> [14] - 9:6, 30:14, 52:9, 54:11, 56:28, 69:1, 74:7, 74:15, 97:5, 100:24, 120:29, 123:8, 123:18, 133:7 <b>onwards</b> [1] - 27:15 <b>open</b> [15] - 7:18, 102:16, 103:28, 104:10, 108:20, 109:4, 109:8, 115:3, 121:21, 124:12, 126:16, 126:19, 128:26, 133:15, 133:28 <b>opened</b> [9] - 108:26, 110:7, 117:5, 120:14, 121:20, 126:7, 127:29, 128:18, 131:29 <b>opening</b> [1] - 138:23 <b>operate</b> [1] - 139:21 <b>operated</b> [1] - 139:22 <b>operation</b> [1] - 48:24 <b>operational</b> [1] - 40:20 <b>opinion</b> [42] - 17:20, 18:23, 20:27, 22:12, 29:28, 33:23, 36:25, 40:17, 59:4, 61:24, 61:25, 62:8, 62:9, 62:15, 62:16, 62:22, 62:29,</p>	<p>63:6, 63:14, 65:21, 65:26, 67:24, 68:28, 69:5, 70:2, 76:6, 95:16, 107:11, 107:16, 111:28, 111:29, 112:1, 114:13, 119:24, 119:26, 121:1, 121:3, 128:28, 136:24, 144:11, 146:14 <b>opinions</b> [6] - 107:3, 107:5, 107:8, 120:7, 121:5 <b>opportunity</b> [6] - 38:8, 97:23, 149:1, 149:6, 149:22, 150:13 <b>opposed</b> [5] - 69:19, 125:7, 125:10, 125:22, 125:27 <b>optimum</b> [1] - 61:11 <b>option</b> [1] - 52:11 <b>or..</b> [1] - 40:11 <b>ORDER</b> [1] - 3:7 <b>order</b> [2] - 20:18, 37:3 <b>ORDERED</b> [2] - 3:12, 3:17 <b>ordinarily</b> [4] - 38:3, 42:4, 117:22, 118:9 <b>ordinary</b> [4] - 118:10, 119:10, 119:22 <b>organisation</b> [11] - 32:8, 32:17, 35:5, 35:9, 49:29, 53:16, 97:18, 112:28, 129:18, 130:18, 145:17 <b>organisation's</b> [1] - 77:3 <b>organisational</b> [2] - 117:28, 140:23 <b>oriented</b> [1] - 78:14 <b>original</b> [7] - 11:17, 26:11, 46:17, 84:6, 138:3, 146:1, 151:9 <b>originally</b> [1] - 52:23</p>	<p><b>orthopedic</b> [3] - 107:12, 108:4, 139:11 <b>others</b> [1] - 149:19 <b>otherwise</b> [1] - 103:8 <b>ought</b> [5] - 47:29, 79:21, 93:23, 135:26, 136:15 <b>ourselves</b> [1] - 47:18 <b>outcome</b> [5] - 32:6, 59:19, 112:26, 124:28, 151:13 <b>outline</b> [2] - 23:28, 106:9 <b>outlined</b> [2] - 36:20, 49:1 <b>outlining</b> [1] - 133:21 <b>outlook</b> [1] - 97:27 <b>outset</b> [1] - 18:18 <b>outside</b> [4] - 12:16, 46:21, 109:27, 122:15 <b>outstanding</b> [2] - 53:6, 136:18 <b>over-activity</b> [1] - 8:29 <b>over..</b> [1] - 64:23 <b>overall</b> [2] - 19:23, 55:18 <b>override</b> [1] - 146:9 <b>own</b> [25] - 6:25, 8:25, 16:15, 24:1, 25:16, 29:4, 45:5, 76:6, 80:25, 89:4, 98:6, 100:20, 109:14, 109:21, 109:24, 114:24, 115:21, 116:23, 118:21, 119:3, 127:16, 133:6, 143:13, 145:24</p>	<p>16:10, 18:3, 19:13, 19:25, 20:15, 22:4, 22:20, 24:12, 25:10, 25:23, 26:13, 26:22, 26:24, 27:28, 27:29, 28:1, 29:20, 29:26, 29:27, 30:26, 31:12, 33:13, 34:6, 34:20, 34:27, 35:29, 36:12, 37:22, 40:26, 40:29, 41:2, 41:4, 41:26, 42:20, 42:23, 42:25, 43:24, 45:2, 45:12, 46:9, 47:16, 50:20, 51:23, 52:4, 53:1, 55:9, 57:4, 57:14, 57:20, 59:2, 59:15, 60:26, 60:27, 61:1, 61:21, 62:23, 62:24, 63:1, 63:24, 66:4, 66:20, 66:23, 67:27, 69:8, 69:9, 71:13, 72:16, 73:24, 74:24, 76:7, 77:18, 77:19, 77:20, 77:25, 78:20, 79:15, 80:21, 82:1, 82:2, 82:12, 82:18, 83:9, 83:15, 83:18, 84:4, 84:15, 84:16, 84:18, 85:17, 86:23, 86:24, 87:25, 88:25, 90:12, 90:26, 90:27, 91:2, 93:2, 94:5, 95:4, 95:22, 95:27, 95:29, 98:14, 98:21, 99:23, 101:10, 102:19, 103:26, 103:28, 104:19, 108:27, 110:6, 112:13, 114:9, 117:9, 121:22, 122:5, 127:29, 128:15, 129:3, 130:24, 132:18, 133:29, 141:21, 141:24, 143:20 <b>pages</b> [1] -</p>	<p>83:16 <b>paid</b> [2] - 117:16, 122:27 <b>panel</b> [2] - 15:20, 106:28 <b>panic</b> [1] - 74:6 <b>papers</b> [7] - 5:22, 14:18, 16:25, 19:22, 24:12, 32:10, 62:23 <b>paragraph</b> [66] - 12:9, 12:11, 15:13, 16:12, 18:5, 19:15, 23:24, 25:24, 25:27, 28:3, 28:13, 30:11, 31:13, 34:8, 34:26, 36:14, 41:6, 41:8, 41:27, 43:27, 46:11, 47:19, 50:21, 52:4, 53:1, 55:9, 57:19, 58:1, 58:4, 59:2, 59:14, 60:28, 61:25, 61:28, 64:6, 66:25, 66:29, 67:4, 67:29, 72:22, 79:20, 80:23, 84:12, 86:2, 87:26, 88:26, 90:14, 94:6, 98:22, 99:24, 102:23, 103:5, 104:22, 106:13, 110:9, 112:15, 114:11, 117:11, 121:23, 128:16, 129:5, 132:20, 134:3 <b>paragraphs</b> [3] - 26:24, 30:10, 66:5 <b>parallel</b> [2] - 137:14, 137:17 <b>parameters</b> [1] - 20:20 <b>paraphrasing..</b> [1] - 137:3 <b>pardon</b> [2] - 11:22, 98:19 <b>part</b> [11] - 11:14, 17:25, 25:16, 40:12, 64:1, 109:14, 122:18, 128:26, 131:7, 136:29, 144:20 <b>participants</b> [1]</p>	<p>- 72:26 <b>particular</b> [19] - 17:20, 17:26, 18:11, 25:7, 40:3, 48:10, 48:16, 49:19, 75:23, 93:12, 93:20, 99:1, 111:24, 111:26, 113:12, 113:17, 116:20, 139:3 <b>particular..</b> [1] - 62:5 <b>particularly</b> [7] - 13:1, 23:15, 31:28, 66:8, 67:21, 104:24, 112:21 <b>parties</b> [8] - 5:20, 101:22, 113:24, 124:24, 148:5, 149:12, 149:19, 149:21 <b>partner</b> [1] - 18:12 <b>parts</b> [2] - 32:8, 112:28 <b>party</b> [1] - 3:17 <b>party's</b> [1] - 149:23 <b>pass</b> [1] - 143:22 <b>passes</b> [1] - 19:20 <b>passing</b> [1] - 93:13 <b>past</b> [6] - 7:3, 64:9, 74:10, 89:7, 91:16, 94:25 <b>Pat</b> [1] - 65:7 <b>pathway</b> [1] - 9:9 <b>Patrick's</b> [1] - 142:11 <b>patrol</b> [1] - 19:20 <b>pause</b> [2] - 13:8, 68:13 <b>pay</b> [31] - 7:1, 18:7, 24:24, 36:21, 36:22, 38:6, 40:25, 41:19, 41:22, 42:8, 42:11, 43:1, 43:10, 43:13, 43:18, 46:28, 57:28, 58:13, 68:29, 74:3, 74:16, 117:18, 122:26, 123:8, 123:14, 123:18, 123:26, 124:2,</p>
<b>P</b>					
<p><b>PAGE</b> [1] - 4:6 <b>page</b> [142] - 5:22, 7:19, 8:2, 8:3, 8:19, 9:29, 11:6, 12:4, 12:5, 12:25, 14:27,</p>					

<p>124:3, 139:16  <b>payment</b> [1] - 41:13  <b>payroll</b> [1] - 55:1  <b>peer</b> [1] - 140:24  <b>pejorative</b> [1] - 83:3  <b>penciled</b> [1] - 94:28  <b>pending</b> [5] - 8:6, 9:7, 43:14, 71:6, 131:8  <b>pension</b> [5] - 36:21, 43:10, 43:13, 43:18, 68:8  <b>penultimate</b> [1] - 69:29  <b>people</b> [8] - 5:5, 5:6, 5:10, 5:15, 138:17, 144:20, 144:21, 146:20  <b>per</b> [1] - 52:17  <b>perceived</b> [5] - 75:11, 78:3, 88:3, 96:24, 138:5  <b>perception</b> [7] - 87:10, 100:21, 101:5, 115:20, 140:22, 142:18, 142:25  <b>perception..</b> [1] - 142:20  <b>perceptions</b> [5] - 19:7, 76:19, 77:23, 100:22, 138:2  <b>perform</b> [4] - 31:20, 40:8, 87:15, 113:25  <b>performance</b> [2] - 58:11, 88:18  <b>performing</b> [1] - 75:8  <b>perhaps</b> [35] - 9:27, 11:24, 12:4, 19:2, 29:8, 49:20, 52:16, 55:4, 55:28, 56:27, 70:22, 74:18, 75:12, 80:11, 83:2, 83:8, 85:1, 88:12, 88:29, 89:25, 94:29, 96:2, 107:28, 111:10, 111:29, 113:27, 115:25, 118:4, 119:21, 122:18, 130:15, 135:19, 139:6,</p>	<p>139:8, 145:8  <b>period</b> [25] - 6:8, 6:10, 7:6, 7:9, 9:22, 29:10, 50:26, 56:7, 56:21, 66:8, 75:5, 76:2, 81:15, 81:24, 123:9, 123:27, 124:4, 130:1, 138:11, 138:14, 138:21, 139:13, 139:14, 139:15, 141:7  <b>periods</b> [4] - 12:8, 12:10, 72:7, 108:8  <b>permanent</b> [1] - 40:5  <b>permanently</b> [1] - 48:8  <b>perpetrated</b> [2] - 28:22, 110:23  <b>persisted</b> [1] - 142:7  <b>person</b> [14] - 14:1, 16:18, 17:14, 17:18, 22:28, 31:2, 58:24, 105:22, 116:9, 116:12, 136:5, 139:16, 146:12, 146:23  <b>personally</b> [1] - 25:29  <b>persons</b> [2] - 138:5, 143:29  <b>perspective</b> [9] - 40:19, 46:20, 49:26, 61:18, 62:14, 83:22, 91:23, 101:1, 135:17  <b>pertinent</b> [2] - 9:12, 27:7  <b>perusal</b> [1] - 71:24  <b>pervaded</b> [1] - 137:5  <b>pestering</b> [1] - 83:6  <b>phase</b> [1] - 81:23  <b>Phillips</b> [2] - 28:8, 85:29  <b>phone</b> [4] - 24:10, 24:11, 24:17, 127:28  <b>phrase</b> [1] - 118:7  <b>phrased</b> [1] -</p>	<p>79:18  <b>physical</b> [3] - 103:8, 107:13, 108:12  <b>physician</b> [10] - 5:28, 6:22, 58:28, 60:10, 79:12, 80:14, 113:29, 140:10, 140:12, 142:22  <b>picking</b> [1] - 38:12  <b>picture</b> [1] - 134:28  <b>pieces</b> [2] - 63:19, 136:18  <b>place</b> [8] - 40:1, 48:16, 51:13, 54:8, 94:14, 104:17, 134:6, 139:24  <b>placed</b> [2] - 18:11, 47:5  <b>plausible</b> [2] - 85:1, 144:29  <b>play</b> [1] - 84:20  <b>played</b> [2] - 25:16, 109:14  <b>pleased</b> [1] - 147:26  <b>point</b> [50] - 11:19, 11:24, 13:23, 14:7, 14:13, 19:4, 21:14, 21:20, 22:21, 24:9, 25:7, 27:14, 35:28, 37:9, 40:11, 40:17, 43:11, 44:10, 46:10, 47:14, 48:6, 48:7, 49:20, 49:21, 54:29, 62:10, 62:13, 66:26, 67:19, 70:14, 73:16, 73:17, 74:12, 75:22, 76:1, 77:22, 80:15, 87:21, 89:4, 99:12, 116:23, 118:23, 131:24, 131:26, 132:27, 136:26, 142:17, 149:20, 150:10  <b>pointed</b> [4] - 13:3, 81:16, 104:28, 106:14  <b>pointing</b> [1] - 21:4</p>	<p><b>points</b> [5] - 10:11, 16:22, 63:1, 116:27, 127:13  <b>police</b> [6] - 19:28, 19:29, 20:5, 31:20, 55:7, 130:10  <b>policeman</b> [1] - 22:16  <b>policing</b> [14] - 10:17, 20:28, 28:20, 29:14, 40:21, 48:3, 52:15, 59:7, 64:15, 75:9, 80:12, 82:27, 110:25, 130:11  <b>policy</b> [1] - 59:28  <b>portions</b> [1] - 93:3  <b>position</b> [58] - 9:17, 17:21, 18:4, 20:3, 20:4, 22:15, 31:21, 32:22, 34:9, 35:10, 36:27, 37:15, 40:24, 41:22, 48:12, 50:19, 50:25, 50:27, 58:26, 60:16, 62:19, 63:5, 65:1, 67:13, 67:17, 67:19, 68:15, 68:17, 74:2, 77:3, 79:11, 80:2, 84:26, 86:13, 88:21, 90:6, 97:13, 98:24, 99:15, 101:3, 111:4, 113:3, 117:28, 118:2, 120:5, 122:2, 124:14, 125:29, 130:23, 131:15, 135:8, 136:13, 138:13, 140:13, 140:14, 144:16  <b>positively</b> [1] - 56:17  <b>possesses</b> [1] - 31:19  <b>possibility</b> [3] - 63:9, 65:16, 92:19  <b>possible</b> [21] - 20:28, 21:4, 32:13, 32:15, 35:1, 35:3, 48:26,</p>	<p>51:20, 55:1, 68:25, 84:21, 94:23, 118:3, 129:14, 129:15, 130:19, 150:16, 151:5, 151:8, 151:13, 151:14  <b>possibly</b> [1] - 100:22  <b>post</b> [17] - 22:8, 23:27, 25:18, 30:2, 30:6, 49:25, 87:3, 109:5, 109:16, 115:8, 116:6, 116:22, 116:25, 116:28, 134:4, 136:22, 138:15  <b>potential</b> [4] - 48:25, 61:12, 62:20, 116:16  <b>powers</b> [1] - 130:11  <b>practice</b> [17] - 11:12, 13:24, 14:20, 17:13, 20:26, 44:15, 51:24, 56:9, 63:21, 66:2, 73:24, 75:2, 81:29, 99:20, 105:17, 105:18, 105:19  <b>practising</b> [1] - 17:26  <b>practitioner</b> [1] - 90:7  <b>practitioners</b> [2] - 103:3, 107:1  <b>pragmatic</b> [1] - 54:29  <b>precarious</b> [1] - 124:14  <b>precedence</b> [1] - 50:5  <b>precipitated</b> [1] - 25:26  <b>precisely</b> [1] - 51:25  <b>precludes</b> [1] - 48:9  <b>predated</b> [1] - 132:6  <b>predicament</b> [2] - 26:4  <b>predisposing</b> [1] - 23:14  <b>predominant</b> [1] - 49:22  <b>prefer</b> [2] -</p>	<p>101:26, 151:12  <b>preferable</b> [1] - 136:4  <b>preference</b> [2] - 130:19, 135:12  <b>preliminary</b> [1] - 111:17  <b>prepare</b> [1] - 10:6  <b>prepared</b> [5] - 9:16, 34:13, 40:17, 42:12, 65:1  <b>prescribed</b> [1] - 74:13  <b>prescription</b> [2] - 9:4, 101:1  <b>prescriptive</b> [1] - 93:20  <b>present</b> [17] - 11:11, 17:4, 43:2, 44:8, 45:22, 48:21, 55:24, 68:8, 70:10, 82:27, 101:22, 110:19, 132:24, 133:4, 140:24, 148:1, 148:9  <b>presentation</b> [4] - 8:5, 9:3, 25:25, 62:24  <b>presented</b> [8] - 63:17, 63:18, 77:21, 77:24, 91:6, 111:14, 111:15, 136:22  <b>presenting</b> [2] - 8:12, 136:24  <b>presently</b> [1] - 70:2  <b>president</b> [1] - 6:11  <b>pressed</b> [5] - 19:27, 28:17, 111:24, 111:28, 112:5  <b>pressurised</b> [1] - 112:6  <b>presumably</b> [7] - 6:17, 7:2, 23:26, 39:19, 50:2, 107:9, 108:3  <b>presume</b> [4] - 44:11, 64:2, 64:3, 100:14  <b>pretty</b> [1] - 5:9  <b>prevent</b> [1] - 81:1  <b>prevented</b> [1] - 53:16</p>
--	--	--	---	--	--



<p><b>preventing</b> [2] - 48:10, 49:16</p> <p><b>previous</b> [17] - 26:5, 26:10, 36:20, 39:14, 47:17, 49:8, 59:25, 68:1, 83:12, 91:7, 94:18, 96:5, 111:29, 114:22, 128:17, 131:2, 134:9</p> <p><b>previously</b> [16] - 26:29, 35:29, 49:24, 53:25, 58:6, 67:1, 75:18, 76:24, 78:13, 82:20, 83:24, 88:4, 89:13, 105:12, 124:18, 129:13</p> <p><b>primary</b> [1] - 102:11</p> <p><b>principal</b> [3] - 45:8, 150:9, 150:14</p> <p><b>principle</b> [4] - 13:20, 13:21, 14:8, 123:7</p> <p><b>privilege</b> [3] - 61:22, 69:24, 130:12</p> <p><b>probabilities</b> [1] - 138:28</p> <p><b>probability</b> [1] - 14:3</p> <p><b>probing</b> [1] - 24:5</p> <p><b>probity</b> [1] - 44:19</p> <p><b>problem</b> [2] - 107:26, 148:22</p> <p><b>procedure</b> [6] - 12:20, 17:11, 33:15, 44:20, 52:7, 98:25</p> <p><b>procedures</b> [2] - 17:7, 56:10</p> <p><b>proceed</b> [3] - 33:20, 33:28, 62:5</p> <p><b>proceeding</b> [2] - 35:9, 67:28</p> <p><b>proceedings</b> [19] - 35:13, 50:14, 55:18, 68:29, 71:6, 84:19, 84:22, 84:27, 85:3, 85:7, 88:27, 94:3,</p>	<p>127:3, 127:26, 129:11, 130:4, 133:7, 133:20, 134:4</p> <p><b>proceedings'</b> [1] - 87:17</p> <p><b>process</b> [14] - 33:25, 40:15, 44:7, 45:28, 48:25, 53:6, 55:19, 56:18, 132:15, 132:19, 133:3, 137:12, 140:4, 144:20</p> <p><b>processes</b> [1] - 137:16</p> <p><b>processing</b> [4] - 35:7, 44:20, 45:6, 55:17</p> <p><b>produce</b> [2] - 149:12, 151:10</p> <p><b>produced</b> [3] - 24:11, 57:13, 90:25</p> <p><b>professional</b> [1] - 6:7</p> <p><b>proffer</b> [1] - 20:26</p> <p><b>proffered</b> [5] - 61:2, 95:14, 119:19, 127:10, 128:28</p> <p><b>progress</b> [8] - 20:18, 54:10, 74:19, 80:11, 81:23, 82:24, 100:26, 108:6</p> <p><b>progressed</b> [6] - 118:17, 129:13, 129:28, 131:17, 133:10, 133:23</p> <p><b>progressing</b> [2] - 41:14, 129:25</p> <p><b>prohibited</b> [1] - 3:15</p> <p><b>prolonged</b> [3] - 30:4, 44:20, 115:10</p> <p><b>proper</b> [2] - 121:4, 135:26</p> <p><b>properly</b> [4] - 18:21, 57:16, 57:26, 140:20</p> <p><b>proposal</b> [2] - 15:15, 32:26</p> <p><b>propose</b> [11] - 108:20, 109:4, 116:27, 120:10, 126:16, 126:19, 127:12, 127:27,</p>	<p>133:14, 133:26, 149:24</p> <p><b>proposed</b> [4] - 69:16, 69:20, 125:20, 125:23</p> <p><b>proposing</b> [1] - 15:11</p> <p><b>prosecution</b> [1] - 88:29</p> <p><b>prospect</b> [2] - 8:8, 96:14</p> <p><b>prospects</b> [1] - 21:9</p> <p><b>protected</b> [1] - 5:10</p> <p><b>protection</b> [1] - 5:15</p> <p><b>protest</b> [2] - 147:8, 147:15</p> <p><b>provide</b> [8] - 9:6, 9:13, 25:17, 27:9, 109:15, 112:6, 140:17</p> <p><b>provided</b> [4] - 111:27, 128:14, 129:21, 132:8</p> <p><b>provider</b> [1] - 142:22</p> <p><b>provision</b> [1] - 42:9</p> <p><b>provisional</b> [1] - 37:11</p> <p><b>provisions</b> [2] - 117:16, 122:26</p> <p><b>proximity</b> [1] - 76:17</p> <p><b>psychiatric</b> [15] - 20:20, 28:23, 86:29, 87:7, 88:14, 88:23, 90:18, 109:2, 119:5, 136:2, 136:11, 136:23, 144:10, 146:14</p> <p><b>psychiatrist</b> [25] - 7:22, 7:23, 16:29, 17:15, 17:16, 17:17, 17:26, 45:17, 61:7, 75:25, 82:15, 107:11, 108:11, 135:27, 142:8, 142:10, 143:11, 143:12, 143:14, 143:15, 144:5, 144:13, 145:28, 146:12, 147:17</p> <p><b>psychiatrist'</b> [1] - 146:8</p>	<p><b>psychiatrist.</b> [1] - 51:1</p> <p><b>psychiatrists</b> [13] - 15:21, 74:5, 106:29, 116:2, 118:20, 118:22, 136:14, 136:19, 140:16, 141:12, 141:17, 147:16</p> <p><b>psychological</b> [9] - 13:27, 76:10, 89:6, 107:12, 108:12, 113:19, 119:5, 119:7, 119:12</p> <p><b>psychological</b> [2] - 36:17, 36:27</p> <p><b>psychosis</b> [1] - 78:14</p> <p><b>psychotherapy</b> [2] - 8:10, 30:14</p> <p><b>psychotropic</b> [2] - 8:7, 74:11</p> <p><b>PTSD</b> [10] - 63:2, 88:4, 88:7, 109:20, 109:21, 114:23, 115:13, 115:18, 115:26, 119:1</p> <p><b>public</b> [2] - 55:5, 76:18</p> <p><b>published</b> [1] - 151:7</p> <p><b>purpose</b> [13] - 69:19, 70:17, 70:18, 70:21, 124:21, 125:8, 125:14, 125:23, 149:23, 149:25, 149:27, 150:9, 150:27</p> <p><b>purposes</b> [3] - 91:22, 98:9, 127:26</p> <p><b>PURSUANT</b> [1] - 3:7</p> <p><b>put</b> [13] - 18:14, 19:21, 36:1, 40:1, 48:16, 51:13, 54:7, 67:22, 72:12, 94:25, 95:5, 119:9, 131:8</p>	<p><b>qualify</b> [2] - 96:29, 97:10</p> <p><b>quality</b> [1] - 76:11</p> <p><b>queries</b> [1] - 89:15</p> <p><b>query</b> [1] - 34:21</p> <p><b>questions</b> [3] - 49:15, 101:23, 140:27</p> <p><b>quickly</b> [4] - 44:7, 91:5, 133:3, 151:13</p> <p><b>Quigley</b> [22] - 5:17, 5:18, 24:22, 42:26, 90:5, 101:21, 104:13, 111:2, 118:18, 119:9, 124:8, 125:25, 134:27, 140:26, 141:5, 141:27, 141:29, 144:2, 144:4, 145:7, 147:22, 148:23</p> <p><b>QUIGLEY</b> [2] - 4:8, 5:24</p> <p><b>Quigley's</b> [1] - 5:21</p> <p><b>quite</b> [7] - 7:5, 18:8, 46:20, 78:6, 124:13, 130:6, 139:20</p> <p><b>quotation</b> [1] - 69:10</p>	<p><b>rate</b> [3] - 43:10, 43:13, 123:27</p> <p><b>rather</b> [7] - 43:16, 58:22, 76:19, 87:6, 108:12, 116:1, 135:13</p> <p><b>rationale</b> [3] - 40:10, 107:10, 107:14</p> <p><b>ray</b> [1] - 139:10</p> <p><b>RE</b> [2] - 4:12, 145:4</p> <p><b>re</b> [6] - 27:7, 30:24, 56:1, 94:21, 132:25, 147:9</p> <p><b>re-emphasise</b> [1] - 94:21</p> <p><b>re-emphasising</b> [1] - 27:7</p> <p><b>RE-EXAMINED</b> [2] - 4:12, 145:4</p> <p><b>re-mortgage</b> [1] - 132:25</p> <p><b>re-referred</b> [1] - 147:9</p> <p><b>reached</b> [2] - 90:6, 127:17</p> <p><b>reacted</b> [2] - 32:25, 32:26</p> <p><b>reaction</b> [1] - 49:12</p> <p><b>read</b> [5] - 19:5, 20:1, 26:15, 45:6, 66:14</p> <p><b>reading</b> [1] - 43:21</p> <p><b>ready</b> [1] - 149:15</p> <p><b>realise</b> [1] - 147:26</p> <p><b>really</b> [10] - 27:11, 34:9, 36:29, 43:29, 86:12, 86:18, 127:14, 127:18, 143:2, 146:23</p> <p><b>reappraisal</b> [1] - 58:9</p> <p><b>reason</b> [7] - 10:13, 80:14, 96:10, 132:13, 143:17, 146:18, 146:22</p> <p><b>reasonable</b> [12] - 40:19, 41:16, 48:1, 51:13, 63:9, 65:16, 66:17,</p>
<b>R</b>					
<p><b>raised</b> [17] - 29:21, 43:14, 43:19, 53:4, 53:28, 57:24, 59:10, 79:3, 79:25, 81:21, 83:24, 104:8, 105:9, 105:11, 105:12, 126:25, 127:24</p> <p><b>raises</b> [2] - 67:6, 121:25</p> <p><b>raising</b> [5] - 19:7, 90:9, 116:23, 122:13, 122:17</p> <p><b>range</b> [1] - 86:8</p> <p><b>ranges</b> [1] - 71:27</p> <p><b>rank</b> [2] - 26:18, 145:16</p>					
<b>Q</b>					
<p><b>qualified</b> [1] - 6:3</p>					

<p>96:14, 130:13, 136:23, 150:20, 150:23</p> <p><b>reasoning</b> [1] - 146:19</p> <p><b>reasons</b> [5] - 65:14, 114:1, 114:24, 135:29, 146:13</p> <p><b>reassessment</b> [1] - 75:13</p> <p><b>rebuild</b> [1] - 97:23</p> <p><b>recalled</b> [1] - 148:6</p> <p><b>receipt</b> [5] - 44:12, 45:16, 65:7, 73:7, 79:9</p> <p><b>receive</b> [10] - 7:16, 7:17, 18:1, 30:20, 56:24, 77:8, 77:17, 88:24, 108:5, 122:21</p> <p><b>received</b> [28] - 17:2, 20:25, 22:18, 24:9, 28:2, 29:23, 35:28, 46:1, 46:8, 62:22, 66:20, 73:23, 73:27, 82:16, 82:19, 84:8, 85:18, 85:20, 90:8, 90:16, 92:29, 94:1, 99:22, 103:17, 131:3, 132:13, 135:28, 147:13</p> <p><b>receiving</b> [7] - 23:9, 28:4, 30:18, 62:26, 65:2, 77:1, 86:17</p> <p><b>recent</b> [6] - 55:22, 68:7, 74:6, 74:8, 99:26, 139:26</p> <p><b>recently</b> [4] - 67:14, 89:3, 122:3, 123:15</p> <p><b>recitation</b> [1] - 46:9</p> <p><b>recite</b> [1] - 77:28</p> <p><b>recites</b> [3] - 18:3, 88:26, 89:1</p> <p><b>reckonable</b> [1] - 91:22</p> <p><b>recognise</b> [1] - 11:4</p> <p><b>recollect</b> [1] - 22:20</p>	<p><b>recollection</b> [5] - 70:10, 85:21, 112:2, 126:11, 127:7</p> <p><b>recollections</b> [2] - 87:4, 88:5</p> <p><b>recommend</b> [4] - 33:21, 39:27, 39:29, 74:16</p> <p><b>recommendati on</b> [8] - 20:8, 21:14, 40:14, 89:9, 89:12, 100:3, 134:15, 137:29</p> <p><b>recommendati ons</b> [2] - 57:26, 134:14</p> <p><b>recommended</b> [8] - 7:8, 31:9, 32:13, 35:1, 81:19, 97:22, 128:26, 143:25</p> <p><b>recommending</b> [2] - 40:10, 98:28</p> <p><b>record</b> [10] - 12:11, 27:11, 39:17, 39:22, 64:7, 66:23, 74:26, 81:16, 90:13, 146:5</p> <p><b>recorded</b> [1] - 62:24</p> <p><b>recording</b> [2] - 55:14, 81:13</p> <p><b>records</b> [6] - 39:2, 39:4, 39:9, 39:11, 39:13, 71:24</p> <p><b>recouping</b> [1] - 60:11</p> <p><b>recover</b> [1] - 138:17</p> <p><b>recovery</b> [2] - 29:11, 94:16</p> <p><b>redacted</b> [2] - 69:24, 70:3</p> <p><b>redress</b> [1] - 59:24</p> <p><b>reduced</b> [5] - 123:9, 123:15, 123:26, 124:3</p> <p><b>reduction</b> [1] - 123:18</p> <p><b>reductions</b> [1] - 57:28</p> <p><b>refer</b> [17] - 12:8, 12:24, 15:23, 19:10, 33:14, 45:24, 55:27,</p>	<p>57:1, 59:2, 59:3, 66:5, 71:18, 72:19, 82:20, 83:1, 94:18, 110:12</p> <p><b>referee</b> [1] - 140:11</p> <p><b>reference</b> [14] - 47:7, 59:13, 69:9, 77:20, 83:29, 90:12, 113:7, 114:17, 124:16, 126:5, 128:6, 128:17, 131:19, 134:2</p> <p><b>referenced</b> [1] - 33:6</p> <p><b>references</b> [2] - 17:25, 115:17</p> <p><b>referral</b> [20] - 6:18, 6:19, 11:4, 15:4, 40:5, 103:23, 105:15, 105:20, 105:21, 105:25, 105:28, 106:5, 106:6, 106:25, 136:5, 138:21, 139:25, 140:5, 143:17, 146:19</p> <p><b>referrals</b> [2] - 136:11, 140:16</p> <p><b>referred</b> [42] - 6:16, 7:24, 7:27, 9:24, 10:13, 12:9, 18:22, 22:10, 22:22, 22:26, 22:27, 23:5, 24:13, 25:26, 38:19, 47:11, 83:10, 91:7, 98:3, 103:9, 110:20, 112:11, 119:28, 120:8, 120:12, 123:16, 132:1, 136:6, 136:14, 136:25, 136:27, 138:22, 139:18, 139:23, 141:12, 143:10, 143:12, 144:10, 145:28, 146:8, 147:9, 147:17</p> <p><b>referring</b> [9] - 41:6, 54:2, 82:3, 82:14, 83:11, 84:3, 84:5, 105:22, 144:5</p> <p><b>refers</b> [6] - 25:24, 43:25,</p>	<p>57:28, 58:3, 67:29, 103:8</p> <p><b>reflected</b> [1] - 109:24</p> <p><b>reflecting</b> [2] - 67:18, 133:6</p> <p><b>refresh</b> [1] - 105:4</p> <p><b>refusing</b> [1] - 11:10</p> <p><b>regard</b> [24] - 28:3, 30:14, 38:6, 42:8, 42:11, 45:28, 47:27, 56:29, 58:15, 59:21, 60:16, 83:26, 84:25, 94:18, 100:20, 101:5, 102:26, 107:19, 117:28, 119:15, 122:26, 124:2, 136:8, 137:19</p> <p><b>regarded</b> [6] - 13:2, 65:14, 78:29, 87:14, 96:8, 104:25</p> <p><b>regarding</b> [14] - 8:22, 18:22, 23:14, 24:24, 40:13, 41:13, 45:5, 88:2, 91:14, 109:1, 114:25, 120:17, 138:2, 139:29</p> <p><b>regards</b> [2] - 78:25, 90:22</p> <p><b>regrettably</b> [1] - 26:28</p> <p><b>regulation</b> [1] - 113:7</p> <p><b>regulations</b> [6] - 5:14, 68:9, 102:27, 103:7, 122:24, 124:2</p> <p><b>rehabilitation</b> [7] - 17:8, 43:1, 44:28, 51:12, 54:12, 98:10, 100:26</p> <p><b>Reilly</b> [25] - 7:24, 7:27, 8:19, 14:27, 15:10, 16:27, 16:29, 18:1, 18:27, 20:24, 27:1, 33:11, 42:19, 44:16, 46:7, 47:15, 50:19, 52:28, 53:19, 56:27,</p>	<p>58:14, 60:24, 79:14, 79:17, 80:23</p> <p><b>Reilly</b> [1] - 20:26</p> <p><b>Reilly's</b> [9] - 20:27, 22:9, 27:20, 49:13, 63:20, 66:2, 73:24, 75:2, 81:29</p> <p><b>reinforce</b> [1] - 43:16</p> <p><b>reiterate</b> [1] - 144:4</p> <p><b>reiterated</b> [1] - 129:22</p> <p><b>reiterating</b> [1] - 44:24</p> <p><b>reiteration</b> [1] - 77:23</p> <p><b>relate</b> [7] - 19:3, 23:16, 38:15, 38:22, 57:14, 66:14, 139:15</p> <p><b>related</b> [6] - 6:26, 9:23, 12:14, 13:21, 28:25, 28:26, 29:5, 36:24, 36:26, 37:28, 38:1, 42:3, 53:10, 54:26, 58:7, 64:10, 64:13, 65:5, 65:24, 66:7, 71:23, 72:1, 72:7, 72:25, 72:29, 73:5, 74:4, 74:6, 74:15, 76:14, 76:17, 76:29, 82:4, 83:7, 85:19, 86:3, 86:7, 110:1, 110:26, 114:14, 114:21, 115:26, 115:27, 117:7, 117:13, 117:16, 117:21, 118:3, 118:4, 136:7, 136:9, 137:12, 137:13, 138:2, 139:3, 139:26, 139:29, 142:8</p> <p><b>relates</b> [1] - 29:11</p> <p><b>relating</b> [10] - 6:24, 9:17, 13:5, 38:21, 72:14, 82:4, 88:15, 105:1, 142:1, 142:3</p>	<p><b>relation</b> [39] - 16:14, 16:15, 16:16, 16:26, 18:17, 20:19, 23:26, 28:3, 32:19, 36:20, 41:3, 41:18, 41:28, 44:20, 45:17, 49:8, 53:13, 54:10, 56:8, 59:11, 60:29, 65:8, 66:28, 69:22, 71:7, 71:23, 76:28, 83:23, 87:18, 95:4, 95:11, 102:12, 126:28, 127:25, 128:20, 128:23, 141:7, 141:28, 143:8</p> <p><b>relations</b> [2] - 112:23, 113:14</p> <p><b>relationship</b> [1] - 96:14</p> <p><b>relative</b> [1] - 34:21</p> <p><b>relatively</b> [4] - 90:24, 108:9, 149:8</p> <p><b>release</b> [2] - 34:13, 66:25</p> <p><b>relevance</b> [1] - 72:14</p> <p><b>relevant</b> [11] - 10:19, 13:6, 26:14, 32:7, 71:14, 72:6, 102:27, 105:1, 112:28, 134:8, 150:1</p> <p><b>relief</b> [1] - 50:24</p> <p><b>relieved</b> [2] - 52:6, 94:12</p> <p><b>relinquished</b> [1] - 91:6</p> <p><b>reluctance</b> [1] - 146:21</p> <p><b>reluctant</b> [1] - 8:8</p> <p><b>rely</b> [1] - 62:16</p> <p><b>remain</b> [1] - 53:6</p> <p><b>remained</b> [7] - 8:26, 9:21, 48:5, 56:21, 121:16, 124:12, 124:13</p> <p><b>remaining</b> [2] - 122:19, 123:26</p> <p><b>remains</b> [5] - 35:9, 65:13,</p>
--	--	--	---	---	--

<p>80:26, 82:26, 139:8</p> <p><b>reminder</b> [3] - 84:7, 94:15, 133:16</p> <p><b>reminders</b> [1] - 131:2</p> <p><b>remit</b> [1] - 56:4</p> <p><b>removal</b> [1] - 94:15</p> <p><b>remove</b> [2] - 47:3, 61:27</p> <p><b>repeat</b> [2] - 39:3, 106:4</p> <p><b>repeated</b> [1] - 52:8</p> <p><b>repeatedly</b> [3] - 112:11, 136:14, 136:19</p> <p><b>repetition</b> [1] - 91:25</p> <p><b>rephrase</b> [1] - 107:23</p> <p><b>replied</b> [4] - 25:22, 81:8, 109:4, 117:8</p> <p><b>replies</b> [1] - 121:19</p> <p><b>reply</b> [6] - 46:7, 47:15, 85:18, 86:18, 87:26, 117:11</p> <p><b>replying</b> [1] - 69:4</p> <p><b>report</b> [98] - 7:19, 7:28, 8:18, 12:6, 12:22, 15:11, 16:27, 17:3, 17:24, 17:25, 18:1, 19:10, 20:11, 20:24, 20:25, 21:12, 27:18, 28:2, 29:19, 29:24, 29:26, 29:27, 33:14, 33:16, 35:28, 36:3, 36:21, 37:19, 39:22, 41:21, 41:22, 43:23, 44:17, 44:26, 46:13, 50:19, 51:22, 55:22, 57:5, 58:29, 65:7, 66:1, 66:3, 66:14, 68:1, 73:6, 76:9, 77:1, 77:8, 77:17, 77:19, 78:20, 80:21, 82:19,</p>	<p>82:22, 83:25, 84:13, 84:15, 84:16, 85:13, 85:19, 85:26, 85:27, 86:12, 87:5, 87:9, 90:25, 92:26, 93:4, 95:19, 95:24, 95:28, 98:1, 99:3, 99:28, 107:24, 108:5, 108:19, 110:27, 114:6, 114:29, 115:3, 115:15, 115:16, 115:17, 115:18, 117:2, 135:28, 136:8, 139:28, 140:7, 140:9, 146:27, 147:1, 147:5, 151:7, 151:11</p> <p><b>report..</b> [1] - 28:6</p> <p><b>reported</b> [27] - 9:23, 12:2, 16:14, 24:1, 25:16, 31:6, 32:7, 36:12, 37:26, 42:22, 52:3, 55:7, 57:2, 57:12, 71:24, 74:6, 74:26, 76:4, 76:18, 78:19, 80:22, 92:29, 95:3, 95:21, 99:18, 109:14, 112:27</p> <p><b>reporting</b> [6] - 26:17, 31:9, 45:18, 56:28, 98:7, 99:20</p> <p><b>reports</b> [39] - 7:15, 10:20, 10:24, 11:9, 11:17, 13:6, 15:6, 16:14, 16:25, 17:2, 31:17, 34:13, 35:26, 40:6, 43:15, 45:20, 57:22, 61:6, 81:13, 82:5, 83:7, 84:13, 86:26, 87:22, 105:2, 106:1, 106:8, 108:21, 114:4, 115:1, 118:19, 126:10, 126:17, 126:20, 132:20, 132:22, 136:11, 137:11, 140:3</p>	<p><b>represent</b> [3] - 67:16, 88:23, 116:8</p> <p><b>representation</b> [1] - 69:21</p> <p><b>representative</b> [1] - 69:15</p> <p><b>representative s</b> [4] - 69:14, 122:9, 122:10, 124:25</p> <p><b>representing</b> [1] - 73:9</p> <p><b>represents</b> [1] - 37:7</p> <p><b>request</b> [10] - 43:24, 58:8, 58:17, 58:20, 62:1, 77:7, 103:9, 139:28, 140:6, 140:8</p> <p><b>requested</b> [8] - 26:29, 27:8, 73:4, 73:14, 76:27, 126:24, 139:2, 141:18</p> <p><b>requests</b> [2] - 27:21, 128:13</p> <p><b>require</b> [2] - 83:25, 148:7</p> <p><b>required</b> [4] - 40:20, 80:4, 88:7, 120:23</p> <p><b>requirement</b> [2] - 69:21, 139:25</p> <p><b>requires</b> [4] - 30:14, 44:19, 98:26, 108:13</p> <p><b>requisite</b> [1] - 101:9</p> <p><b>resentful</b> [1] - 26:1</p> <p><b>resentments</b> [1] - 91:6</p> <p><b>reserved</b> [1] - 117:19</p> <p><b>resilience</b> [1] - 59:6</p> <p><b>resolution</b> [1] - 92:8</p> <p><b>resolve</b> [1] - 68:26</p> <p><b>resolved</b> [10] - 46:24, 46:29, 52:10, 63:10, 65:17, 74:9, 74:17, 92:14, 92:18, 93:9</p> <p><b>resolves</b> [1] - 138:16</p>	<p><b>Resource</b> [16] - 28:16, 38:25, 62:14, 71:20, 93:17, 104:1, 110:15, 111:25, 113:6, 113:11, 119:16, 122:29, 130:26, 132:17, 135:15, 137:1</p> <p><b>resource</b> [1] - 136:17</p> <p><b>Resources</b> [1] - 70:22</p> <p><b>respect</b> [5] - 24:21, 24:26, 86:5, 131:4, 143:29</p> <p><b>respectfully</b> [3] - 58:7, 102:25, 103:9</p> <p><b>respond</b> [1] - 57:26</p> <p><b>responded</b> [3] - 24:22, 34:3, 116:16</p> <p><b>response</b> [3] - 46:5, 80:27, 120:27</p> <p><b>responses</b> [1] - 27:21</p> <p><b>responsible</b> [1] - 120:17</p> <p><b>rest</b> [1] - 86:12</p> <p><b>restating</b> [1] - 93:2</p> <p><b>resting</b> [1] - 13:11</p> <p><b>restored</b> [2] - 46:28, 58:13</p> <p><b>restraining</b> [1] - 139:7</p> <p><b>restricted</b> [2] - 49:3, 150:8</p> <p><b>restricting</b> [1] - 48:3</p> <p><b>restriction</b> [1] - 40:20</p> <p><b>results</b> [1] - 71:12</p> <p><b>resume</b> [7] - 49:3, 53:24, 63:11, 65:15, 65:18, 92:21, 144:16</p> <p><b>RESUMED</b> [2] - 5:1, 89:29</p> <p><b>resumed</b> [1] - 40:28</p> <p><b>resuming</b> [1] - 107:20</p>	<p><b>resumption</b> [5] - 40:2, 41:1, 42:14, 48:27, 52:21</p> <p><b>retire</b> [2] - 36:18, 97:18</p> <p><b>retired</b> [7] - 31:10, 40:4, 40:15, 41:12, 47:29, 99:29, 127:5</p> <p><b>retirement</b> [19] - 20:9, 30:24, 33:22, 40:14, 66:28, 90:9, 91:15, 91:16, 91:20, 91:22, 92:17, 97:22, 98:29, 99:8, 100:4, 114:17, 127:18, 135:3, 138:1</p> <p><b>retiring</b> [1] - 91:17</p> <p><b>retraining</b> [1] - 55:28</p> <p><b>retrospect</b> [1] - 21:21</p> <p><b>return</b> [39] - 8:6, 9:1, 18:16, 18:23, 19:18, 20:28, 20:29, 22:10, 36:27, 37:2, 40:18, 41:17, 43:5, 48:9, 48:17, 48:18, 49:9, 50:28, 51:14, 51:18, 52:11, 52:17, 54:8, 54:26, 55:1, 55:2, 56:20, 57:24, 89:8, 94:22, 100:26, 123:29, 128:20, 128:21, 133:27, 134:3, 134:5, 134:16</p> <p><b>returned</b> [2] - 8:24, 74:2</p> <p><b>returning</b> [7] - 19:19, 19:29, 44:3, 48:2, 48:11, 49:16, 56:15</p> <p><b>revert</b> [3] - 24:27, 53:19, 128:7</p> <p><b>reverting</b> [1] - 113:3</p> <p><b>review</b> [35] - 6:21, 8:6, 8:15, 8:18, 8:23, 9:11, 10:22, 12:28,</p>	<p>15:16, 16:3, 27:7, 29:25, 31:16, 36:8, 36:9, 37:3, 41:23, 50:28, 52:16, 55:12, 57:4, 58:17, 60:15, 62:2, 62:8, 74:23, 77:12, 85:2, 90:17, 90:28, 93:16, 98:27, 120:23, 136:2, 146:29</p> <p><b>reviewed</b> [12] - 7:2, 8:7, 25:13, 26:27, 28:6, 30:28, 42:6, 46:10, 58:9, 61:24, 109:11, 128:19</p> <p><b>reviewing</b> [2] - 65:1, 80:25</p> <p><b>reviews</b> [2] - 136:15</p> <p><b>revisited</b> [1] - 58:8</p> <p><b>RICHARD</b> [2] - 4:8, 5:24</p> <p><b>Richard</b> [3] - 5:17, 141:27, 144:2</p> <p><b>right..</b> [1] - 32:28</p> <p><b>rise</b> [1] - 88:6</p> <p><b>risk</b> [6] - 18:14, 30:15, 115:20, 116:8, 116:11</p> <p><b>roadblock</b> [1] - 84:28</p> <p><b>robustness</b> [2] - 20:6, 20:7</p> <p><b>role</b> [8] - 6:14, 17:18, 35:12, 54:9, 65:10, 113:28, 142:19, 142:26</p> <p><b>room</b> [2] - 91:10, 149:25</p> <p><b>rooted</b> [4] - 110:1, 115:29, 116:4, 118:24</p> <p><b>route</b> [1] - 137:9</p> <p><b>routed</b> [1] - 58:22</p> <p><b>ruled</b> [2] - 54:25, 124:10</p> <p><b>rules</b> [2] - 5:14, 56:10</p> <p><b>ruminates</b> [1] - 78:6</p> <p><b>ruminatation</b> [2] - 88:2, 100:24</p>
--	--	---	---	--	--

<p><b>running</b> <sup>[1]</sup> - 115:5</p> <p><b>RYAN</b> <sup>[1]</sup> - 3:8</p>	<p>110:8, 121:22, 122:5, 128:4, 128:16, 133:29</p> <p><b>scrolling</b> <sup>[1]</sup> - 72:17</p> <p><b>searches</b> <sup>[1]</sup> - 39:12</p> <p><b>second</b> <sup>[41]</sup> - 12:11, 16:12, 22:4, 25:7, 25:24, 26:13, 28:3, 34:19, 36:14, 41:8, 52:4, 53:2, 53:21, 57:19, 59:2, 59:14, 61:27, 66:29, 67:4, 67:26, 69:8, 72:14, 77:17, 80:23, 86:2, 87:26, 93:6, 93:17, 94:5, 94:6, 95:6, 96:8, 98:21, 102:22, 107:5, 114:11, 116:27, 121:25, 129:4, 134:2, 141:23</p> <p><b>second-guess</b> <sup>[1]</sup> - 116:27</p> <p><b>secondary</b> <sup>[3]</sup> - 30:3, 115:9, 115:14</p> <p><b>secretary</b> <sup>[1]</sup> - 6:11</p> <p><b>section</b> <sup>[5]</sup> - 73:27, 110:16, 117:10, 122:25, 139:16</p> <p><b>Section</b> <sup>[1]</sup> - 28:16</p> <p><b>secure</b> <sup>[1]</sup> - 55:2</p> <p><b>securing</b> <sup>[1]</sup> - 44:27</p> <p><b>see</b> <sup>[21]</sup> - 19:4, 28:21, 32:16, 35:4, 44:2, 44:10, 46:22, 56:17, 60:2, 60:11, 61:6, 91:2, 102:18, 102:21, 108:5, 110:22, 130:27, 133:9, 141:8, 141:11, 143:23</p> <p><b>seeing</b> <sup>[6]</sup> - 11:15, 17:17, 85:21, 98:9, 136:5, 146:12</p> <p><b>seek</b> <sup>[9]</sup> - 17:15, 33:23, 72:8, 102:25, 107:3, 132:19, 136:6,</p>	<p>136:8, 137:8</p> <p><b>seeking</b> <sup>[11]</sup> - 35:24, 48:23, 59:24, 85:25, 108:28, 117:25, 121:18, 126:17, 131:12, 133:17, 148:18</p> <p><b>seem</b> <sup>[18]</sup> - 19:2, 20:25, 28:2, 33:27, 44:15, 44:19, 47:11, 49:18, 54:14, 60:1, 61:18, 75:9, 79:20, 86:20, 105:27, 111:10, 144:18, 150:23</p> <p><b>seeming</b> <sup>[1]</sup> - 73:26</p> <p><b>seemingly</b> <sup>[1]</sup> - 20:27</p> <p><b>selected</b> <sup>[1]</sup> - 93:3</p> <p><b>self</b> <sup>[2]</sup> - 74:18, 97:3</p> <p><b>send</b> <sup>[4]</sup> - 99:2, 108:4, 126:27, 142:7</p> <p><b>sending</b> <sup>[4]</sup> - 36:1, 83:6, 108:10, 139:28</p> <p><b>sends</b> <sup>[1]</sup> - 105:23</p> <p><b>senior</b> <sup>[1]</sup> - 55:21</p> <p><b>sense</b> <sup>[28]</sup> - 28:19, 29:16, 31:25, 38:3, 42:4, 43:17, 49:23, 49:28, 50:2, 50:4, 50:7, 54:19, 59:3, 64:14, 75:11, 76:11, 85:10, 92:20, 110:23, 111:17, 111:21, 112:18, 117:22, 118:9, 119:10, 124:5, 130:12, 143:13</p> <p><b>sent</b> <sup>[28]</sup> - 28:1, 29:22, 66:1, 66:3, 76:27, 86:22, 92:25, 101:10, 103:26, 103:29, 104:14, 106:3, 106:10, 106:24, 107:9, 108:19, 109:7, 115:2, 115:15, 115:16, 117:3, 117:6,</p>	<p>132:16, 133:14, 135:26, 136:2, 136:19, 147:1</p> <p><b>sentence</b> <sup>[12]</sup> - 16:12, 33:18, 37:24, 41:29, 52:17, 53:21, 56:11, 69:29, 94:6, 95:6, 116:20, 125:15</p> <p><b>separate</b> <sup>[1]</sup> - 134:9</p> <p><b>separately</b> <sup>[1]</sup> - 134:25</p> <p><b>September</b> <sup>[34]</sup> - 7:7, 7:11, 7:12, 12:3, 26:10, 26:12, 26:14, 61:20, 63:23, 66:8, 87:5, 98:14, 98:16, 98:18, 98:19, 99:23, 99:27, 103:24, 104:4, 104:8, 105:10, 109:26, 111:6, 113:3, 120:13, 123:15, 126:26, 131:18, 135:2, 141:26, 143:21, 145:21, 146:4, 147:7</p> <p><b>Sergeant</b> <sup>[228]</sup> - 6:24, 7:6, 7:17, 7:20, 7:26, 9:15, 9:21, 11:7, 12:15, 13:1, 13:3, 14:21, 15:1, 17:3, 18:29, 19:7, 19:27, 20:19, 20:29, 21:1, 21:18, 22:14, 23:4, 23:9, 23:19, 24:16, 24:20, 24:23, 25:13, 28:22, 28:24, 29:25, 30:1, 30:13, 30:28, 31:15, 31:19, 31:21, 32:9, 32:17, 32:23, 34:1, 35:5, 36:2, 36:8, 36:16, 38:7, 38:23, 39:28, 40:1, 40:3, 40:28, 41:14, 41:23, 42:9, 42:15, 43:16, 44:21, 45:11, 45:17, 45:18, 45:29, 46:10, 47:8, 47:28, 48:5,</p>	<p>48:10, 48:19, 48:22, 48:29, 49:2, 49:10, 50:24, 51:10, 51:14, 52:2, 52:6, 53:11, 53:23, 53:27, 53:28, 55:2, 55:11, 55:20, 55:23, 56:13, 57:11, 59:20, 59:23, 59:25, 61:3, 61:11, 62:23, 63:10, 63:17, 64:9, 65:5, 65:11, 65:17, 65:22, 65:23, 66:6, 67:7, 68:3, 71:6, 72:24, 73:3, 75:7, 75:10, 75:25, 76:9, 76:19, 77:3, 77:21, 78:1, 78:9, 78:28, 79:3, 79:4, 79:25, 80:4, 80:7, 81:4, 81:17, 81:21, 82:11, 84:17, 84:21, 86:6, 86:13, 86:27, 87:10, 87:14, 88:14, 90:6, 90:17, 91:5, 91:14, 91:27, 92:9, 92:13, 92:20, 93:8, 95:10, 96:4, 96:19, 96:22, 96:28, 97:7, 97:18, 97:21, 98:10, 98:16, 98:24, 99:1, 99:6, 102:7, 102:15, 102:20, 103:19, 104:4, 104:6, 104:24, 104:28, 105:5, 105:8, 105:25, 106:3, 106:9, 106:14, 106:25, 108:10, 109:11, 109:25, 110:23, 111:7, 113:27, 114:5, 114:17, 114:20, 114:25, 115:7, 115:24, 115:29, 117:17, 118:20, 121:26, 123:5, 123:19, 123:23, 126:23, 127:4, 127:25, 128:3, 128:19, 129:12, 129:18, 130:2,</p>	<p>130:7, 131:3, 131:6, 131:13, 131:21, 133:1, 133:27, 134:15, 134:29, 135:8, 135:24, 136:13, 137:7, 137:22, 139:18, 140:13, 141:8, 141:21, 142:18, 142:25, 143:9, 143:12, 144:16, 145:22, 146:5, 148:5, 148:12</p> <p><b>sergeant</b> <sup>[2]</sup> - 97:14, 144:27</p> <p><b>series</b> <sup>[4]</sup> - 108:21, 120:14, 126:15, 131:11</p> <p><b>serious</b> <sup>[6]</sup> - 18:19, 18:20, 57:23, 68:28, 78:27, 87:12</p> <p><b>served</b> <sup>[6]</sup> - 6:8, 9:22, 16:25, 19:22, 32:9, 129:12</p> <p><b>Service</b> <sup>[8]</sup> - 5:29, 6:15, 15:20, 17:11, 31:4, 31:16, 55:12, 140:25</p> <p><b>service</b> <sup>[7]</sup> - 20:5, 21:18, 40:6, 44:4, 53:29, 54:4, 57:12</p> <p><b>set</b> <sup>[13]</sup> - 30:6, 32:2, 36:8, 60:28, 62:29, 63:5, 66:29, 90:24, 92:4, 95:29, 102:26, 121:2, 122:24</p> <p><b>sets</b> <sup>[3]</sup> - 19:14, 30:9, 41:28</p> <p><b>setting</b> <sup>[3]</sup> - 47:16, 106:2, 137:11</p> <p><b>settled</b> <sup>[7]</sup> - 18:25, 22:11, 92:19, 94:8, 94:12, 95:12, 127:10</p> <p><b>settlement</b> <sup>[5]</sup> - 94:3, 94:10, 96:3, 127:9, 127:13</p> <p><b>seven</b> <sup>[2]</sup> - 63:1, 131:20</p> <p><b>several</b> <sup>[2]</sup> - 39:12, 47:27</p>
--	--	--	---	---	---

<p><b>severe</b> [1] - 46:20</p> <p><b>shall</b> [2] - 69:12, 122:8</p> <p><b>shared</b> [1] - 134:24</p> <p><b>shift</b> [1] - 138:13</p> <p><b>short</b> [5] - 66:8, 82:13, 99:24, 108:9</p> <p><b>shorter</b> [1] - 95:28</p> <p><b>shortly</b> [9] - 16:4, 21:28, 61:19, 75:12, 90:24, 104:17, 110:4, 127:4, 135:3</p> <p><b>shut</b> [1] - 148:19</p> <p><b>sick</b> [12] - 43:1, 48:5, 48:24, 65:24, 74:16, 86:14, 91:21, 102:29, 108:8, 117:18, 124:4, 124:11</p> <p><b>sickness</b> [9] - 12:8, 12:13, 13:2, 31:16, 55:12, 55:15, 61:4, 75:5, 104:25</p> <p><b>side</b> [4] - 84:27, 106:21, 134:29, 150:10</p> <p><b>side's</b> [1] - 150:11</p> <p><b>sight</b> [9] - 20:2, 47:13, 83:5, 83:19, 103:20, 103:22, 104:3, 120:9, 120:11</p> <p><b>sign</b> [2] - 74:11, 101:9</p> <p><b>signed</b> [2] - 23:18, 29:22</p> <p><b>significant</b> [6] - 16:14, 51:11, 53:8, 123:8, 130:6, 144:14</p> <p><b>significantly</b> [3] - 44:2, 123:9, 133:2</p> <p><b>signs</b> [2] - 8:28, 9:2</p> <p><b>silent</b> [1] - 103:7</p> <p><b>similar</b> [7] - 42:19, 45:1, 51:5, 60:23, 81:28, 83:16, 93:29</p> <p><b>similarly</b> [5] -</p>	<p>51:22, 85:15, 95:21, 99:18, 129:4</p> <p><b>simple</b> [2] - 44:27, 139:12</p> <p><b>simplest</b> [1] - 139:6</p> <p><b>simply</b> [5] - 29:4, 67:17, 81:5, 107:19, 113:19</p> <p><b>single</b> [1] - 29:15</p> <p><b>sit</b> [4] - 149:23, 149:24, 150:6, 150:26</p> <p><b>situation</b> [11] - 5:5, 18:10, 36:28, 46:22, 47:2, 57:1, 74:17, 96:18, 96:25, 97:4, 146:21</p> <p><b>situations</b> [1] - 116:24</p> <p><b>six</b> [6] - 9:11, 37:23, 109:2, 111:5, 129:9, 131:20</p> <p><b>slight</b> [1] - 54:8</p> <p><b>slightly</b> [5] - 7:9, 46:7, 52:28, 79:17, 130:15</p> <p><b>small</b> [1] - 103:13</p> <p><b>smaller</b> [1] - 149:26</p> <p><b>so..</b> [1] - 99:14</p> <p><b>societal</b> [2] - 144:19, 144:28</p> <p><b>Society</b> [1] - 6:9</p> <p><b>solicitor</b> [9] - 6:27, 9:18, 22:27, 23:5, 23:10, 29:25, 34:14, 66:26, 118:21</p> <p><b>Solicitors</b> [1] - 41:1</p> <p><b>solicitors</b> [2] - 34:1, 34:10</p> <p><b>sometimes</b> [1] - 139:4</p> <p><b>somewhat</b> [4] - 21:22, 111:4, 111:29, 139:17</p> <p><b>somewhere</b> [1] - 23:26</p> <p><b>soon</b> [2] - 68:25, 94:23</p> <p><b>sooner</b> [1] - 91:23</p> <p><b>sorry</b> [15] -</p>	<p>11:22, 36:7, 39:3, 42:25, 70:13, 106:4, 108:28, 123:2, 125:15, 125:17, 143:1, 143:4, 143:18, 144:25, 150:28</p> <p><b>sort</b> [9] - 19:14, 21:4, 38:20, 57:5, 82:15, 84:25, 85:8, 86:13, 91:11</p> <p><b>sought</b> [6] - 39:8, 61:18, 119:29, 121:5, 126:10, 136:24</p> <p><b>sound</b> [2] - 25:4, 143:1</p> <p><b>source</b> [3] - 48:26, 49:1, 114:25</p> <p><b>sources</b> [2] - 62:20, 76:14</p> <p><b>speaking</b> [1] - 150:8</p> <p><b>speaks</b> [1] - 96:19</p> <p><b>specialist</b> [10] - 5:27, 14:23, 21:7, 37:16, 40:16, 107:8, 107:9, 107:24, 131:25, 131:27</p> <p><b>specialists</b> [1] - 10:21</p> <p><b>specific</b> [2] - 29:8, 86:6</p> <p><b>specifically</b> [4] - 28:17, 43:21, 112:2, 112:4</p> <p><b>speedily</b> [2] - 32:15, 35:3</p> <p><b>spoken</b> [3] - 24:18, 89:3, 100:6</p> <p><b>sports</b> [1] - 6:4</p> <p><b>St</b> [1] - 142:11</p> <p><b>staff</b> [2] - 50:6, 137:15</p> <p><b>stage</b> [29] - 7:28, 14:16, 15:5, 15:8, 15:25, 35:3, 37:5, 47:12, 54:6, 75:23, 83:25, 87:23, 88:10, 91:1, 105:24, 106:12, 111:18, 114:3, 114:19, 118:13, 118:19, 120:22, 122:12,</p>	<p>123:4, 123:15, 127:5, 133:21, 134:13, 134:19</p> <p><b>stakeholders</b> [1] - 69:27</p> <p><b>stamped</b> [2] - 73:26, 103:18</p> <p><b>stand</b> [2] - 84:25, 85:9</p> <p><b>standard</b> [6] - 11:4, 11:12, 17:11, 57:5, 92:14, 93:9</p> <p><b>Standards</b> [1] - 140:2</p> <p><b>start</b> [1] - 151:5</p> <p><b>state</b> [18] - 31:13, 44:3, 63:10, 65:17, 77:14, 78:28, 79:6, 79:28, 80:10, 84:22, 85:6, 87:6, 87:13, 87:16, 90:18, 90:29, 92:21, 124:1</p> <p><b>State</b> [1] - 62:26</p> <p><b>statement</b> [13] - 5:21, 6:15, 12:1, 12:5, 27:29, 30:27, 74:24, 74:26, 129:3, 129:20, 132:3, 135:24, 141:22</p> <p><b>states</b> [8] - 20:28, 25:27, 30:9, 32:11, 52:11, 132:8, 132:24, 132:28</p> <p><b>station</b> [3] - 26:19, 134:9, 134:17</p> <p><b>statistical</b> [1] - 96:28</p> <p><b>status</b> [2] - 90:20, 95:9</p> <p><b>step</b> [3] - 45:10, 82:14, 140:8</p> <p><b>steps</b> [6] - 51:27, 79:2, 79:21, 79:24, 80:15, 81:20</p> <p><b>stigma</b> [3] - 144:24, 144:25, 144:28</p> <p><b>still</b> [20] - 9:2, 36:18, 45:20, 46:3, 52:9, 53:6, 58:10, 74:3, 78:21, 84:8, 85:9,</p>	<p>92:1, 92:19, 94:12, 96:8, 122:16, 122:19, 127:5, 131:2, 132:22</p> <p><b>stopped</b> [1] - 18:8</p> <p><b>straight</b> [1] - 84:17</p> <p><b>straightforward</b> [3] - 29:7, 64:16, 108:8</p> <p><b>strained</b> [1] - 139:7</p> <p><b>street</b> [1] - 19:21</p> <p><b>Stress</b> [1] - 140:3</p> <p><b>stress</b> [55] - 6:26, 9:23, 12:14, 12:17, 12:18, 13:21, 16:28, 22:8, 23:27, 24:7, 25:18, 30:3, 30:6, 48:26, 49:25, 55:14, 66:6, 66:7, 71:23, 71:25, 72:1, 72:7, 72:25, 73:6, 74:4, 74:15, 76:14, 76:29, 82:4, 83:7, 85:19, 87:2, 87:3, 109:5, 109:16, 109:28, 114:25, 115:9, 116:7, 116:22, 116:25, 116:28, 130:7, 135:10, 135:29, 136:7, 136:9, 136:22, 137:12, 137:13, 138:15, 139:26, 139:29, 140:6, 142:8</p> <p><b>stress-related</b> [1] - 72:25</p> <p><b>stressed</b> [1] - 19:19</p> <p><b>stressful</b> [2] - 78:25, 81:18</p> <p><b>stretches</b> [1] - 7:6</p> <p><b>strictest</b> [1] - 10:25</p> <p><b>strictly</b> [1] - 150:8</p> <p><b>study</b> [3] - 9:12, 27:7, 150:5</p> <p><b>subject</b> [7] - 18:19, 34:18, 72:24, 73:13, 86:9, 101:28,</p>	<p>126:9</p> <p><b>submission</b> [4] - 9:17, 26:29, 27:12, 59:26</p> <p><b>submissions</b> [9] - 149:1, 149:5, 149:13, 149:20, 149:21, 149:23, 149:27, 150:9, 150:11</p> <p><b>submit</b> [2] - 42:15, 42:20</p> <p><b>subsequent</b> [5] - 16:19, 55:17, 67:21, 84:3, 138:5</p> <p><b>subsequently</b> [6] - 7:16, 10:1, 15:29, 50:9, 74:28, 81:1</p> <p><b>substance</b> [2] - 82:20, 86:18</p> <p><b>substantial</b> [1] - 137:10</p> <p><b>substantially</b> [2] - 37:17, 132:25</p> <p><b>substantive</b> [2] - 61:3, 133:27</p> <p><b>successful</b> [2] - 20:12, 43:5</p> <p><b>successor</b> [2] - 75:28, 80:19</p> <p><b>suffer</b> [2] - 44:2, 133:1</p> <p><b>suffered</b> [2] - 72:8, 88:4</p> <p><b>suffering</b> [8] - 30:1, 30:13, 46:20, 46:26, 71:25, 74:4, 98:11, 115:7</p> <p><b>suggest</b> [9] - 36:24, 37:27, 52:14, 68:24, 111:27, 112:5, 118:18, 118:26, 124:8</p> <p><b>suggesting</b> [3] - 116:10, 119:23, 120:6</p> <p><b>suggestion</b> [1] - 52:20</p> <p><b>suicidal</b> [1] - 78:14</p> <p><b>summarise</b> [3] - 27:29, 28:10, 122:28</p> <p><b>summarising</b> [2] - 27:6, 34:7</p> <p><b>summary</b> [1] -</p>
---	---	--	---	---	--

<p>47:17  <b>Superintendan</b>  <b>t</b> [1] - 132:12  <b>superintendent</b>  [5] - 74:28,  102:20, 103:27,  113:8, 122:27  <b>Superintenden</b>  <b>t</b> [9] - 24:14, 28:8,  71:16, 85:18,  85:27, 102:21,  103:27, 130:25  <b>superiors</b> [3] -  8:27, 26:2, 74:7  <b>supervisors</b> [1]  - 53:27  <b>support</b> [6] -  9:7, 48:18, 49:9,  51:13, 54:8,  140:24  <b>supporting</b> [1] -  94:20  <b>supportive</b> [4] -  8:10, 30:14,  56:19, 129:11  <b>supports</b> [2] -  140:17, 140:23  <b>suppose</b> [51] -  13:12, 21:17,  25:7, 29:7, 29:11,  29:14, 33:6,  37:17, 38:25,  43:10, 49:24,  49:28, 53:11,  70:20, 93:15,  96:1, 100:19,  100:24, 106:2,  107:10, 107:17,  107:19, 111:13,  113:3, 116:14,  116:19, 119:14,  119:18, 119:26,  121:2, 121:16,  121:21, 122:21,  123:4, 123:6,  123:23, 124:1,  126:23, 127:10,  127:12, 130:24,  134:14, 134:27,  136:10, 138:20,  139:1, 140:19,  145:18, 146:5,  146:11, 148:28  <b>suppose..</b> [1] -  19:6  <b>surgeon</b> [2] -  107:12, 108:5  <b>surprise</b> [1] -  21:12  <b>surprised</b> [3] -</p>	<p>8:24, 21:22,  122:21  <b>Susan</b> [1] - 82:9  <b>suspect</b> [1] -  3:13  <b>sustained</b> [2] -  29:8, 58:25  <b>sustaining</b> [1] -  23:15  <b>Swords</b> [1] -  26:18  <b>SWORN</b> [1] -  5:24  <b>sworn</b> [1] -  145:14  <b>symptomology</b>  [1] - 46:26  <b>symptoms</b> [19] -  8:28, 9:1, 30:2,  40:7, 46:21, 47:3,  63:3, 76:10, 87:3,  87:29, 88:5,  96:15, 96:18,  96:22, 96:23,  97:1, 97:11,  115:8, 136:25  <b>system</b> [1] -  19:23  <b>systems</b> [2] -  53:5, 53:13  <b>Síochána</b> [34] -  3:15, 5:29, 32:8,  81:18, 87:10,  88:4, 89:6, 91:24,  91:29, 92:13,  93:8, 94:20,  94:22, 95:11,  96:20, 97:18,  97:26, 100:23,  101:17, 101:25,  101:28, 107:3,  108:17, 112:29,  118:15, 118:23,  118:29, 119:13,  135:12, 137:16,  137:26, 139:22,  143:25, 145:12  <b>Síochána's</b> [2] -  118:2, 137:7</p>	<p><b>task</b> [1] - 6:16  <b>team</b> [3] - 17:22,  48:4, 144:6  <b>technical</b> [1] -  96:27  <b>temporarily</b> [4] -  78:29, 87:14,  88:17, 92:11  <b>temporary</b> [1] -  84:28  <b>ten</b> [2] - 89:24,  99:12  <b>tendency</b> [1] -  26:19  <b>tense</b> [2] -  91:29, 92:9  <b>tentative</b> [1] -  126:8  <b>term</b> [3] - 94:16,  97:26, 103:7  <b>terms</b> [28] -  13:8, 21:11,  42:29, 72:12,  80:1, 96:27,  105:4, 107:20,  107:21, 108:10,  109:25, 114:23,  114:28, 115:18,  116:28, 118:6,  119:1, 119:27,  119:29, 123:18,  124:20, 127:16,  128:13, 130:7,  130:23, 133:26,  138:13, 140:13  <b>terrible</b> [1] -  29:12  <b>tested</b> [1] -  64:18  <b>text</b> [3] - 28:1,  73:29, 79:17  <b>thanking</b> [2] -  83:19, 90:21  <b>THAT</b> [2] - 3:12,  3:17  <b>that'd</b> [1] - 11:12  <b>THE</b> [9] - 3:7,  3:8, 5:1, 89:29,  102:3, 141:2,  147:25, 148:25,  151:17  <b>themselves</b> [1] -  48:14  <b>THEN</b> [4] -  89:29, 145:4,  148:25, 151:17  <b>theory</b> [1] -  64:16  <b>thereafter</b> [4] -  21:29, 104:15,</p>	<p>110:21, 126:15  <b>therefore</b> [8] -  6:29, 20:23,  28:22, 68:24,  88:14, 95:13,  97:10, 97:17  <b>therein</b> [1] -  80:25  <b>thereof</b> [1] -  74:20  <b>think..</b> [2] -  27:16, 117:9  <b>thinking</b> [1] -  43:8  <b>thinks</b> [2] -  19:19, 96:19  <b>third</b> [12] -  15:13, 28:13,  34:27, 42:24,  42:27, 75:3,  84:15, 87:9,  90:27, 91:3,  128:16, 146:28  <b>thoroughly</b> [1] -  58:8  <b>thread</b> [1] -  57:22  <b>threat</b> [6] -  18:12, 24:1,  115:21, 115:24,  116:11, 119:3  <b>threatened</b> [1] -  25:29  <b>threatening</b> [1] -  116:15  <b>threats</b> [9] -  16:15, 25:16,  28:4, 28:10,  76:18, 109:14,  109:21, 115:27,  138:5  <b>three</b> [22] -  14:20, 26:5,  26:18, 27:19,  44:13, 66:5,  78:29, 81:15,  81:23, 82:7,  86:26, 87:22,  112:15, 122:19,  123:21, 125:17,  139:9, 141:14,  147:4, 149:10,  149:11, 150:3  <b>three-month</b> [1]  - 81:23  <b>throughout</b> [5] -  51:18, 91:7,  121:8, 123:16,  123:20  <b>throwing</b> [1] -</p>	<p>60:1  <b>Thursday</b> [1] -  38:10  <b>tiny</b> [1] - 142:23  <b>TO</b> [1] - 3:7  <b>to-ing</b> [2] -  27:19, 85:21  <b>Tobin</b> [6] -  12:24, 12:25,  14:25, 15:19,  15:25, 145:29  <b>today</b> [8] - 19:6,  82:22, 94:20,  98:25, 120:25,  136:6, 139:19,  148:1  <b>today's</b> [1] -  13:24  <b>together</b> [1] -  124:27  <b>toll</b> [2] - 89:6,  130:7  <b>tomorrow</b> [1] -  139:19  <b>tone</b> [1] - 42:8  <b>took</b> [3] - 57:2,  104:17, 130:6  <b>top</b> [6] - 8:2,  34:27, 69:8,  74:24, 76:6, 95:7  <b>total</b> [1] - 135:6  <b>touch</b> [1] - 36:8  <b>touched</b> [1] -  125:29  <b>towards</b> [5] -  50:28, 56:18,  75:8, 100:26,  129:5  <b>tragic</b> [1] - 36:20  <b>training</b> [3] -  6:7, 75:8, 81:5  <b>transparent</b> [1] -  130:10  <b>trauma</b> [8] -  25:14, 65:23,  65:25, 87:2, 88:6,  109:12, 116:15,  138:3  <b>traumatic</b> [19] -  22:8, 23:27,  23:29, 25:18,  30:3, 30:6, 49:25,  87:3, 103:1,  109:5, 109:16,  115:9, 116:7,  116:22, 116:25,  116:28, 119:2,  136:22, 138:15  <b>treasurer</b> [1] -  6:11</p>	<p><b>treat</b> [1] - 131:5  <b>treated</b> [2] -  10:25, 100:21  <b>treated'</b> [1] -  91:25  <b>treating</b> [5] -  12:20, 17:18,  17:22, 81:10,  147:16  <b>treating/</b>  <b>certifying</b> [2] -  10:20, 10:27  <b>treatment</b> [4] -  17:21, 17:26,  88:3, 139:11  <b>trial</b> [2] - 39:28,  42:9  <b>triangle</b> [1] -  45:12  <b>Tribunal</b> [15] -  6:23, 7:26, 33:4,  127:14, 135:25,  140:14, 147:24,  148:1, 148:10,  148:18, 149:5,  149:17, 149:21,  149:28, 149:29  <b>TRIBUNAL</b> [1] -  3:9  <b>tribunal</b> [1] -  3:19  <b>Tribunal's</b> [1] -  150:10  <b>triggering</b> [1] -  25:9  <b>trio</b> [1] - 75:1  <b>trouble</b> [1] -  52:12  <b>troublesome</b> [1]  - 139:9  <b>trust</b> [1] - 53:26  <b>try</b> [3] - 36:8,  48:17, 98:5  <b>trying</b> [4] -  54:29, 117:27,  124:7, 144:25  <b>TUESDAY</b> [1] -  5:1  <b>turn</b> [5] - 8:2,  11:6, 47:18,  77:19, 103:29  <b>turned</b> [1] -  98:15  <b>turns</b> [1] -  103:25  <b>twice</b> [1] -  146:28  <b>two</b> [28] - 7:15,  24:12, 25:17,  26:24, 29:13,</p>
---	---	---	---	--	---

<p>30:10, 41:3, 55:13, 57:14, 63:19, 66:20, 71:9, 77:6, 77:25, 83:15, 89:23, 89:27, 90:12, 93:15, 103:2, 109:15, 115:1, 121:13, 121:16, 122:20, 134:10, 151:9, 151:11</p> <p><b>two-page</b> [3] - 57:14, 77:25, 90:12</p> <p><b>type</b> [1] - 88:4</p>	<p><b>uneasiness</b> [1] - 56:28</p> <p><b>unfair</b> [1] - 143:10</p> <p><b>unfit</b> [16] - 12:18, 16:28, 41:15, 42:16, 46:3, 65:15, 71:24, 74:29, 76:12, 78:29, 82:26, 87:14, 87:29, 89:8, 92:11, 96:9</p> <p><b>unfitness</b> [6] - 48:12, 77:11, 81:15, 81:24, 87:19, 88:15</p> <p><b>unfortunate</b> [7] - 29:12, 50:25, 55:17, 100:19, 100:23, 110:17, 130:16</p> <p><b>unfortunately</b> [6] - 12:26, 16:4, 53:13, 68:22, 82:26, 118:14</p> <p><b>unhappiness</b> [2] - 56:29, 122:18</p> <p><b>unhelpful</b> [1] - 42:29</p> <p><b>unit</b> [1] - 42:13</p> <p><b>unless</b> [7] - 8:8, 43:29, 44:4, 46:2, 74:9, 89:22, 132:29</p> <p><b>unlikely</b> [4] - 81:6, 87:15, 144:15, 146:11</p> <p><b>unnecessarily</b> [1] - 18:14</p> <p><b>unreasonable</b> [2] - 95:15, 143:10</p> <p><b>unrelated</b> [1] - 60:12</p> <p><b>unsafe</b> [2] - 78:26, 87:11</p> <p><b>unsuccessful</b> [1] - 48:5</p> <p><b>untenable</b> [1] - 74:3</p> <p><b>UNTIL</b> [1] - 151:17</p> <p><b>unusual</b> [4] - 35:20, 37:15, 39:14, 58:19</p> <p><b>up</b> [21] - 7:7, 14:14, 18:15, 36:8, 38:12, 42:21, 66:3, 80:22, 85:28,</p>	<p>87:25, 90:24, 96:4, 99:18, 111:19, 126:26, 127:17, 127:18, 129:9, 135:3, 139:26, 145:10</p> <p><b>up-to-date</b> [1] - 42:21</p> <p><b>update</b> [8] - 45:28, 51:3, 54:10, 74:19, 82:23, 84:8, 85:25, 132:19</p> <p><b>updated</b> [3] - 41:20, 56:8, 99:3</p> <p><b>updates</b> [1] - 75:16</p> <p><b>updating</b> [1] - 55:27</p> <p><b>upheld</b> [1] - 81:1</p> <p><b>upset</b> [2] - 51:10, 94:13</p> <p><b>urgency</b> [2] - 69:2, 77:9</p> <p><b>urgent</b> [3] - 83:13, 83:25, 131:5</p> <p><b>urgently</b> [3] - 79:2, 79:24, 81:20</p> <p><b>usual</b> [2] - 9:28, 12:20</p>	<p>111:11, 111:17, 111:18, 111:19, 114:19, 115:13, 119:18, 119:19, 120:23, 123:25, 128:13, 129:4, 129:27, 130:5, 132:12, 132:27, 134:19, 134:23, 135:14, 135:17, 136:3, 137:23, 137:27, 138:11, 139:20, 142:17, 142:25, 143:15, 146:5, 148:6, 150:10</p> <p><b>viewing</b> [1] - 61:16</p> <p><b>views</b> [11] - 36:5, 69:19, 95:5, 114:22, 114:25, 125:8, 125:10, 125:13, 125:22, 125:27, 134:13</p> <p><b>vindication</b> [1] - 92:20</p> <p><b>vis-à-vis</b> [1] - 68:3</p> <p><b>vital</b> [4] - 79:2, 79:24, 80:15, 81:19</p>	<p>140:4, 149:10, 149:11, 150:3</p> <p><b>welcome</b> [3] - 23:16, 38:5, 38:8</p> <p><b>welfare</b> [3] - 91:23, 112:22, 123:10</p> <p><b>wellbeing</b> [3] - 30:16, 75:11, 124:5</p> <p><b>whereas</b> [2] - 115:21, 121:3</p> <p><b>whistleblower</b> [1] - 47:8</p> <p><b>whistleblower's</b> [2] - 46:13, 47:9</p> <p><b>who..</b> [1] - 101:24</p> <p><b>whole</b> [7] - 43:29, 66:15, 113:20, 132:29, 137:26, 146:24</p> <p><b>wide</b> [1] - 86:8</p> <p><b>William</b> [10] - 18:8, 18:20, 18:23, 46:15, 46:20, 46:27, 55:11, 74:5, 74:10, 86:27</p> <p><b>William's</b> [1] - 47:3</p> <p><b>wish</b> [6] - 20:11, 101:22, 117:17, 145:28, 149:4, 149:6</p> <p><b>wished</b> [1] - 31:24</p> <p><b>wishes</b> [3] - 41:21, 102:25, 146:9</p> <p><b>WITHDREW</b> [1] - 148:25</p> <p><b>WITNESS</b> [6] - 4:6, 102:3, 141:2, 145:4, 147:25, 148:25</p> <p><b>witness</b> [1] - 5:17</p> <p><b>witnesses</b> [2] - 148:2, 148:10</p> <p><b>witnesses"</b> [1] - 88:29</p> <p><b>woman</b> [2] - 18:22, 55:17</p> <p><b>wondered</b> [1] - 44:6</p> <p><b>wondering</b> [2] - 62:8, 85:20</p> <p><b>wonders</b> [1] - 133:2</p>	<p><b>word</b> [7] - 38:3, 42:5, 54:14, 110:17, 117:23, 130:16, 144:25</p> <p><b>word"</b> [1] - 118:10</p> <p><b>words</b> [1] - 149:11</p> <p><b>work-related</b> [25] - 6:26, 9:23, 12:14, 13:21, 28:25, 28:26, 71:23, 72:1, 72:7, 72:29, 73:5, 74:4, 74:15, 76:29, 82:4, 83:7, 85:19, 110:26, 136:7, 136:9, 137:12, 137:13, 139:26, 139:29, 142:8</p> <p><b>Workplace</b> [1] - 140:3</p> <p><b>workplace</b> [26] - 30:5, 56:7, 60:17, 61:10, 78:4, 78:25, 81:18, 100:21, 103:2, 115:11, 115:14, 116:21, 118:24, 123:24, 123:28, 123:29, 135:9, 135:10, 135:14, 137:24, 138:3, 138:29, 140:15, 140:23, 140:25, 143:27</p> <p><b>works</b> [2] - 48:13, 151:13</p> <p><b>world</b> [1] - 23:2</p> <p><b>worries</b> [3] - 47:4, 47:5, 123:28</p> <p><b>wrist</b> [2] - 139:7, 139:8</p> <p><b>write</b> [5] - 12:20, 12:24, 37:28, 75:20, 85:15</p> <p><b>writing</b> [9] - 3:19, 6:27, 34:24, 41:20, 75:23, 82:17, 84:4, 94:20, 117:29</p> <p><b>written</b> [16] - 16:28, 25:5, 29:17, 34:21, 40:29, 44:24, 45:4, 60:23, 73:3, 82:21, 82:22, 82:29, 90:7, 90:8, 94:28, 126:18</p>
<b>U</b>		<b>V</b>		<b>W</b>	
<p><b>UCD</b> [1] - 6:3</p> <p><b>ultimately</b> [12] - 44:19, 70:16, 96:10, 101:7, 106:26, 113:5, 114:7, 114:9, 130:2, 134:23, 137:20, 137:22</p> <p><b>unable</b> [8] - 12:15, 18:23, 20:29, 22:9, 59:9, 74:8, 76:13, 109:27</p> <p><b>unaffected</b> [1] - 17:13</p> <p><b>unavailable</b> [1] - 15:27</p> <p><b>unaware</b> [1] - 127:22</p> <p><b>uncertain</b> [1] - 125:28</p> <p><b>under</b> [9] - 8:9, 15:1, 17:14, 42:7, 59:28, 62:25, 116:14, 139:21, 140:1</p> <p><b>under..</b> [1] - 103:11</p> <p><b>underlying</b> [1] - 74:9</p> <p><b>underscore</b> [1] - 83:22</p> <p><b>understood</b> [8] - 38:3, 42:4, 67:19, 74:11, 84:26, 117:22, 118:9, 124:19</p> <p><b>undertaken</b> [2] - 3:14, 93:23</p> <p><b>undertook</b> [3] - 11:9, 24:27, 128:5</p>	<p><b>unfitness</b> [6] - 48:12, 77:11, 81:15, 81:24, 87:19, 88:15</p> <p><b>unfortunate</b> [7] - 29:12, 50:25, 55:17, 100:19, 100:23, 110:17, 130:16</p> <p><b>unfortunately</b> [6] - 12:26, 16:4, 53:13, 68:22, 82:26, 118:14</p> <p><b>unhappiness</b> [2] - 56:29, 122:18</p> <p><b>unhelpful</b> [1] - 42:29</p> <p><b>unit</b> [1] - 42:13</p> <p><b>unless</b> [7] - 8:8, 43:29, 44:4, 46:2, 74:9, 89:22, 132:29</p> <p><b>unlikely</b> [4] - 81:6, 87:15, 144:15, 146:11</p> <p><b>unnecessarily</b> [1] - 18:14</p> <p><b>unreasonable</b> [2] - 95:15, 143:10</p> <p><b>unrelated</b> [1] - 60:12</p> <p><b>unsafe</b> [2] - 78:26, 87:11</p> <p><b>unsuccessful</b> [1] - 48:5</p> <p><b>untenable</b> [1] - 74:3</p> <p><b>UNTIL</b> [1] - 151:17</p> <p><b>unusual</b> [4] - 35:20, 37:15, 39:14, 58:19</p> <p><b>up</b> [21] - 7:7, 14:14, 18:15, 36:8, 38:12, 42:21, 66:3, 80:22, 85:28,</p>	<p><b>various</b> [2] - 57:22, 124:23</p> <p><b>ventilated</b> [1] - 33:3</p> <p><b>versions</b> [1] - 10:1</p> <p><b>versus</b> [1] - 139:22</p> <p><b>victim</b> [2] - 16:23, 26:6</p> <p><b>view</b> [65] - 8:3, 13:19, 13:23, 14:7, 19:5, 21:5, 29:4, 35:24, 37:7, 38:4, 38:16, 41:28, 43:4, 48:7, 51:26, 54:29, 58:12, 60:8, 63:2, 69:20, 73:14, 79:9, 80:15, 85:5, 85:8, 92:6, 93:14, 98:7, 98:22, 101:2, 103:2, 106:19, 109:25,</p>	<p><b>wait</b> [1] - 101:26</p> <p><b>wake</b> [1] - 9:1</p> <p><b>Walsh</b> [1] - 149:29</p> <p><b>warrant</b> [1] - 9:3</p> <p><b>WAS</b> [4] - 5:24, 102:3, 141:2, 145:4</p> <p><b>was..</b> [1] - 93:15</p> <p><b>water</b> [1] - 132:27</p> <p><b>way:"</b> [1] - 68:2</p> <p><b>ways</b> [1] - 109:24</p> <p><b>weakness</b> [1] - 74:12</p> <p><b>wear</b> [2] - 5:6, 5:8</p> <p><b>week</b> [6] - 16:20, 20:25, 53:20, 84:14, 100:6, 150:6</p> <p><b>weeks</b> [10] - 9:12, 131:20, 139:9, 139:26,</p>	<p><b>wish</b> [6] - 20:11, 101:22, 117:17, 145:28, 149:4, 149:6</p> <p><b>wished</b> [1] - 31:24</p> <p><b>wishes</b> [3] - 41:21, 102:25, 146:9</p> <p><b>WITHDREW</b> [1] - 148:25</p> <p><b>WITNESS</b> [6] - 4:6, 102:3, 141:2, 145:4, 147:25, 148:25</p> <p><b>witness</b> [1] - 5:17</p> <p><b>witnesses</b> [2] - 148:2, 148:10</p> <p><b>witnesses"</b> [1] - 88:29</p> <p><b>woman</b> [2] - 18:22, 55:17</p> <p><b>wondered</b> [1] - 44:6</p> <p><b>wondering</b> [2] - 62:8, 85:20</p> <p><b>wonders</b> [1] - 133:2</p>	<p><b>word</b> [7] - 38:3, 42:5, 54:14, 110:17, 117:23, 130:16, 144:25</p> <p><b>word"</b> [1] - 118:10</p> <p><b>words</b> [1] - 149:11</p> <p><b>work-related</b> [25] - 6:26, 9:23, 12:14, 13:21, 28:25, 28:26, 71:23, 72:1, 72:7, 72:29, 73:5, 74:4, 74:15, 76:29, 82:4, 83:7, 85:19, 110:26, 136:7, 136:9, 137:12, 137:13, 139:26, 139:29, 142:8</p> <p><b>Workplace</b> [1] - 140:3</p> <p><b>workplace</b> [26] - 30:5, 56:7, 60:17, 61:10, 78:4, 78:25, 81:18, 100:21, 103:2, 115:11, 115:14, 116:21, 118:24, 123:24, 123:28, 123:29, 135:9, 135:10, 135:14, 137:24, 138:3, 138:29, 140:15, 140:23, 140:25, 143:27</p> <p><b>works</b> [2] - 48:13, 151:13</p> <p><b>world</b> [1] - 23:2</p> <p><b>worries</b> [3] - 47:4, 47:5, 123:28</p> <p><b>wrist</b> [2] - 139:7, 139:8</p> <p><b>write</b> [5] - 12:20, 12:24, 37:28, 75:20, 85:15</p> <p><b>writing</b> [9] - 3:19, 6:27, 34:24, 41:20, 75:23, 82:17, 84:4, 94:20, 117:29</p> <p><b>written</b> [16] - 16:28, 25:5, 29:17, 34:21, 40:29, 44:24, 45:4, 60:23, 73:3, 82:21, 82:22, 82:29, 90:7, 90:8, 94:28, 126:18</p>

<p><b>wrote</b> [45] - 14:20, 14:25, 14:26, 15:29, 16:7, 20:12, 22:18, 23:8, 23:10, 23:21, 25:8, 27:27, 29:18, 33:10, 34:18, 40:23, 40:25, 40:26, 41:2, 42:19, 42:23, 44:11, 44:13, 45:1, 51:5, 52:28, 60:23, 60:26, 61:19, 63:22, 66:18, 71:10, 71:13, 75:1, 81:14, 81:28, 82:1, 82:17, 84:9, 85:4, 89:17, 108:26, 110:5, 112:12, 145:23</p>	<p><b>you..</b> [1] - 98:7 <b>yourself</b> [14] - 29:3, 39:11, 47:11, 68:2, 85:23, 89:10, 95:1, 108:23, 110:15, 120:16, 123:17, 137:26, 138:27, 141:8</p>
<b>X</b>	‘
<p><b>x-ray</b> [1] - 139:10</p>	‘A’ [1] - 3:13
<b>Y</b>	—
<p><b>yeah..</b> [2] - 33:2, 125:26 <b>year</b> [13] - 6:8, 7:18, 7:29, 9:1, 32:10, 47:17, 52:18, 52:24, 101:17, 129:13, 130:4, 146:26, 146:29 <b>years</b> [19] - 7:9, 26:5, 26:18, 30:19, 38:28, 55:13, 89:7, 99:12, 121:16, 122:19, 122:20, 123:21, 134:10, 135:6, 136:7, 136:12, 137:21, 137:24, 138:14 <b>yes..</b> [18] - 11:29, 13:14, 13:16, 13:28, 14:5, 17:19, 17:23, 22:24, 29:9, 33:5, 33:8, 39:1, 39:6, 43:12, 62:12, 62:17, 64:4, 141:19</p>	<p>— [1] - 3:7</p>